

Staff Council Officer's Report

September 2026

SC LEADERSHIP WITH CHIEF OF STAFF TO THE PRESIDENT

On September 15, 2026, Jennifer, Samantha, and Alan met with Jonathan D'Amore, Chief of Staff to the President. Items discussed included:

This meeting was canceled; the next meeting is scheduled for 10/20

SC LEADERSHIP WITH VICE PRESIDENT FOR FINANCE AND ADMINISTRATION

On September 18, 2026, Jennifer, Samantha and Alan met with Alicia Estey, Vice President for Finance and Administration. Items discussed included:

- Alicia will be presenting at the November Full Staff Council meeting. She will be presenting similar information offered to the Faculty Senate. The presentation is very enrollment focused given UVM's focus on that topic. Advanced questions will be solicited from Staff Council.
- Notation on Journal Entries was discussed. Alicia recommends reaching out to Lindsey Donovan on the topic
- IBB Advisory Committee is in the process of finalizing members and would like a Staff Council member to be part of the group, likely from Compensation, Benefits & Budget Committee. This type of Advisory Body will be new to UVM and unusual not to already have one in place.
- In Other Business, there was a brief discussion on the change to Premium Rates. It is in line with the national average and just about what was expected.
- **Next meeting 11/19/26**

SC LEADERSHIP WITH STRATEGIC COMMUNICATIONS LEADERSHIP

On September 21, 2026, Jennifer and Alan met with Adam White, Executive Director – University Communications and Alessandro Bertoni, Deputy Chief Communications & Marketing Officer. Items discussed included:

- As Strat Comm works on the Governance Standards for websites, they are looking to reduce the number of low, or no usage sites currently published (Bloat Reduction). They will also be looking to identify and possibly reduce the number of people that have

editing capability in order to maintain consistency and be in compliance with upcoming Federal Accessibility Standards. (This should not impact the Staff Council site since only 2 people have editing control)

- UVM Authorized AI tools are Co-Pilot only. There are no other authorized AI products campus wide.
- There are accessibility workshops hosted regularly that are designed toward meeting the Federal Accessibility rules by spring of 2027.
- The initial listening sessions with the branding consultant, SimpsonScarborough (yes it's one word) went well. No conclusions yet to be made as more sessions and meetings are planned with various campus stakeholders.
- **Next meeting 11/2/26**

SC LEADERSHIP WITH UVM PRESIDENT

On September 21, 2026, Jennifer, Samantha and Alan met with Dr. Marlene Tromp, UVM President. Items discussed included:

- Feedback on State of the University event was positive. Dr. Tromp was pleased how folks from across campus were able to see together from one source how UVM was doing and plans for the near future. It was felt attendees received a better understanding of the UVM finance challenges. They also got to see what UVM does well and its successes.
- A big FY27 priority is moving the Strategic Plan forward. Though Staff Council had already made this arrangement, Dr. Tromp encouraged inviting the CFO, Alica Estey, attend a future meeting.
- Dr. Tromp sought assistance from Staff Council on helping to identify cross campus common issues. She was not specifically looking for what impacts a single area, but what systemic issues affecting many might be identified.
- **Next meeting 12/7/2026**

SC LEADERSHIP WITH HUMAN RESOURCE LEADERSHIP

On September 29, 2026, Jennifer, Samantha and Alan met with Molly Propst, CHRO and Lindsey Melo, Director of HR Operations. Items discussed included:

- Samantha was seeking more details from the onboarding survey, how the data is used and if Staff Council has a place in assisting with the results as it may help with Staff Council work. HR will do more investigation on this process.
- There is a supervisory separation checklist now available online. The Offboarding HR group continues to meet and flesh out this process.

- Inclusive hiring practices were discussed. HR recently met with DOIE leadership related to this topic seeking to “weave” more of this into the process. The Office of Equal Opportunity, not HR, regularly reviews hiring pools and practices to ensure all regulations are followed.
- Accommodation for travel time to attend wellness events were discussed. There are far too many variables on campus to be able to make a campus wide policy. Operational need, individual job duties and requirements, allowed flex time or not, are a few of the challenges.
- The OCG Recognition Breakfast was wonderful. The award process currently lives in The UVM President's Office with no plans being looked at to move to any other office as this is a Presidential Award.
- Aside from premium changes, there are no other benefit changes planned for the coming year, this includes PPO1. The employee funded voluntary benefits will be part of the slate this year, including a pet insurance benefit.
- The Kronos experience was discussed. HR has very little to do with the payroll operation. Payroll itself handles just about all of the operational aspects of the process.
- It was planned for Molly to attend the Full Staff Council meeting on 10/6. However, a very high-priority meeting has been scheduled at the same time which she is required to attend. There may be other senior HR members in attendance in her stead.
- **Next meeting 10/19/26**

Upcoming Leadership Meetings