



Staff Council President's Report

**Board of Trustees
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**Prepared By
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Members of the Board,

The summer months and opening of the 2026-2027 academic year provided meaningful opportunities for the University of Vermont Staff Council to strengthen staff engagement, support employee development, and deepen collaboration with university leadership. Through regular dialogue with senior administrators and the work of its standing committees, Staff Council continued to elevate staff perspectives while supporting institutional priorities.

Strengthening Partnership and Communication

Staff Council leadership maintained regular meetings with representatives from the President's Office, Human Resources, Strategic Communications, and Finance and Administration. These conversations serve as an important mechanism for sharing staff perspectives and ensuring that staff experiences inform institutional decision-making.

Key areas of discussion included staff recognition, professional development, workplace climate, communications effectiveness, accessibility, enrollment and financial planning, and implementation of the university's strategic plan. Staff Council continues to be encouraged by the willingness of university leaders to engage in open dialogue and collaborative problem solving.

Particular attention was given to university communication practices and accessibility readiness. Discussions focused on strengthening digital accessibility, improving governance of university websites, supporting institutional branding efforts, and enhancing communication tools available to the campus community.

Conversations with leadership in Finance and Administration highlighted enrollment-focused planning efforts and emerging governance structures. Staff Council welcomed the opportunity for staff representation on the new Incentive-Based Budgeting Advisory Committee, helping ensure staff perspectives are included in discussions related to

institutional resources and financial planning. I have been actively involved in the Provost search, through my role as Staff Council President and have appreciated the opportunity to raise up staff experience, voice and role throughout the process.

Staff Council leadership also met with President Marlene Tromp to discuss advancement of the university's strategic plan and identify systemic issues affecting staff across the institution.

Committee Highlights

- Social Committee: Approved continued funding for the Staff Wellness Grant Program and planned programs that foster employee connection and well-being.
- Compensation, Benefits and Budget Committee: Reviewed employee survey feedback and identified opportunities to strengthen staff participation in institutional conversations regarding compensation, benefits, and resource allocation.
- Personal and Professional Development and Occupational Environment Committee: Continued work related to professional development opportunities and Occupational Environment Survey findings.
- Community Engagement Committee: Focused on expanding volunteerism, community partnerships, and staff engagement opportunities.

Investing in Staff Success

One of the most encouraging developments this quarter was confirmation of an anticipated increase in funding for the Staff Council Professional Development Fund for non-represented staff to be more aligned with professional development funds available to represented staff. This enhancement reflects the university's continued investment in employee growth and learning opportunities.

Staff Council also continued to advocate for expanded employee recognition efforts, with particular emphasis on ensuring that recognition programs celebrate the contributions of staff whose work is often less visible but essential to university operations.

Looking Ahead

As the academic year progresses, Staff Council's priorities remain focused on strengthening employee engagement, advancing professional development opportunities, supporting follow-up efforts related to workplace climate assessments, and ensuring that staff perspectives continue to inform institutional planning and decision-making.

The collaborative relationships Staff Council has developed with university leadership continue to create valuable opportunities for dialogue and partnership. We appreciate the engagement of our campus colleagues and look forward to continuing our work on behalf of UVM staff.