



Personal and Professional Development, Occupational Environment Committee (PPDOE)
End of Year Report FY26

Committee Charge

The committee shall be responsible for monitoring and reviewing all matters that deal with personal and professional development of staff as they relate to conditions of employment. It shall work to promote the continued education of staff through training and enrichment opportunities sponsored by the university as well as outside vendors. The committee shall also address employee environment and facilities issues including ability and access concerns.

The committee shall collaborate with University leaders, units, departments, governance bodies, students, staff, faculty or any other group created to address these matters to ensure transparency and equity while promoting effective problem resolution and efficient use of University resources.

Members FY26

Adam Boothe: Representative
Sam Chambers: Representative
Liz Crawford: Member at-large
Amanda Duling: Co-Chair
Maddi Larson: Member at-large
Cindy Lee: Representative
Karyn McGovern: Representative
Jennifer Payne: Co-Chair
Jake M. Spiegler: Representative
Douglas Stewart: Representative
Heather Winther: Representative
Sawyer Zundel: Representative

2025-2026 Goals

1. Continue to promote CatChat and encourage participation, both presenters and attendees. Hold our first hybrid CatChat in Spring 2026.
 - *Successfully completed – see Cat Chat Sub-Committee notes below*
2. Respond to Occupation Environment survey results, and committee's charge, by sharing resources and educating staff on topics expressed in the survey that could

better their work environment. Plan to look at the results of the Campus Climate survey and see if there is anything in the results we could address.

- *Successfully completed in regards to the fall survey. The OE subcommittee reviewed the Campus Climate results and determined it did not provide the desired type of data we could address.*
 - *A spring survey was distributed and results will be shared and action taken in the fall.*
3. Sponsor 2 Lunch and Learns in collaboration with HR.
 - *Successfully completed – see Lunch and Learn notes below*
 4. Continue partnering with HR to collect and compile feedback on requested topics or documents.
 - *Successfully completed and ongoing. Reviewed, previewed, or tested the following HR initiatives and provided feedback: HR Summit Proposal, ePerformance training and resources, ePerformance while in progress, Leadership Cohort training, Supervisor Training course*

Cat Chat Sub-Committee

- 2025-2026 Dates: October 8 and March 13
- Roles: Speaker Liaison, Emcee, Public Speaking preparation and support
- Began recording and archiving Cat Chats, now available on Staff Council website
- Hosted first hybrid Cat Chat that was streamed live on March 13, 2026
- Created language that is shared with presenters after the presentation to use on LinkedIn and resumes
- Scheduled 26-27 Dates: Thursday, November 5 and Thursday, March 18 at 12:15, room reservations have been made for Jost with a room setup of rows and two round tables
- As of May 2026, there are 4 potential speakers for 2026-27

Occupational Environment Sub-Committee

- Learned how to book spaces/rooms in short time periods and helped spread the word.
- Acted on Winter 2025 survey results to guide 2025/26 programming
- Fall outreach to campus partners resulted in Amanda Clayton (ED of Physical Plant) and Mike Austin (Chief Technology Officer) presenting at full Staff Council meetings
- Spring 2026 Survey. Results will be shared with a wide range of campus leaders. The submissions will help guide new initiatives for 2026/2027.

Lunch & Learns

- Co-sponsor/host with HR
- Dates: December 5 (EPerformance), April 17 (Mentorship Program), June 5 (Communication Tools)
- Roles: 2-3 Room Hosts: show up a bit before noon to welcome and direct people to the room, assure attendees they are in the right place, help lay out the pizza, salad, utensils buffet style when it is delivered, setup Staff Council info, monitor chat, and then help clean up the food after the session.

HR Partnership

- Jack Dorkey -guest at every meeting has been a welcome addition and a great partnership, Cc him on meeting invites and make sure he gets the meeting agendas
- Has provided opportunity for feedback to flow both ways
- Learned in late May 2025 that Jack is no longer at UVM, wondering who if someone from HR will join us