

Staff Council Officer's Report

February 2026

SC LEADERSHIP WITH CHIEF OF STAFF TO THE PRESIDENT

On February 17, 2026, Jennifer and Alan met with Jonathan D'Amore, Chief of Staff to the President. Items discussed included:

- The Our Common Ground Staff Award process is moving along
 - Jennifer met with Michelle Clark from Presidential Events.
 - In process of filling seats on the review committee
 - Meeting with OIE to insure inclusivity of process
 - Nomination rigor will remain given this is the highest Staff Presidential recognition
- The UVM Strategic Plan was discussed including the initial roll out plan and any engagement or support Staff Council can offer
 - Each College/Division/Unit will perform a strategic alignment process towards aligning with the UVM plan
 - Broad participation is expected including committees and listening sessions
 - Goal of full completion by September/October 2026
- Staff Appreciation discussed. This remains a high priority for the President's office
 - Planning a State of the University address by Dr. Tromp at the beginning of fall semester which may include a picnic, not intended as a replacement for the traditional BBQ
 - Social on the green and week of appreciation events all being assessed and may look very different from years past as they look to expand the concept of Staff Appreciation
- The search for a permanent Provost is in the planning stages. Staff will be included in the process. Jonathan will follow up with more details when available
- Jennifer gave a brief update on the Staff Council Engagement Matrix project. She also noted the improvements from senior leadership on communications and transparency. Jonathan would like to see the matrix once completed before full dissemination to senior leaders.
- Jonathan offered the various Dean's searches continue.
- Strategic Communications under Lauren Griswold's leadership is looking to expand the marketing of UVM beyond simply recruitment of new students.
- Jonathan also offered that LEAP continues and additional updates are forthcoming
- **Next meeting 3/17/26**

SC LEADERSHIP WITH HUMAN RESOURCES LEADERSHIP

On February 20, 2026, Jennifer and Alan met with Lindsey Melo, Interim Chief Human Resource Officer and Sarah Hennessy, Talent Acquisition Center of Excellence Leader. Items discussed included:

- Jennifer provided an update on where the Our Common Ground Award program is to date, hoping to launch nomination applications in March. Jennifer also kept the Staff Appreciation topic fresh asking where that project is and what Staff Council can do to assist.
- Lindsey provided an update on the HR department reorganization. There are now 3 HR Generalist with a 4th position posted. Sarah has 2 recruiters on staff as well as 1 talent acquisition coordinator and the talent team (Jack Dorkey and Adam Boothe) reporting to her.
- The position of Director of Total Rewards has been posted with several applications having been received. May engage with Staff Council as finalists are brought to campus
- Hope to finalize the interview process for the new Chief Human Resource Officer by 3/3. Finalists are to be selected by the end of March. Kellie Campbell chairs the search committee. Staff Council will play a role as finalists are determined.
- Any staff pay adjustment not already in any collective bargaining agreements will be finalized in the April/May time frame
- In other business, Lindsey shared that there is strong interest in the Mentoring program with 44 staff exhibiting interest through their response form.
- **Next meeting 3/16/26**

Upcoming Leadership Meetings

- Finance and Administration, Alicia Estey, 3/19/26
- Strategic Communications, 2/11/26 (Canceled). Next Meeting 3/24/26
- UVM President, Dr. Tromp, 2/18/26 (Canceled). Next Meeting 5/12/26