



STAFFLINE

A Newsletter by UVM Staff for UVM Staff

March 2008



A note from Staff Council President Eileen Hanerfeld

Report to Board of Trustees, Saturday, February 23, 2008

Good morning. As always, I am honored to be able to report to you on behalf of university staff and Staff Council.

In my last address, I updated you on the great progress our Staff Council has made toward true representation from all areas of campus. Today I'm happy to let you know that our revised by-laws will soon be in place and the second annual elections for representatives begin in April. Revising and rewriting our bylaws proved to be no small feat. After two years of debate and discussion, the majority of our Council is onboard with these much needed changes.

The Council faces a continual struggle for recognition on campus. As an advisory body to President Fogel, we are not held in as high regard as the Faculty Senate and this causes our visibility to slip on occasion. A recent example of this is the newly updated web pages for UVM. I was disappointed to see many of the steps towards visibility and acknowledgement of our value recently achieved by the Staff Council are no longer easily accessible to staff. The Staff Council communicates monthly to over 4000 members in our university community as well as 300 of our staff retirees. Our monthly publication includes messages from President Fogel, the Staff Council President, summary reports from our committees reporting on issues such as benefits, communications, staff salaries, and a multitude of issues important to staff. Unfortunately in the latest web updates, the only publication highlighted on the staff page of the updated web pages is The View. While The View is a wonderful online publication focused on student activity and scholarship and faculty advances, there are almost no articles featuring staff or addressing the issues unique to staff. I hope we'll be able to address in the near future. Staff matter and deserve easy access to the Staff Council publications.

I would like to conclude my comments by thanking President Fogel and Provost Hughes for their continued interest in the Staff Council. We've made great strides over the past two years. Our Council has evolved into a group of positive and innovative professionals. Continued recognition from Dan and John as well as from you, as trustees, of our collective value is vital to the Council continuing to be an effective component in the administration's decision making processes. By acknowledging and supporting the Staff Council, it is clear that our university community includes a wonderful, often overlapping mix of students, faculty, alumni *and* staff.

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Visit our web site at www.uvm.edu/~stffcncl

**A message from
President Fogel**



UVM President Daniel Mark Fogel

The Maze Builds Bridges

I look forward to joining many of you on March 13 for our annual day of staff workshops, Mastering the Maze. One of the things I believe is most beneficial about this event is the way in which it brings staff together outside of their routine circles. We've striven to break out of academic "silos" at the University, to bridge colleges and schools and departments to build collaborative relationships for more effective teaching and research. I see "Mastering the Maze" doing similar things for our staff. Creating insight into and appreciation for the work we do across various units, understanding that can only help us create a more positive student experience and a stronger UVM.

I look forward to giving the keynote talk at "The Maze" this year, a consideration of the subject "Growing a Sustainable Future for UVM." It will be an opportunity to consider and discuss how we as a university can find new ways to combine our commitment to the pursuit of knowledge with an outreach mission premised on the application of integrated solutions to local and global challenges for the environment. And I'll also be on hand for a less formal "Conversation with the President" later in the morning. I hope many of you will join me to share your perspectives on the work of our University.

My thanks to all who have helped organize "Mastering the Maze," the day's presenters, and the many staff who annually take time out of their busy schedules to learn and grow personally and professionally



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Benefits

The Benefits Committee met on February 12, 2008. Greg Brown of the Benefits Department, Human Resources, was our guest. He has an on-going invitation to attend our meetings and said he would attend as many as his schedule allows. Discussion of childcare and maternity/parental leave followed with the majority of the committee advising that since we have two Benefits Committee members, Kelly Circe and Deb Stern, serving on the University Benefits Advisory Council (UBAC) which is exploring the areas of childcare and maternity leave benefits, that our continued discussion would be a duplication of efforts. These committee members will report back to the Benefits Committee following their attendance at the UBAC meetings and those reports will be included in our meeting minutes and summaries. It was decided that we would include, in the next issue of Staffline-see below, information directing staff to the new Human Resources website. That site contains current childcare resources and referrals. Staff should continue to check there for any new developments in these areas. We reviewed all contact sheets to date and determined that most of them have been dealt with and are now closed. Marilyn will write to those staff members to let them know of the Committee's decisions on the issues they submitted. One contact sheet inquiring about the donation of accrued medical leave to staff experiencing extended medical leaves was discussed and requires follow-up.

Go to www.uvm.edu/~uvmhr. Once on the Human Resources Website on the right, you will find a Quick Link to Childcare Resources. There you will find:

*a list of updated, licensed and registered childcare providers in the State of Vermont
<<http://www.brightfuturesinfo.org/>>

* if you prefer to use Child Care Resource <<http://www.childcareresource.org>> (863-3367) which provides information on childcare, locations, types of services, hours of service and costs, the University will reimburse you up to \$50 for any cost incurred. Send or bring a receipt for the amount paid (along with the Social Security Number of the UVM employee) to Human Resources, 228 Waterman.

Marilyn Eldred, Chair

Education & Professional Development

The Education & Professional Development Committee met on February 12 to discuss the forums that are happening around campus. Two forums regard Staff Development and the third regards the Career/Pay System at UVM. Several of us did not know that off-cycle raises can be given at any time of the year if an employee takes on new tasks, to recognize an employee for excellent work, or to address a market or compression issue. We continue to work on the website as well. Early pages should show up on the Staff Council site soon.

Cat Woodward, Chair

Rules & Elections

The Rules and Elections Committee met on Monday, February 11th and discussed the presentation of the proposed bylaws. In particular, we discussed written concerns received from three individuals, our sense of the flow of the discussion at the February 5th Staff Council meeting, and what the role of the Rules and Elections Committee should be as we contemplate the upcoming meeting on February 19th. Out of the fullness of this discussion came the e-mail regarding the proposed bylaws that was sent from the Rules and Elections Committee to all Staff Council members on February 15th.

Rodman Cory, Chair

Council Committee News

Recreation

The Montreal trip was a success! About 90 people participated in this popular annual event. The buses made it swiftly back and forth across the border because everyone had been clearly advised about the required documentation. Thanks to Jim Read for organizing a great trip again. The Recreation Committee plans to schedule a Book Fair in the fall. Look for a possible Boston trip in the late summer/early fall. We are interested in finding someone to organize a theatre event, so if you love theatre, and would like to organize an event, please contact the Recreation Committee.

Ida Russin, Chair

RECREATION COMMITTEE TRIPS EVENTS HAPPENINGS

Spring Skiing & Riding!!!



Jay Peak Resort & Smugglers' Notch tickets are available in the Staff Council Office.

Jay Peak Resort

Day Pass: \$33.00 for adults
\$31.00 for juniors (ages 6 - 18)

Smugglers' Notch

Day Pass: \$44.00 for adults
\$34.00 for juniors (ages 6 - 18)

Passes are good for any one day of skiing or riding. For more information, please contact the Staff Council Office, 656-4493.

Passes are good through the season.



All fundraising helps defray the cost of events sponsored by the Recreation Committee. The committee reserves the right to cancel any event. Deposits will be refunded only if an event is cancelled. Limited tickets are available for each event. Tickets are sold on a first-come, first-serve basis.



**STAY YOUNG....
BECOME A 4-H VOLUNTEER.**

If you have a talent that you would like to share with youth consider starting a 4-H club or facilitating project exploration with an existing club or in an after school setting. The time commitment varies and is flexible. Working with youth not only has a positive impact on our community but will help keep you young at heart!

For information contact Rose Garritano 656-6429 or rosemarie.garritano@uvm.edu

4-H is the youth outreach program of UVM Extension that targets the development of leadership, citizenship and life skills in Vermont's youth.



If you have a quick question regarding career advancement, stop by the Career Services Info Table in the Davis Center Atrium from 11:30 am – 1 pm on March 4, 5, 18, 19, 25, or 26.

Though follow-up appointments are only available to UVM alums & full time students, they can refer you to knowledgeable advisors in Human Resources, Continuing Education, and the community.

Brought to you by the Education & Professional Development Committee

**The Maze is coming on March 13th
Have you registered?**



Mastering the Maze

March 13, 2008

Please join us for a day of staff development and community building.

Don't miss the morning opening at Royall Tyler Theatre where you can hear President Fogel's keynote address, meet up with friends and win prizes - including a digital camera!

www.uvm.edu/~maze

Over 95 informative programs - register for up to 4 sessions!

Registration ends March 7th - register TODAY!

MEETING CALENDAR

MARCH

3/4 Staff Council Meeting,
12:05 - 1:30 p.m.,
Livak Ballroom, Davis
Student Center.

APRIL

4/1 Staff Council Meeting,
12:05 - 1:30 p.m.,
Livak Ballroom, Davis
Student Center.

Personals

Our condolences to:

• Family and friends of **Gayle (Wright) Morehouse**, retired after 28 years as a custodian with Residential Life.

• **Joanne Molina** on the loss of her mother.

• **Randy Spooner** on the loss of his mother.

Best retirement wishes to:

• **Lynn Cummings**, on March 14th from University Training & Development

Reminder...

Departments and Staff are always welcome to submit articles, announcements and items of interest for publication in upcoming editions of Staffline.

Please send your copy to Beth Wright, beth.wright@uvm.edu in advance of each issue deadline.

Editorials must be signed. All copy submitted may be edited for space or formating considerations.

Past editions of Staffline are available online as well as in paper copy in both the Staff Council Office and at Bailey/Howe Library.

Questions or comments about Staffline and our policies, may be directed to Beth Wright in the Staff Council Office, 656-4493.



The deadline for the April issue of Staffline is March 16th

