

**MINUTES**  
of the  
**UAA EXECUTIVE COMMITTEE MEETING**  
Thursday, April 16, 2020  
10:30 am – 12:30 pm

The Executive Committee ("EC") of the USAID Alumni Association ("UAA") met on Thursday, April 16, 2020, at 10:15 am, by conference call. The following UAA directors, EC co-chairs and staff members participated in the call:

**BOARD MEMBERS**

On line:

Anne Aarnes	Carol Dabbs
Jim Bever	Margaret Neuse
Terry Brown	Nancy Tumavick
Chris Crowley	

**COMMITTEE CO-CHAIRS**

On line:

Bette Cook	Carol Peasley
Jim Fox	Joy Riggs-Perla
Steve Giddings	Alex Shakow
Beth Hogan	Rob Sonenthal
Roberta Mahoney	
Tom Nicastro	

Absent:

Nancy Pielemeier  
Rose Rakas

**WEB CURATOR**

On line:

Tish Butler

**ADMINISTRATIVE STAFF**

On line:

Ven Suresh

**GUEST**

On line:

David Cohen

**MEETING CHAIR**

Nancy Tumavick

\* \* \* \* \*

Nancy Tumavick called the meeting to order at 10:15 am, and noted the presence of a quorum of the members of the Board.

**1. MINUTES.**

A motion to approve the minutes of the March 19, 2020 meeting of the EC, including additional revisions proposed by Bette Cook, duly seconded, was adopted by unanimous consent. Rob Sonenthal will circulate Bette's revisions for final comment before the minutes are posted to the website.

**2. FINANCE/BUDGET AND MEMBERSHIP REPORTS.**

**A. Finance Report.**

Carol Dabbs called the EC's attention to the Finance Report (Attachment A) and the Budget Report (Attachment B) as of March 31, 2020. She noted that —

- In March, deposits to the UAA checking account for operations totaled \$2,665, which includes deposits received at the end of February.
- The deposit to the History of USAID Project is a donation from the now-defunct Women's Action Organization (WAO).
- There were likely to be additional contributions in the uncollected UAA mail at DACOR, whose offices were now closed because of the pandemic. If so, those contributions will be recorded and deposited at the time they are actually received by UAA.
- March disbursements of \$4,698.77 covered: the cost of Winterfest 2020; payment to the webmaster and to Constant Contact for the month of February; and fees paid to Click & Pledge.

Terry Brown asked whether contributions to UAA were uniform through the year, and whether 2020 contributions were keeping pace. Carol referred to the charts included each month in the Membership Report, which show the number of contributions received each month for 2018, 2019, and for the first three months of 2020. The chart shows that contributions tend to bunch in January and February. Carol will review the status of contributions at the end of June, and we can send reminders in July and prior to the AGM, which in the past has resulted in additional contributions.

**B. Membership Statistics/Membership Survey Report.**

Bette Cook called the EC's attention to the Membership Report for March 2020 (Attachment C). Discussion of the membership statistics was deferred until the next meeting.

Bette noted that a draft report summarizing the results of the Membership Survey had been circulated to the EC.

- The number of respondents had increased by more than 100% over the previous year, but they represent only 17% of the total number of registrants.

- Although 81% of the respondents were Foreign Service, there were respondents from most of the other employment categories, including General Schedule, PSCs, RSSAs, PASAs, ADs, Schedule Cs and Fellowships.
- Less than one-half of the respondents who live in the Washington metro area had participated in a UAA event during the previous year; a large majority (94%) of the respondents from outside the Washington metro area indicated an interest in participating in a UAA event in their region.
- UAA members may not be well-informed about UAA. (It might be useful to add a section on "10 little-known facts about UAA" to the website.)

Bette had forwarded to committee co-chairs the names of respondents who indicated an interest in working with their respective committees; she will forward the entire list to give the co-chairs a sense of the range of interest. The AGM Committee has already contacted the respondents interested in the committee. She urged the other committee co-chairs to do the same — to express appreciation for their interest, to note the existence of committee vacancies if any, and to offer updates on committee activities in the future.

Alex Shakow noted that, although the History of USAID Committee has no immediate need for volunteers, once the book is ready for publication and distribution, the committee will probably need additional ideas and support.

Bette asked EC members to review the draft, and send comments and edits by e-mail not later than April 25, so that the report can be posted on the website and referenced in the Newsletter scheduled for publication on May 4.

### **3. BOARD OFFICERS/COMMITTEE CHAIRS: CURRENT ISSUES**

#### **A. Financial Issues/Financial Review.**

Terry Brown reported that the ad hoc subcommittee on financial management plans to submit a scope of work for the financial review at the May meeting; the SOW will cover, among other things, approval procedures for payments. At present, the subcommittee is focused on preparation of the 2019 Form 990. The filing deadline has recently been extended to July 15 because of the pandemic, but the Treasurer plans to request an additional extension to November 15.

With respect to the late fees for 2017 and 2018, Carol Dabbs intends to contact the IRS to confirm that our requests for exoneration have been entered into the record. At present, the help lines for penalties are not being staffed.

Rob Sonenthal indicated that, based on his reading of the D.C. Nonprofit Corporation Act and the relevant forms and instructions, an unincorporated association such as UAA is not required to file a Biennial Report (Form BRA-25) with the D.C. Government. He plans to confirm that conclusion with a phone call to the D.C. Department of Consumer and Regulatory Affairs.

**B. Systems Review.**

(1) Communications.

Margaret Neuse reported on the ongoing review of UAA communications systems, including the UAA website; the monthly Newsletter and the Linked In web pages.

Margaret reviewed the recommendations in her report regarding the home page and "About Us." The EC discussed each of the recommendations in depth. Margaret recorded the EC's consensus views, and will review and revise the corresponding sections of her draft report accordingly.

Discussion of the "Forum" and "Development Issues" sections of the website was deferred until the May meeting.

Ven Suresh will update the website with copies of the ExComm meeting minutes and Newsletters that are now missing.

(2) Operations.

Carol Dabbs plans to draft a flow chart describing the existing systems for intake and renewal of registrants and contributing members, and to convene a discussion of the flow chart via conference call to assure that it is correct and complete. Then we can identify and consider useful improvements.

**C. New Ideas/New Initiatives.**

Jim Bever called the EC's attention to the e-mail he circulated this morning summarizing recent developments regarding UAA's new initiatives (Attachment D).

- **The ADST unsolicited proposal** for additional funding for USAID oral histories was submitted on March 20, seeking \$150,000 over four years. The departing Administrator was supposed to decide by April 10. ADST is still awaiting a formal response.
- The proposed **Memorandum of Understanding** was submitted on March 25. Comments from Counselor Chris Milligan's Senior Advisor, Daniele Nyirandutnye, were received on April 15. The comments address (i) the proposed areas of collaboration, (ii) the mechanisms of collaboration (e.g., UAA's role in identification of volunteers); and (iii) responsibility for oversight. A conference call with Ms. Nyirandutnye to discuss her comments is scheduled for April 17.
- **On Membership and Public Outreach:** As a result of our March 4 meeting with Ambassador Eric Rubin, President of AFSA, Tom Nicastro prepared a ¼-page advertisement inviting AFSA members who qualify for UAA membership to join UAA. The advertisement will appear in the next issue of the Foreign Service Journal (in May or June). In return, we are including in the UAA April Newsletter a notice on AFSA's new public outreach initiative "Diplomacy-America's First Line of Defense," encouraging UAA members to submit their career stories to AFSA.
- On April 1, we received a request from **USAID's COVID-19 task force** for UAA advice on how to cope with the worldwide drawdown of USDHs. Jim participated in a one-hour

conference call on strategic prioritization, portfolio triage, accountability and IG challenges, empowering FSNs for acting responsibilities and remote monitoring, importance of frequent two-way communications, and leadership and morale challenges.

- Jim spoke with the co-chair of the **FSN Advocacy Council** regarding inclusion of the UAA brochure in the package prepared for departing FSNs so that they are encouraged to join UAA, and the establishment of pilot chapters of UAA for FSNs. The co-chair will follow up with the other FSN Advocacy Council members.
- Nancy Tumavick, Anne Aarnes, Beth Hogan and Jim met with Rory Donohoe regarding **recruitment of the remaining 125 new hires** authorized by law, including publicizing the opportunity and expanding the UAA mentoring program to assist the new hires.

#### D. Nominating Committee.

Chris Crowley reported on the activities of the Nominating Committee (NC), consisting of Chris, Jim Bever and Margaret Neuse.

- It appears that there will be no need to recruit candidates for the 2020 elections, as the only Directors whose terms are ending are eligible for re-election, and have indicated their desire to serve a second term.
- There will be two vacancies in 2021 — the seats currently occupied by Chris and by Nancy Tumavick. The NC will soon begin to look for candidates on an informal basis, and will follow formal nominating procedures beginning in Spring 2021.

Margaret, echoing the advice of the Membership Committee, urged that, even though there are no Board vacancies in 2020, Survey respondents who expressed an interest in joining the Board be contacted nevertheless, and encouraged to participate on a committee or in other UAA activities.

#### E. USAID Administrator's Departure.

Nancy Tumavick noted that, in the past, UAA would seek a meeting with the incumbent Administrator each Spring. In light of the imminent departure of Administrator Green, how should we proceed? If an Acting Administrator is designated, should we seek a meeting with her/him? Or should we refrain until we see whether a permanent Administrator is nominated?

After discussion, the EC's consensus view to seek the views of LPA Richard Parker on whether a permanent replacement for Administrator Green is likely to be proposed anytime soon. After consulting with Parker, Co-Chairs Nancy Tumavick and Anne Aarnes will send a brief letter to Acting Administrator Barsa introducing UAA.

### 4. OPERATING COMMITTEE REPORTS.

#### A. Public Outreach.

Beth Hogan reported that, due mainly to the COVID-19 pandemic, there were no new developments in public outreach.

**B. Development Issues.**

On behalf of the Development Issues Committee, Steve Giddings reported that—

- The DIC has no public events currently planned. An event featuring Andy Herscovitz, Chief Development Officer at the U.S. International Development Finance Corporation, and former head of Power Africa at USAID, is anticipated, but still unscheduled.
- The DIC still has not settled on a venue for its meetings. Arizona State University is a possibility, especially now that Administrator Green will become head of the McCain Center, which is housed at ASU.
- The participation of alumni volunteers in the CDCS effort has stalled due to the pandemic and the consequent drawdown of staff in the Africa Bureau. When the effort moves forward, the committee may need more than the present 10 volunteers if the CDCSs all arrive around the same time. Nancy Tumavick will check on the status of the Africa Bureau CDCSs. It remains to be seen whether the UAA volunteers will proceed using the "Nicastro model" — that is, person by person — or wait for the execution of the USAID/UAA Memorandum of Understanding.
- The Book Club is on hiatus, although the committee is considering organizing a "book chat" via Zoom.

Alex Shakow reported that DACOR has been able to hold virtual meetings with up to 125 attendees, and suggested that the UAA/DACOR Development Dialogue consider doing the same. He asked EC members to propose topics and speakers.

**C. History of USAID/ADST Grant.**

Alex Shakow provided an update on the History of USAID Project:

- Author John Norris had a virtual meeting with his CGD readers. The readers' comments were quite positive.
- The thirteenth and final chapter, stating conclusions, is due to be submitted next week.
- John will also be working to tighten the first twelve chapters.
- The length of the final text will be approximately 300,000 words, and may also include photographs. Alex asked EC members to submit photos of USAID work; he will consult with John on the kinds of photos that may be appropriate and let us know.

**D. USAID Strengthening.**

Roberta Mahoney reported on behalf of the USAID Strengthening Committee:

- Some UAA members have expressed interest in FSO as well as Payne Fellow mentorships.
- Existing mentorship activities have slowed considerably given the departure from post of many FSOs.

- Nevertheless, the committee is moving ahead with the next cohort of mentees and mentors: Recruitment of mentees should begin at the end of the summer; recruitment of mentors should begin in the fall; mentee/mentor training should take place in December.
- There is nothing to suggest that movement of personnel over the summer will be permanently disrupted.

**E. Annual General Meeting.**

Joy Riggs-Perla reported on planning for the 2020 Annual General Meeting.

The AGM Committee's principal concern is whether it will be possible to hold an in-person meeting, given the requirements of "shelter in place," particularly with respect to gatherings the size of the AGM. The committee is nevertheless proceeding with its plans. The meeting could be delayed or held virtually.

- For the **first morning session**: Kerri-Ann Jones, the proposed keynote speaker, has sent an outline of her remarks to Chris Crowley and Bob Ichord. Chris will coordinate initial comments on the outline and forward them to Kerri-Ann. He will also touch base with a UAA member who sent promising suggestions on topics and speakers for the climate change sessions.
- For the **second morning session** on climate change and viruses: Joy and Nancy will meet with Dennis Carroll about the topics to be covered, including the relationship between climate change, habitat destruction, and global emerging diseases and pandemics. We are considering enlisting an expert on agricultural/water issues, and perhaps an economist to discuss the effects of COVID-19 and the prospects for post-COVID-19 recovery.
- The theme of the **afternoon session** might be "UAA and new hires," possibly with the participation of Rory Donohoe, or the USAID/UAA Mentorship Program, which Joy and Nancy will discuss with Roberta Mahoney and Rose Rakas.

**F. Membership.**

Tom Nicasastro reported that advert he prepared for the AFSA Foreign Service Journal focused on why USAID retirees should want to join UAA: to renew friendships; to have their past leadership recognized; and to make their valuable experience available to the agency. It is now in the hands of the FSJ design people. He will circulate copies to the EC members.

**5. OTHER BUSINESS.**

None.

**6. NEXT MEETING.**

The meeting of the EC scheduled for Thursday, May 21, 2020, is supposed to be held at Tetra Tech. But, due to the coronairus pandemic, it will more than likely be held by conference call. A final decision will be made as the date of the meeting approaches, but at this point the EC should assume that the meeting will be held by conference call, beginning at 10:15.

7. ADJOURNMENT.

A motion to adjourn, duly seconded, was adopted without objection. The meeting adjourned at 12:15 p.m.

Respectfully submitted,



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Rob Sonenthal  
Assistant Secretary

Date: May 21, 2020

Attachments:

- A. UAA Finance Report as of March 31, 2020
- B. UAA 2020 Operating Budget (through March 31, 2020)
- C. UAA Membership and Contributions Summary, March 1 – March 31, 2020
- D. E-Mails from Jim Bever to Executive Committee on New Initiatives (April 16, 2020)



ATTACHMENT A

UAA FINANCIAL REPORT  
AS OF MARCH 31, 2020

(U. S. Dollars)

	Balance 3/31/2020	Deposits	Disburse- ments	Balance 4/30/2020
<b>UAA Operations Account</b>				
Checking Account	41,193.99	2,400.00	1,118.38	42,475.61
Savings Accounts	15,752.10	3.93	0.00	15,756.03
Total Operatons Member Acct	56,946.09	2,403.93	1,118.38	58,231.64
<b>UAA History Project Account</b>				
Checking Account	5,338.58	0.00	0.00	5,338.58
Savings Accounts	103,434.14	87.32	0.00	103,521.46
Total History Project Member Acct	108,772.72	87.32	0.00	108,860.04
<b>UAA Total Bank Accounts</b>				
Checking Accounts	46,532.57	2,400.00	1,118.38	47,814.19
Savings* Accounts	119,186.24	91.25	0.00	119,277.49
Total LFCU Accts	165,718.81	2,491.25	1,118.38	167,091.68

\* Includes both Main Savings and Premier Savings Accounts

5/19/2020

ATTACHMENT B

UAA 2020 OPERATING BUDGET  
(THROUGH MARCH 31, 2020)

	2020 Budget		January 2020	February 2020	March 2020	April 2020	Thru this month		Comments
Source			Contributions						
Click and Pledge		NA**	9350	3847	2215	2400	17,812		C&P as recorded in bank statement
Checks		NA**	1950	400	75	300	2,725		checks received list
<b>CONTRIBUTIONS TOTAL</b>			<b>11,300</b>	<b>4,247</b>	<b>2,290</b>	<b>2,700</b>	<b>20,537</b>		
Budget Categories and Items	Item	Category	Expenses*				Expenses thru this month***	Budget Remaining	
<b>Membership Committee</b>									
AGM Catering Services	7,000							7,000	
Awardees & Speaker Travel	1,150							1,150	
Alumni Awards	450							450	
<b>Sub-Total, AGM (assumes no cost at CGD)</b>		<b>8,600</b>						<b>8,600</b>	
Winterfest	1,000				1,058		1,058	-58	
Spring Reception	1,000							1,000	
Summer Picnic	500			425			425	75	reservation
<b>Sub-Total, Social events</b>		<b>2,500</b>		<b>425</b>			<b>1,483</b>	<b>1,017</b>	
<b>Development Issues Committee</b>		<b>500</b>					<b>0</b>	<b>500</b>	
<b>Strengthening USAID Committee</b>		<b>1,500</b>					<b>0</b>	<b>1,500</b>	mentoring program
<b>Public Outreach Committee</b>									
Retirement Ceremony	1,000							1,000	~165 participants
Outreach Trips to Alumni Clusters (2)	5,000							5,000	2 trips
<b>Sub-Total, Public Outreach</b>		<b>6,000</b>					<b>0</b>	<b>6,000</b>	
<b>Donations</b>									
DACOR	1,000							1,000	
CGD	1,000							1,000	
Arizona State University or Other	500							500	
<b>Sub-Total, Donations</b>		<b>2,500</b>					<b>0</b>	<b>2,500</b>	
<b>Administrative Costs</b>									
Administrative Assistant	9,500			580			580	8,920	
Mail Box Rental	150						0	150	
Website: Web Master/domain hosting	1,400		75		90		165	1,235	
Constant Contact	1,300			140	70	70	280	1,020	
Bank Charges: Click & Pledge, transfer fees	1,000		182	365	201	115	864	136	
Liability Insurance	500							500	
Tax Preparation	650							650	
IRS Penalties	3,701			3,701			3,701	0	
Financial Review	1,000							1,000	
Miscellaneous Office Supplies	100					166	166	-66	new checks
<b>Sub-Total Administrative Costs</b>		<b>19,301</b>	<b>257</b>	<b>4,787</b>	<b>361</b>	<b>351</b>	<b>5,756</b>	<b>13,546</b>	
<b>Contingency (4%)</b>	<b>1,500</b>	<b>1,500</b>					<b>0</b>	<b>1,500</b>	
<b>BUDGET AND EXPENDITURES TOTAL</b>		<b>42,401</b>	<b>257</b>	<b>5,212</b>	<b>361</b>	<b>351</b>	<b>6,181</b>	<b>36,221</b>	

CONTRIBUTIONS MINUS EXPENDITURES

14,356

\*Expenses for 2020 activities; expenses paid in 2020 for 2019 activities considered as part of 2019 budget (must be submitted NLT 3/31/20; after that date, will be charged to 2020 budget)

as of 5/19/2020

\*\*No planned level of contributions has been set, b/c there is limited information from prior years on which to base an estimate.

\*\*\*Expenses attributed to month when charged to checking account, or when check is written (not when cashed).

ATTACHMENT C

UAA MEMBERSHIP AND CONTRIBUTIONS SUMMARY

March 1, 2020 – March 31, 2020  
(includes 2019 data for comparison)

Registrations:

New alumni registrants, March 1 – March 31:	3
New associate registrants, March 1 – March 31:	0
Total new registrants, March 1 – March 31:	0
Total new registrants for 2019 through March 31:	11
Registrants whose names were removed in March 2020:	0
Total registrants through March 31, 2020:	1118
Total registrants alumni through March 31, 2019:	1034

New registrants in March 2020: 3

Robert Armstrong  
Barbara Dickerson  
Khadijat Mojidi

New associate registrants in March 2020:

None

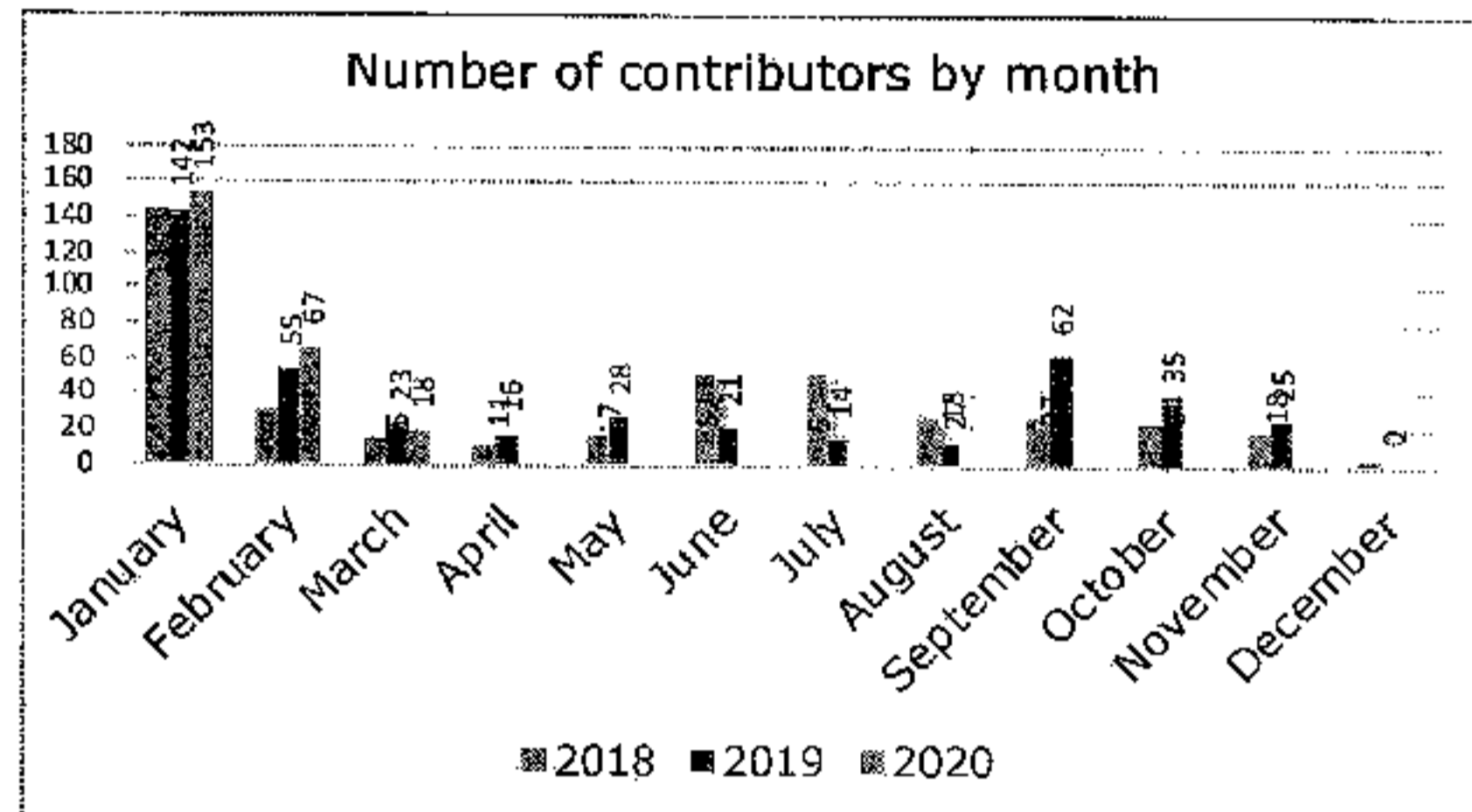
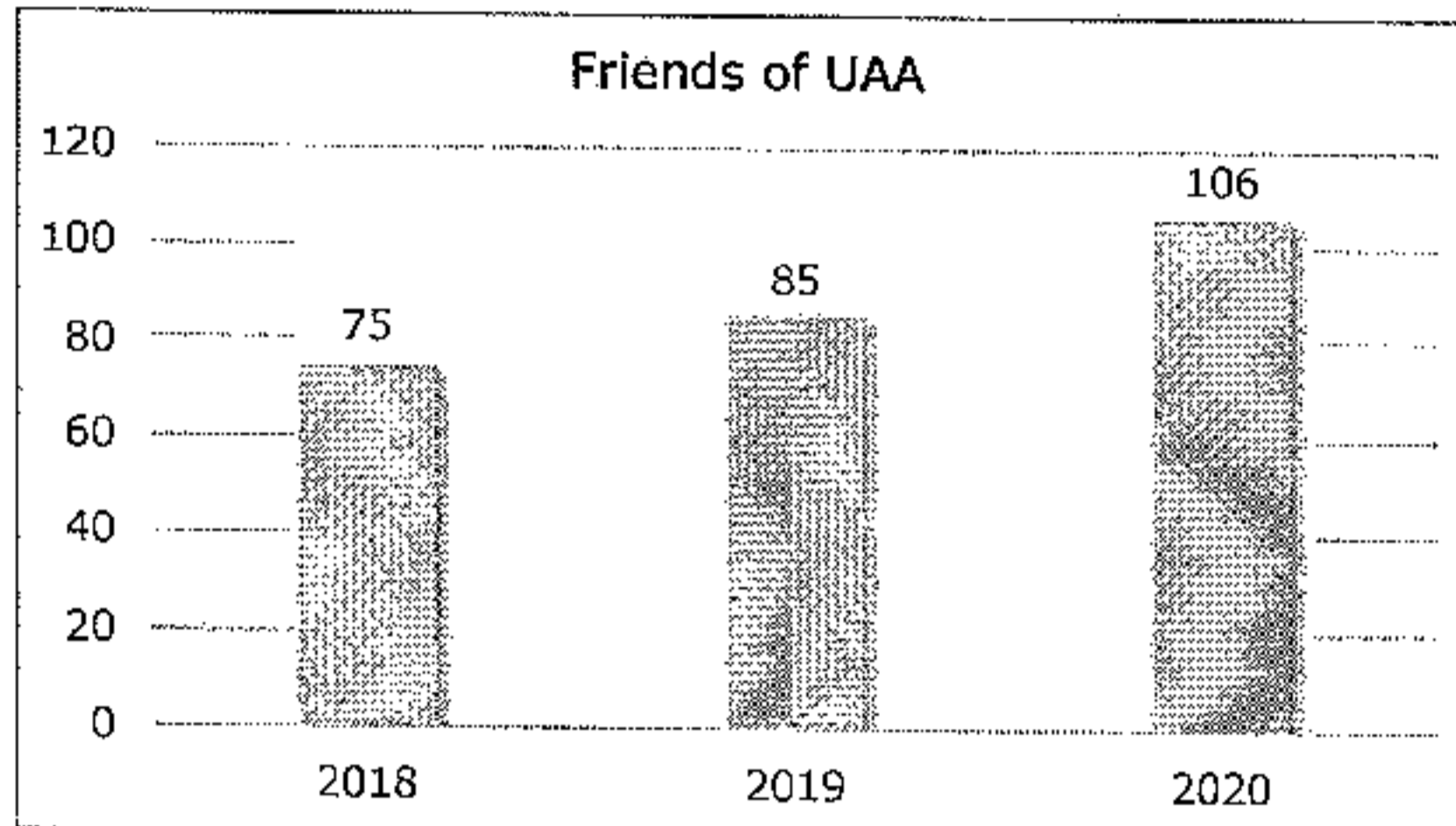
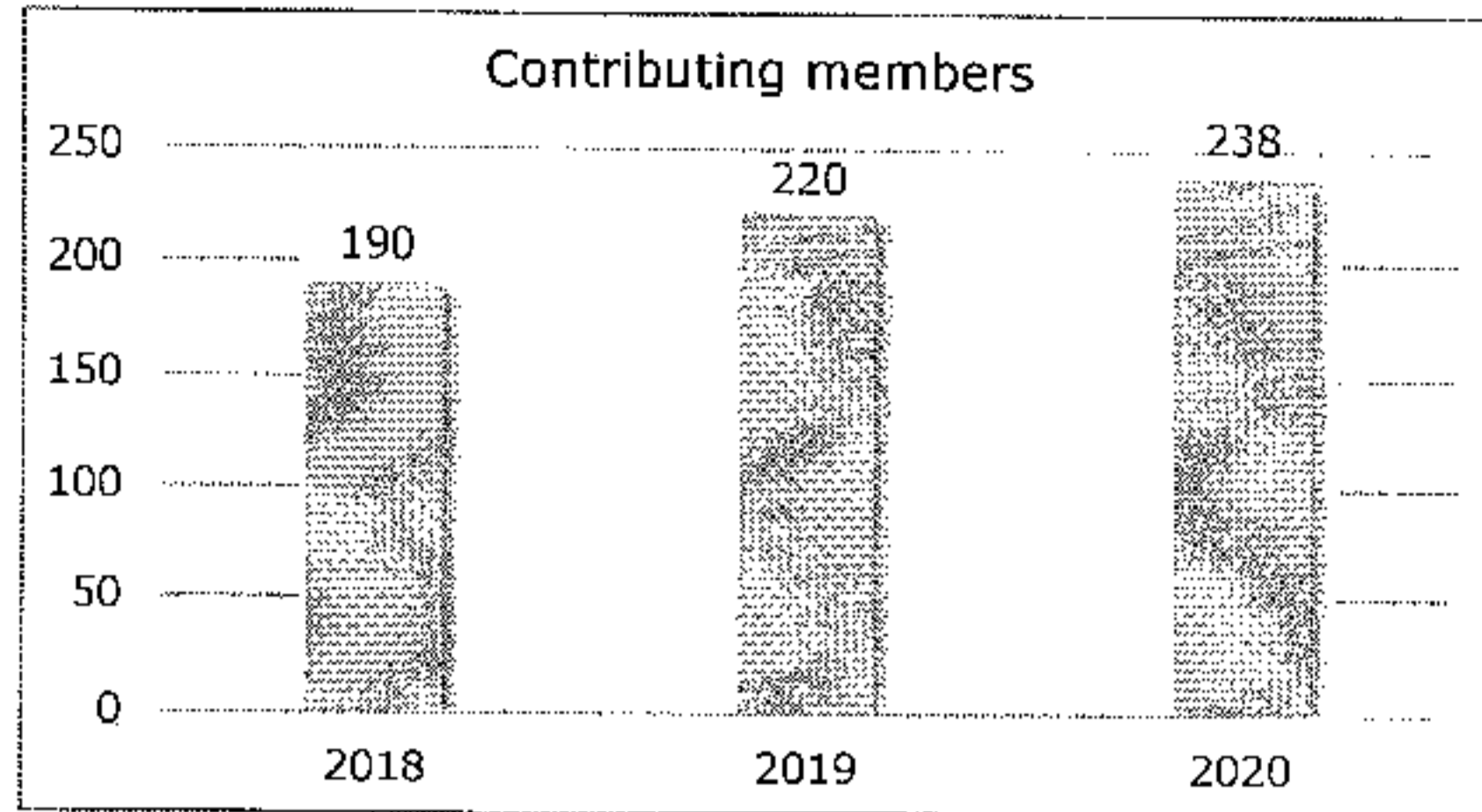
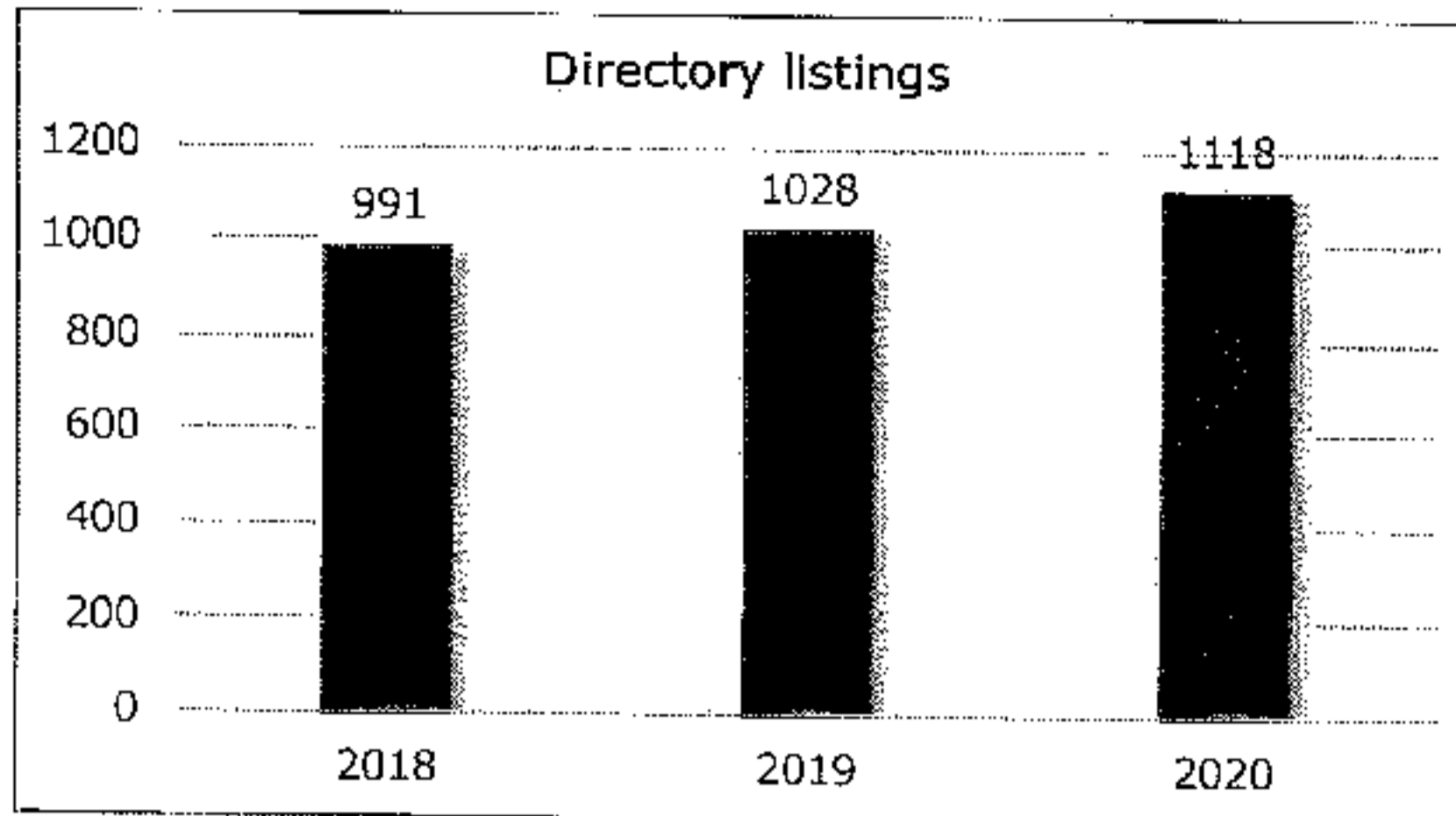
Registrants whose names have been removed: deceased/unsubscribed:

None

Membership Contributions Summary:

Alumni contributions, March 1 – March 31:	18
Total number of contributors for 2020 through March 31:	238
Total number of contributors for 2019 through March 31:	220
% of contributors through March 2020 as compared to March 2019:	108.0
Total number of \$100+ contributors, March 1 – March 31, 2020:	5
Total number of \$100+ contributors for 2020 through March 31:	106
Total number of \$100+ contributors for 2019 through March 31:	85
% of \$100+ contributors through March 2020 as compared to March 2019:	125.0
Number of new contributing members, March 1 – March 31, 2020:	3
Total number of new contributing members for 2020 through March 31:	9
New contributors as a % of new registrants for March 2020:	100.0

Comparison over the years as of end March 2020:



Contributions received in March 2020:

Friends of UAA: 5 (number of \* indicates number of repeat contributions from members)

Robert Dakan*	Raymond Rifenburg
Roberta Mahoney	Donna Stauffer
Stacy Rhodes*	

New Contributing Members: 3

Robert Armstrong	Khadijat Mojidi
Barbara Dickerson	

Contributing Members: 10 (number of \* indicates number of repeat contributions from members)

William Carter	Raymond King
Victor Barbiero	Mary Offerdahl
Pushkar Brahmhatt	Sharon Pauling
Thomas Fallon	Allan Reed
John Johns	Michael Wilburn

ATTACHMENT D

E-MAILS FROM JIM BEVER TO EXECUTIVE COMMITTEE  
NEW INITIATIVES

For ExCom UAA Monthly Mtng Today--Brief Update on New Initiatives--from Jim Bever

Jim Bever <bentonboy@gmail.com>

Thu, Apr 16,  
10:13 AM

to UAA

Hi all. Not a lot happening on New Initiatives this past month due to Agency focus on mobilizing Agency-wide COVID-19 Task Force to handle authorized departures of dependents and many officers from Posts and to respond to the pandemic. As well as flurry of effort at the top levels of the Agency to wrap up business with Mark Green by his April 10th departure and transition to John Barsa as Acting.

1) Unsolicited Proposal by ADST for More USAID Oral Histories--was formally submitted to Counselor Chris Milligan and AA/LPA Richard Parker by ADST President on March 20th and acknowledged by Agency on April 1st. Was to go to Office of the Administrator for decision by April 10th. Response pending. ADST will inquire status in ten workdays.

2) Draft MOU--was submitted March 25 by Nancy Tumavick to Counselor Chris Milligan. Jim Bever followed up w/phone call with him. Yesterday, we received comments from his Senior Advisor Daniele Nyirandutnye, shared with Nancy, Anne, & Rob Sonenthal. Latter three will have conference call with Daniele tomorrow at 1pm to discuss comments.

3) Public Outreach: AFSA-UAA mutual collaboration--Tom Nicastro followed up the offer by AFSA President Eric Rubin (at our March 4th UAA meeting with him) to provide UAA with a free quarter-page advertisement in the Foreign Service Journal. Tom drafted an excellent ad focused on AFSA Members who are former USAID officers but not yet UAA Members. He cleared it with Nancy and Anne, and sent it to FSJ's Advertising Manager in time for inclusion by the April 17 deadline for FSJ's next printing--coming out either for the May or June edition, I believe. Meanwhile, as promised by our March 4th delegation to AFSA Beth Hogan had the UAA April Newsletter (and website, too, I think) include notice to UAA Members of AFSA's new public outreach initiative "Diplomacy--America's First Line of Defense", encouraging UAA Members to submit their career stories to AFSA.

4) Request April 1st for from Counselor Milligan, AtA BFR Beth Dunford, SrDAA PPL Marueen Shauket & DAA/HCTM Amy Paro for UAA Alumni advice on experience handling Missions coping with worldwide drawdown of USDHs (for COVID-19): Bambi Arellano, Dave Eckerson, Bill Hammink & Jim Bever took conference call to discuss our various career experiences with leading during draw-down situations overseas. We covered strategic prioritization, portfolio triage, accountability and IG challenges, empowering FSNs for Acting responsibilities and remote monitoring, importance of frequent two-way communications, and leadership and morale challenges.

5) FSN Initiatives: Jim Bever spoke yesterday with USAID FSN Advocacy Council Co-Chair Arijeta Dushi (Dep. Prog. Officer in Kosovo) at her request. This was a followup to a November 2019 call from Jim, after prior consultation with HCTM's FSN Unit officers. The FSN Advocacy Council represents over 4,000 FSNs world-wide and is elected by them every two years; it has 12 members, based upon 2 per each geographical region. They in turn select two Co-Chairs. Arijeta and Jim discussed two initiatives: 1) making sure that EXOs at Missions include UAA brochure material for FSNs departing Missions, so they are encouraged to join UAA, and 2) formation of pilot FSN Chapters. Arijeta will check into these with FSN Advocacy Council members. She was excited about the FSN Chapters idea.

Best regards,  
Jim

Addendum to my email "ExCom UAA Monthly Mtng Today--Brief Update on New Initiatives"--Jim Bever

Jim Bever <bentonboy@gmail.com>

Thu, Apr 16,  
10:42 AM

to UAA

6) Agency Request for UAA Help for Recruitment of 125 New FSOs: Beth Hogan & I joined Nancy T & Anne A for a 45 minute call on March 27th with Rory Donohoe's deputy Amy Paro & her HCTM team (at their initiative) to discuss how UAA could best help them still recruit another 125 more FSOs by end 2020--a followup to Terry M's and my chat with Rory about 6 weeks ago. (He's been seconded to help lead Agency's COVID-19 Task Force.)

Probably UAA role will at minimum include us helping them 1) amplify and target their advertising in our Newsletter & website for paid USPSC/rehired annuitant types to do the "inherently government functions"; 2) place UAA Mentors for these new FSOs as they "graduate" from their Orientation and junior-entry Coaching.

They seemed to really appreciate how encouraging and supportive we were--they're really in challenging times these days.

Jim