

Staff Council Officer's Report

December 2024

SC LEADERSHIP WITH CHIEF OF STAFF TO THE PRESIDENT

On November 20, 2024, Monika, Jen and Alan met with Johnathan D'Amore, Chief of Staff to the President. Items discussed included:

- Any issue or concerns about the new U.S. Presidential Administration coming in. Too early to know. UVM position is not to speculate before the new administration is in place. UVM does want to be sure current resources remain in place with regard to DEI initiatives and support.
- Change in January BoT dates to the end of January and location not in Davis, location TBD

SC LEADERSHIP WITH HUMAN RESOURCES

On December 10, 2024, Monika, Jen and Alan met with Chris Lehman and Liv Townsend. Items discussed included:

- Ideas and discussion taking place within HR regarding the non-unionized staff grievance process
- Regarding 12/23 as a day off, units and supervisors need to plan as they see appropriate for the day. It will be a unit-by-unit decision with any questions or concerns being directed to Chris Lehman.
- There have been no conversations regarding a possible early retirement offer to help address budgetary challenges. HR will take this as an action item to explore.

SC LEADERSHIP WITH STRATEGIC COMMUNICATION LEADERHSIP

On December 5, 2024, Monika, Jen and Alan met with Alessandro Bertoni, Interim Chief Communications & Marketing Officer and Adam White, Director of University Communications. Items discussed included:

- Possible options to reduce the number and variety of newsletters now being sent or retooling the MyUVM page both to market it more effectively as well as possible "Hard Wired" tiles for easier access to high impact issues. Adding the MyUVM resource into the Onboarding process was also discussed.

SC LEADERSHIP WITH INTERIM PRESIDENT PATRICIA PRELOCK

On December 12, 2024, Jen and Alan met with Interim President Prelock. Items discussed included:

- Alan provided a high-level overview of Staff Council, its organization and current initiatives in place or planned.
- Interim President Prelock asked about our perspective on staff morale and what might be done to improve. Jen offered insights into culture and positiveness, support of the Green & Gold Fridays initiatives, a clear communication to UVM leaders on budgeting and purchasing guidelines for staff recognition as there is a vast difference of understanding from one unit to the next
- Jen discussed the upcoming 12/23 day issue and any clear messaging that might be able to go out to leaders regarding best practices on how to handle to ensure a bit more consistency and equity across campus.
- Jen asked if there are any concerns at UVM regarding changes that may be implemented with the new incoming U.S. Administration. Patty stressed it is energy poorly spent to speculate at this early stage. The anticipation is economics, and immigration will be topics to keep an eye on. The Department of Education changes will be both positive and negative, which would be the case regardless of administration.

Upcoming Leadership Meetings

- SC Leadership with Chief of Staff to the President, Jonathan D'Amore, 12/18/24
- SC Leadership with HR, 1/14/25
- SC Leadership with Strategic Communications Leadership, 1/16/25
- SC Leadership with Interim UVM President Prelock, 3/3/25