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**UVM HOMEPAGE** 

#### **Grand Opening**



Patty Redmond (right), administrative coordinator of the Honors College, helps a student check into University Heights. (*Photo: Grace Weaver*)

It's almost noon on Friday, Jan. 13, as Annie Stevens, assistant vice president for student and campus life, gives a pair of visitors an impromptu tour of the University Heights Residential Learning Complex. In 24 hours, 407 students will start moving into the north complex of UVM's brand new, \$60 million residential cluster.

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#### THE WEEK IN VIEW

Academic and

**Advocate** Kathy

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to visit. So the

Dec. 10, 1 p.m.
Athletics: Men's
basketball opens
America East action
against the
University of New
Hampshire. Patrick
Gym. Information:
656-4410 or Tickets

Dec. 11, 1 p.m.
Concert: University
Organist David
Neiweem will
perform a free
Christmas Organ
Concert. There will
also be a short
Carillon Recital
played on the
University Memorial
Carillon. Ira Allen
Chapel. Information:
656-3040 or Concert

Dec. 12, 4:30 p.m.
Meeting: Faculty
Senate. Memorial
Lounge, Waterman.
Information: Faculty
Senate

Dec. 17, 7 p.m.
Athletics: Men's
hockey hosts former
ECAC foe St.
Lawrence University.
Gutterson
Fieldhouse.



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**UVM HOMEPAGE** 

# Grand Opening

Views and (nearly) private loos greeted students at the new University Heights complex

By Thomas Weaver Article published Jan 18, 2006



Patty Redmond (right), administrative coordinator of the Honors College, helps a student check into University Heights. (Photo: Grace Weaver)

It's almost noon on Friday, Jan. 13, as Annie Stevens, assistant vice president for student and campus life, gives a pair of visitors an impromptu tour of the University Heights Residential Learning Complex. In 24 hours, 407 students will start moving into the north complex of UVM's brand new, \$60 million residential cluster. Despite the ominous overtones of making final preparations on Friday the thirteenth, the darkest-before-

#### dawn moment has

passed, Stevens says. That was two days previous (the historically harmless Wednesday the eleventh), when the work remaining divided by the hours available seemed impossible.

But the ensuing 48 hours have seen furious progress. On Jan. 13, workers are everywhere on the first floor — painting, vacuuming, polishing floors. On the upper residential levels of the building, things are quieter. The unfortunate necessity of requiring that students pack during finals week has been balanced by having boxes delivered directly to the new rooms, where they wait behind locked doors — along with the usual mix of mountain bikes, snowboards, and tattered comfy chairs from home — for the students' arrival.

Downstairs, in the Honors College's new offices, the faculty and staff are juggling preparing for the students' arrival with the work of moving in themselves. Dean Bob Taylor is filling up his bookshelves when Patty Redmond, administrative coordinator for the college, mentions there's an unveiling about to take place in the seminar room across the hall, where woodworkers from Shelburne Farms-based Beeken Parsons are assembling a custom table made of sustainably harvested Vermont maple. From the beautiful seminar table to the fireplace in the lobby to the unique room designs, some of which include spiral staircases and lofts, it's clear that the new building, and its southern neighbor, which is slated for completion this summer, will elevate the usual profile of a campus residence hall.

#### Moving in, moving up

Fireplaces are cozy; handcrafted furniture, nice. But nothing compares to a relatively private bathroom. As students and parents moved into the north complex on Saturday, the beauty of sharing a bathroom with a handful rather than a floor-full of people nearly overshadowed excitement over the views or architectural details. There are a variety of singles, doubles, and suite rooms in the building, and all have a bathroom within the unit rather than the traditional dorm-style facilities down the hall.

Caitlin Crowley, a Lola Aiken Scholar in the Rubenstein School and pole-vaulter on the track and field team, praised her new digs as she settled in. Maybe not

January 18, 2006

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#### **Academic and Advocate**

Kathy Reynolds and Dawn McKinley never wanted to make a fuss over their relationship. Then Reynolds had to go to the hospital and McKinley wasn't allowed to visit. So the Oklahoma Cherokee women decided to get married under tribal law - the first members of the tribe to do so beginning a complex cultural and legal battle. "It took me about 12 seconds to decide that I wanted to do what I could to help these women," says Brian Gilley, assistant professor of anthropology.

#### Administering Leadership

When describing his life in public service, Richard Cate often uses the word "fun." The Vermont **Education Commissioner** and UVM instructor's idea of fun, however, is a little different than most. It includes cleaning up a \$19 billion education budget; sifting through every state budget in America for the past 24 years; and overseeing 150 soldiers at a base in Korea at age 23.

quite home, but a definite step up from Wills Hall. "It feels like a hotel," Caitlin says while her mom, Judi, gives an approving nod to the big towel bars and hooks in the bathrooms. She also notes, with some maternal bemusement, that students are responsible for cleaning their own bathrooms. The university provides cleaning materials, instructions and grisly warnings about the hazards of a poorly cleaned bathroom.

Laura Balzer, an Honors College sophomore from Middlebury, Conn., sounds another familiar theme of the day when she talks about how happy she is to be moving out of a triple. Standing in the foyer of her six-person suite, she gestures at the space and says it's more room than she had for herself last semester. But Balzer and her roommates have truly moved up in the world, scoring the "penthouse" in the room lottery by landing the fourth-floor, west-facing suite, easily the best residence hall view on campus. Their rooms look out over the trees to the lake and Adirondacks, and north toward University Row. "We're really excited, it's great," she says.

A big cup of Dunkin' Donuts coffee in hand, Balzer is poised to dig into her boxes and get on with an afternoon of unpacking. Beyond the expansive view, she says she's excited about what the new residence hall will mean for the programming and day-to-day life of UVM's new Honors College, an attraction that convinced her to apply to UVM early decision two years ago. "It's great being together with people who want to learn and love to learn," Balzer says. "I'm a nerd like that."

#### Finishing touches

Though the north complex of University Heights is up and running, deadlines still loom to fully complete the job. Project manager Todd Merchant says that a Feb. 10 Board of Trustees meeting is scheduled for the building's multipurpose room, and the goal is to have trustees walk into a completely finished entrance area and common spaces for that event.

As the north complex construction comes to a close, work continues on the south complex, which is scheduled to open in the fall of 2006 as an environmentally themed residence hall. Merchant says that resolving some challenging architectural and engineering issues on the north complex should help smooth the process of building its neighbor. Still, the schedule is tight. Taking a quick break on Jan. 17 to talk about the job, Merchant has the countdown to that next opening day firmly in mind. "One-hundred and forty-five days to go," he says.

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**UVM HOMEPAGE** 

### **Anthropologist and Advocate**

Professor Brian Gilley's expertise in gender and sexuality among Native Americans part of Cherokee same-sex marriage case

By Kevin Foley Article published Jan 18, 2006



Brian Gilley, assistant professor of anthropology, contributed a historical and cultural analysis to support a Cherokee couple's bid to legally complete their same-sex marriage. (Photo courtesy of the Department of Anthropology)

Kathy Reynolds and Dawn McKinley never wanted to make a fuss over their relationship. Then Reynolds had to go to the hospital and McKinley wasn't allowed to visit: They might have been partners, but in the hospital's eyes they weren't family. So the Oklahoma Cherokee women decided to get married under tribal law - the first members of the tribe to do so beginning a complex cultural and legal battle.

"It took me about 12 seconds to decide that I wanted to do what I

could to help these women," says Brian Gilley, assistant professor of anthropology, who has been involved with the couple's legal team for almost two years and contributed an <u>affidavit</u> taken under advisement in the couple's widely publicized case before the Cherokee Judicial Appeals Tribunal, the tribe's highest court.

After the hospital incident, the women had received a marriage application under tribal law and organized a wedding ceremony. But when they tried to file the application, the tribe moved quickly to stop them — a pattern quite familiar to Gilley, a Oklahoma Cherokee himself and expert in gender and sexuality among Native Americans (his book on the subject, *Becoming Two-Spirit: The Search for Self and Social Acceptance in Indian Country*, will be published in October by the University of Nebraska press).

A tribal judge's injunction held up the certificate, and the Cherokee Tribal Council changed the law to explicitly prohibit same-sex marriage. A tribal lawyer launched a proceeding in tribal court to nullify the McKinley-Reynolds marriage application, arguing in part that same-sex marriage was not permitted by Cherokee law and was not part of the tribe's tradition.

"We were very naive," McKinley told the *Washington Post* last year. "We thought we'd get married under Cherokee law and that would be the end of it."

In a ruling filed Dec. 22, 2005, the Cherokee Supreme Court rejected the marriage opponents' case and did not accept the argument from the plaintiffs, all tribal leaders, that permitting the marriage to stand would injure the Cherokee Nation's reputation. McKinley and Reynolds have yet to file the application that would complete their marriage.

When they do so, Gilley says, some interesting legal issues might arise. Tribal sovereignty laws require tribal marriages to be recognized by Oklahoma, which does not ordinarily permit same-sex marriage. While the federal Defense of

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Marriage Act may supercede tribal sovereignty in this instance, Gilley believes that this particular question was not anticipated by the federal law and could possibly lead to a challenge of the Defense of Marriage Act in the Supreme Court.

Lena Ayoub, staff attorney for the National Center for Lesbian Rights, says that particular outcome, while possible, is unlikely. She says the NCLR is proceeding deliberately and advising the couple as they weigh their options and decide how to pursue final recognition of their union in a state deeply opposed to same-sex marriage.

"This issue likely is not going to go away. It's probable that in some way it will proceed. When it does, the affidavit will prove even more helpful," she says.

#### Two-spirit tradition

Tradition can be a form of currency among Native Americans. The tribal leaders who rallied to oppose same-sex marriage drew on the tribe's tradition to oppose the practice – Gilley's carefully documented affidavit, on the other hand, drew on Cherokee and other traditions to argue that, in fact, "there is overwhelming evidence for the historic and cultural presence of multiple gender roles and same-sex relations among most if not all Native North Americans, including the Cherokee, and that they historically shared in the institution of marriage."

Gilley says that gender (and, for that matter, marriage) were traditionally seen by Native Americans in complex, sometimes fluid ways that bear little resemblance to the binary biological categories favored by Westerners. Your gender, he says, was traditionally determined by a person's role in a community, not your biological sex. A biological male might, for example, wear women's clothes and perform women's work, and have successive serially monogamous couplings or marriages with biological males or females.

This historic flexibility ended quickly after Native Americans were confronted by Western culture and weapons. Spanish conquistadors killed third-gendered tribe-members; missionaries inveighed against the practice and largely drove it underground by the middle of the 19th century. Perhaps because of this legacy, Gilley says, many Native American communities today tend to be highly homophobic, which he and others find ironic on many levels.

"The idea of tradition in Native societies carries symbolic capital. If you say something is traditional it is seen as legitimate..." he says. "What many Cherokees in this instance failed to recognized, and what is often the case with native peoples, is that the things they are calling traditional values are things that came about through interactions with Euro-Americans."

He continues. "The thing that doesn't makes sense to contemporary gay and lesbian native people is that tradition is usually *revered*. You're raised thinking that tradition, or this idea of tradition, is the end-all, be-all, the thing you should refer to all the time. The Ponca revised all their ceremonial practices based on information from other tribes, from what anthropologists wrote and so forth, and all of sudden the changes became legitimate. So the contradiction for them lies in the fact that you have this idea of tradition that doesn't apply to them. So they look at homophobia as inherently non-traditional. And that's the thing that I am subtly arguing in the affidavit: In fact, homophobia is not a traditional value."

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### Administering Leadership

# By Jon Reidel

Article published Jan 18, 2006

When describing his life in public service, Richard Cate often uses the word "fun." The Vermont Education Commissioner and UVM instructor's idea of fun, however, is a little different than most.

It includes cleaning up a \$19 billion budget as chief financial officer of the New York State Department of Education; sifting through every state budget in America for the past 24 years for a Ph.D dissertation; and overseeing 150 soldiers at a base in Korea as a young first lieutenant in the U.S. Army.

"I'm not sure why I see it that way," says Cate, who graduated from UVM in 1971 with a degree in civil engineering. "Where people see problems and stress I see challenges. I like to find creative solutions to what other people see as problems. My theory truly is that in a work environment there isn't any problem you can't solve one way or another. You may not have it exactly how you like it because public resources are not unlimited, but the real challenge is finding the solution within the constraints of the resources you have."

Cate is currently sharing his lifetime of administrative experience as an adjunct professor in UVM's Master of Public Administration program. He often drives to Burlington directly from his office at the Department of Education in Montpelier, fresh from a day spent working in the field he will teach to students in his Local Government Administration, State Administration and Human Resources Management courses.

"He really brings the reality of being a public administrator to the forefront," says MPA student Matthew Probasco, who has taken two courses from Cate. "He's had such a diverse career in public administration that if he hasn't experienced a situation himself he has some anecdotal event he can draw from. There's a place for theory, of course, but Commissioner Cate showed me how to really get things done."

#### Practitioners as professors

Cate is one of a group of adjunct professors that MPA program co-directors Chris Koliba and Ken Becker have hired in an effort to bring a practical element to the program. Steve Kappel, a health care policy and fiscal analyst for the state legislature, and Meg O'Donnell, director of government relations at Fletcher Allen Health Care, co-teach "Health Care Policy," which was formerly taught by Church Hines, CEO and president of the Visiting Nurse Association, who also served as state budget director for governor's Richard Snelling and Madeleine Kunin.

Other MPA instructor-practitioners include Jane Van Buren, executive director of Vermont Alliance of Nonprofit Organizations; Glen McRae, director of public policy programs at The Snelling Center for Government; Zephyr Teachout, director of Internet organizing for Howard Dean's presidential campaign; and Becker, former deputy commissioner of agriculture for the State of Vermont.

"Richard Cate is one of our most popular instructors," says Koliba. "Our students find him to be very engaging and a tremendous wealth of information and experience. He has emerged as a real star in the classroom. He embodies the kind of scholar-practitioner links that we are trying to cultivate in our program."

#### Growing up in government

Cate's love of government administration started as a boy growing up in Calais, Vt. The town clerk's office was attached to his family home (his grandfather served as town clerk and treasurer for 25 years) and school board meetings took place in the dining room with his father serving as chair.

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"I grew up in the middle of local government," says Cate. "It's always been interesting to me."

Following graduation at UVM, Cate went directly into the army at the end of the Vietnam War. "The army spoiled me terribly," he says. "I had 150 people working for me and \$1 million worth of construction equipment in Korea and nobody else around." That early taste of responsibility, although exciting, made it difficult for Cate when he returned home and took a low-level job with the Vermont Agency of Transportation. "When I came back I was on the very bottom rung of a very high ladder as I should have been. I'd had all that responsibility in the Army and I missed it terribly," he recalls.

After working in management in the private sector, Cate became the Barre City manager after serving on the city commission. This lead to a position as the executive director of the Vermont Superintendent's Association, where he made contacts that led him to become chief financial officer of the New York State Department of Education.

Charged with finding a continuing \$5 million deficit, Cate called for a department-audit and found the deficit to be closer to \$11 million — a gap he closed in one year. When he left in 2003 to return to Vermont as commissioner of education, he had been in charge of a \$19 billion budget (the entire Vermont state budget is \$6 billion) and a staff of more than 3,100 employees. "I knew we'd always return to Vermont. My blood runs green," he says.

Cate is pursuing a doctorate in public administration with a concentration in public finance at the University at Albany. His thesis includes a first-ever analysis of the budgets of all 50 states over the past 25 years. He hopes to show how the decision-making process of administrators relates to the volatility of these budgets from three research lenses: the rational actor; organizational theory; and governmental politics.

"Much of leadership is learned, but I guess I think that some people are born with instinctive desires to be engaged in leadership more than others," says Cate. "I think anyone can learn to be a great leader, but I think it comes easier to some, and I don't pretend to be a great leader in any way shape, or manner, but I am someone who yearns for that type of work. For me it's all about how to make it happen."

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#### Student-Staff Retreat Takes Aim at Oppression

Jan 17, 2006

Seventy UVM students and staff will begin the spring semester by participating in a unique program sponsored by the Department of Student Life Leadership Programs. "The Next Step" is a weekend-long social justice retreat for UVM students that takes place Jan. 20-22 at Hulbert Outdoor Center in Fairlee.

### Search On for Full-Time Sustainable Ag Director

Jan 18, 2006

UVM Extension will conduct a national search for a fulltime director for the Center for Sustainable Agriculture over the next six months. The new position's responsibilities will include stewarding donors, developing a board and providing the opportunity for program development to meet the needs of a growing number of farmers in Vermont.

### Quickview: Athletics Update

Jan 18, 2006

What's happening in sports this semester?

#### Changes to Vacation Policy Announced

Jan 18, 2006

Changes in vacation accrual, bereavement leave and staff grievances were approved by UVM administrators on Dec. 21 for non-represented staff as recommended by Staff Council.

#### University Organist to Give Holiday Concert

Dec 07, 2005

David Neiweem, professor of music and university organist, will play holiday favorites from many countries and in many styles in a free, public Christmas concert on Dec. 11 at 1 p.m.

### Agreement Reached With Faculty Union

Dec 07, 2005

Provost John Bramley sent this message to UVM faculty and staff on Dec. 6: I am very pleased to announce that we have reached agreement with the full-time faculty union over the elements of a new three-year contract. While the agreement is still subject to ratification by the union membership, I am confident that it will lead to a new contract with our faculty. Both sides have agreed to withhold details of the contract until it is ratified.



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The retreat is an opportunity for students to discuss issues of culture, privilege and oppression, while working toward social justice awareness in the context of the university community and beyond. "The Next Step was conceived as a forum for students to further develop knowledge and skills and help them become better change agents and activists," says Jill Hoppenjans, assistant director of student life for leadership programs and the weekends cocoordinator. "Over the course of the weekend they explore issues of racism, sexism, heterosexism, ableism, religious discrimination, classism and other identity differences."

The idea behind the program is that all students are in different places in their understanding of social justice topics and their varied forms. The hope is to challenge students to take the "next step" in their own personal journey, whatever that may be. Their journey during the program will include dialogue, film, large group initiatives and small group discussion. The weekend will offer a collection of workshops with diverse and self-directed opportunity for students to consider their own journey and personal experiences around social awareness and justice. A past participant explains, "This retreat has helped me realize that privilege and oppression go hand in hand and that we contribute to systems of oppression without even knowing."

Hoppenjans is confident the work of students in attendance will contribute to a more positive campus climate at UVM, "We believe that to be effective social justice activist, students must understand their cultural backgrounds and the lessons they have learned about others. Students need skills and experiences listening and really understanding the stories and experiences of others."

The program began in 2003 and is an annual event. It was conceived by Timothy Shiner, then a UVM graduate student, now a member of the Women's Center staff.

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#### **Academic and Advocate**



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Search On for Full-Time Sustainable Ag Director

January 18, 2006

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# By Amanda Waite

Article published Jan 18, 2006

UVM Extension will conduct a national search for a full-time director for the Center for Sustainable Agriculture over the next six months. The new position's responsibilities will include stewarding donors, developing a board and providing the opportunity for program development to meet the needs of a growing number of farmers in Vermont.

"Full-time leadership," says Doug Lantagne, interim director of UVM Extension, "will give the center the management it needs to continue to grow, and it will help improve the center's financial security by expanding development efforts, including establishment of an endowment fund."

Vern Grubinger, part-time director of the center for the past ten years, will continue his 20 percent appointment as director until someone is hired to fill the position full-time. After that, Grubinger will remain involved with the center's programs on sustainable horticulture and leadership development, but will turn his attention to vegetable and berry extension work.

"Vern's vision, hard work and dedication to building quality programs have enhanced the reputation of UVM, UVM Extension and the Center for Sustainable Agriculture," Lantagne says. "I congratulate him and thank him for his accomplishments. Without his hard work and the hard work of the center's seven other employees, we wouldn't be able to implement the ambitious plan for growth that is now underway."

Grubinger has overseen the creation and development of such programs as Land Link: Keeping Land in Farming; Leadership Development: Keeping Involvement in Sustainable Agriculture; New Farmer Network: Improving Service to Beginning and Aspiring Farmers; and Pasture Network Program, among others.

The Center for Sustainable Agriculture was recognized last year as the state merit award winner for program achievement by the New England Board of Higher Education.

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### Quick view: Athletics Update

By The View Staff Article published Jan 18, 2006

#### What's happening in sports this semester?

Men's hockey has a top-five national ranking and will appear on ESPN's ultrahigh-broadband ESPN360 service this weekend against Boston College. The men's and women's basketball teams continue to draw crowds to Patrick. Men's and women's alpine skiers performed well in a recent pre-season competition, and will begin the regular season on Jan. 20 at Colby College looking to better last year's runner-up finish at the NCAA championship. And, of course, other spring sports are waiting in the wings: Baseball, softball, lacrosse, track and field, swimming...

#### How about the bigger picture?

UVM teams are strong and getting stronger. The varsity winning percentage rose by over 100 points from the previous season in 2004-05, improving from .358 in 2003-04 to .488 last year. Seven teams improved on their conference standings in 2004-05 and Vermont had five teams with at least a .500 record overall. The momentum continued through the fall, when the men's and women's soccer and field hockey teams all earned a berth to the America East Championships for their respective sports. This is the first time in the history of the athletic program that all three teams made the conference post-season tournament in the same year. The men's hockey team was the most improved team in the country with a +12 turnaround in the win column.

#### Are the academics holding up?

Yes. UVM won the America East Academic Cup for the 2004-05 season. Vermont student-athletes posted a 3.14 grade-point average, the highest GPA in the 10-year history of the award, breaking the mark of 3.12 set by the University of Maine in 2003-04. UVM, winners of the inaugural America East Academic Cup in 1995-96, is the third school to win the award twice. The Catamounts had finished second in the academic cup standings in each of the past three seasons. The momentum is continuing in the current 2005-6 season: Two student-athletes were named to the ESPN The Magazine academic all-America teams in men's and women's soccer this past fall. In general, students participating in varsity sports posted a 3.0 GPA or higher for the sixth straight semester and outperformed the general student body again. Thirty-four student-athletes from fall teams earned recognition in America East Commissioner's Honor Roll by achieving a 3.50 GPA or higher.

#### What about athletic facilities?

UVM unveiled the Moulton Winder Field and the Vermont Strength & Conditioning Center located in Patrick Gymnasium during the fall semester.

Moulton Winder Field is a new state-of-the-art turf field that serves as the home field of the Vermont field hockey and men's and women's lacrosse teams and is named in honor of Reynolds E. "Rey" Moulton, Jr. and Betsy Winder of Manchester, Massachusetts, whose \$1 million gift to Vermont athletics financed a major portion of the construction. Winder is the mother of UVM sophomore and field hockey team member Stirling Winder and was herself a standout in field hockey during her student years at Lehigh University. Funding for the \$2.6 million project is being provided entirely through private donors to the university's ongoing comprehensive campaign. Future planned improvements to the Archie Post Athletic Complex include construction of a stadium for soccer with permanent seating for 4,000 spectators, a track-andfield complex, and space for concessions, picnicking and restrooms.

#### **Grand Opening**

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#### Academic and Advocate



The new strength and conditioning center is located in Patrick Gymnasium. The Catamounts moved from a 1,200-square foot facility in Gutterson Fieldhouse to the new 11,000-square foot center, giving UVM one of the largest strength and conditioning centers in the Northeast. The state-of-the-art facility includes eight Olympic platforms, 19 working stations and features a 30-yard turf sprint track as well as ample room for core strengthening activities. The center is the primary workout facility for all 20 varsity sports.

"Quick view," a new occasional feature, offers short briefings on institutional topics in question-and-answer format. Athletic Communications contributed the information for this report.

#### **Administering** Leadership

When describing his life in public service, Richard Cate often uses the word "fun." The Vermont **Education Commissioner** and UVM instructor's idea of fun, however, is a little different than most. It includes cleaning up a \$19 billion education budget; sifting through every state budget in America for the past 24 years; and overseeing 150 soldiers at a base in Korea at age 23.

theview

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the viev

January 18, 2006

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# Faster Vacation Accrual Highlights Staff Policy Changes

By The View Staff Article published Jan 18, 2006

FROM THE UNIVERSITY OF VERMONT

Changes in vacation accrual, bereavement leave and staff grievances for nonrepresented staff were approved by UVM administrators on Dec. 21 as recommended by Staff Council.

Under the new vacation time redistribution policy, the length of service required to accrue portions of the current time-off allocation was lowered for exempt and non-exempt staff. Previously, staff did not increase in their rate of vacation accrual between five and 25 years of service.

#### **Exempt Staff**

- 0-4 years, 10.625 hrs/month (17 days/year)
- 5-9 years, 13. 75 hrs/month (22 days/year)
- 10-12 years, 14. 6875 hrs/month (23.5 days/year)
- 13-15 years, 15.3125 hrs/month (24.5 days/year)
- 16-20 years, 15.625 hrs/month (25 days/year)
- 21-25 years, 16.25 hrs/month (26 days/year)
- 25+ years, 16.875 hrs/month (27 days/year)

#### Non-exempt Staff

- 0-4 years, 6.25 hrs/month (10 days/year)
- 5-9 years, 9.375 hrs/month (15 days/year)
- 10-12 years, 12.50 hrs/month (20 days/year)
- 13-15 years, 13.125 hrs/month (21 days/year)
- 16-20 years, 13.75 hrs/month (22 days/year)
- 21-25 years, 15 hrs/month (24 days/year)
- 25+ years, 15.625 hrs/month (25 days/year)

Staff Council recommended and received an inclusive and comprehensive definition of "immediate family" for the purposes of its bereavement leave policy. Under the new definition, "immediate family" includes you and your spouse or partner in civil union and your immediate family members. Immediate family members are further defined as any child or stepchild, parent or stepparent, aunt, uncle, sister, brother, niece, nephew, grandparent, or grandchild of either you or your spouse or partner in civil union.

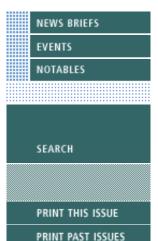
Staff Council also streamlined and updated the staff grievance process for nonrepresented staff. Beth Wright has been named as the Staff Grievance Coordinator and may be reached at 656-4493. See here for more information: Staff Grievance Policy

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#### **Academic and Advocate**

Kathy Reynolds and Dawn McKinley never wanted to make a fuss over their relationship. Then Reynolds had to go to the hospital and McKinley wasn't allowed to visit. So the Oklahoma Cherokee women decided to get married under tribal law — the first members of the tribe to do so beginning a complex cultural and legal battle. "It took me about 12 seconds to decide that I wanted to do what I could to help these women," says Brian Gilley, assistant professor of anthropology.



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#### A Spate of Signings

Jan 17, 2006

Two faculty authors will read and sign their latest books in local appearances in January and February.

#### Soprano to Perform German Art Songs

Jan 17, 2006

The UVM Lane Series opens its spring semester season on Jan. 27 at 7:30 p.m. in the UVM Recital Hall with soprano Mitsuko Shirai and pianist Hartmut Höll performing a program featuring Schumann's *Dichterliebe* (a Poet's Love) — a song cycle set to poetry by Heinrich Heine. The program also includes lieder composed by Clara Schumann, Meyerbeer, Fanny Mendelssohn, Brahms, Liszt and more based on other Heine poems.

### Discourse and Power in Vermont Energy Decisions

Jan 18, 2006

Richard Watts, policy fellow at the Snelling Center for Government, will give a talk titled "Planning for Power: Citizen Participation in the Siting of a High-Voltage Transmission Line in Vermont" on Jan. 26 at 7:30 p.m. in Memorial Lounge, Waterman Building.

# Students to Rehearse, Perform with Acclaimed Jazz Composer

Jan 18, 2006

Jazz composer Maria Schneider will appear at the Flynn Center on Jan. 20 at 8 p.m. leading both her own highly acclaimed New York Orchestra and the University of Vermont Jazz Ensemble. In preparation for the concert, Schneider will be in residence at UVM on Jan. 19 and 20 for rehearsals with the UVM Jazz Ensemble.

#### **CTL Announces Winter Tech Workshops**

Dec 15, 2005

From WebCT to Web audio to writing across the curriculum, the Center for Teaching and Learning is presenting a variety of professional development workshops in the space inbetween the semesters.



January 18, 2006

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By The View Staff
Article published Jan 17, 2006

Two faculty authors will read and sign their latest books in local appearances in January and February.

Mark Usher will sign his book, *Wise Guy: The Life and Philosophy of Socrates*, on Jan. 21 at 2 p.m. at Borders. He will also appear at Barnes & Noble on Feb. 11 at 1 p.m.

Tony Magistrale will sign his new book, *Abject Terrors: Surveying the Modern and Postmodern Horror Film*, on Feb. 22 at 7 p.m. at Barnes & Noble.

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Professor Dennis Mahoney will give a talk introducing the audience to the poetry at 6:30 p.m.

Mitsuko Shirai has performed as a soloist with such distinguished orchestras as the Berlin Philharmonic, the Boston Symphony Orchestra and the Academy of Saint Martin-in-the-Fields. *The Financial Times* has praised "the wealth of nuance in her singing, her unparalleled combination of word, color and expression, the security of her legato and intonation — that is almost a forgotten art." Shirai is a recipient of many prizes and awards, including the Great Idemitsu Music Award (in her native Japan); the Robert Schumann Prize; and the vocal competitions of Vienna, Athens and Munich.

Shirai and Höll's most recent recording, *Ballad of the Banquet: A European Songbook of the 20th Century* was named Best Lieder Recording of 2003 by *Boston Globe* music critic Richard Dyer.

Information, tickets: **UVM Lane Series** 

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### **Discourse and Power in Vermont Energy Decisions**

By The View Staff
Article published Jan 18, 2006

Richard Watts, policy fellow at the Snelling Center for Government, will give a talk titled "Planning for Power: Citizen Participation in the Siting of a High-Voltage Transmission Line in Vermont" on Jan. 26 at 7:30 p.m. in Memorial Lounge, Waterman Building.

Watt's talk is part of the Center for Research on Vermont's research-inprogress seminar series, which are dedicated this year to the memory of James Petersen, a UVM anthropology professor who was murdered last year while conducting research in Brazil.

Watts' case study explores the planning for, and conflict around, the siting of 63 miles of new high-voltage transmission line in Vermont, known as the Northwest Reliability Project. It focuses on the construction of knowledge by citizens, elected town officials, and utility energy planners, specifically, their understanding of the NRP, and how they came to that understanding. To assist in examining the construction of knowledge, the study uses a frame analysis model that looks at three measures for understanding how frames dominate media discourse: cultural resonance and narrative fidelity, sponsorship activities, and media standing.

Findings highlight the constraints of the energy planning process, both in the types of decisions that can emerge and in the choices available to policymakers. The study highlights how expert knowledge is privileged over local knowledge and how issues raised by citizens were not addressed in the regulatory process. While the case study highlights the importance of a more participatory planning process, significant challenges lie ahead for engaging citizens in Vermont energy planning and decisionmaking.

Richard Watts has a doctorate in natural resource planning with a focus on citizen participation. He currently teaches a course on energy policy through the Environmental Program at the University of Vermont.

Information: CRVT Spring Events

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**UVM HOMEPAGE** 

# Students to Rehearse, Perform with Acclaimed Jazz Composer

By Jeff Wakefield Article published Jan 18, 2006

Jazz composer Maria Schneider will appear at the Flynn Center on Jan. 20 at 8 p.m. leading both her own highly acclaimed New York Orchestra and the University of Vermont Jazz Ensemble. In preparation for the concert, Schneider will be in residence at UVM on Jan. 19 and 20 for rehearsals with the UVM Jazz Ensemble.

In recent years Schneider has won multiple awards for Best Jazz Composer. In 2005 she also won a Grammy for Best Large Jazz Ensemble. A protegée of Gil Evans and Bob Brookmeyer, she has staked out her own unique and personal style while extracting new sounds from the jazz big band format.

According to Jazz Ensemble director Alex Stewart, whose book on contemporary orchestral jazz will be published in early 2007 by University of California Press, Schneider often "draws the audience into her musical narratives by relating the autobiographical content of a piece." Her music frequently concerns triumph over fears, from overcoming childhood anxieties to casting aside more rational fears surrounding the dangers of hang gliding, Stewart said.

"Schneider's big band paints musical landscapes full of glowing pastel harmonies and sharp-angled rhythms," according to *Time* magazine. "Listen to her sweepingly ambitious compositions and hear the next wave of jazz taking place before your very ears."

Schneider will lead the UVM Jazz Ensemble in a short opening set of three of her compositions including "Wyrgly," a unique piece portraying the "metamorphosis" of a monster "from a mesmerizing vapor to an embodiment characterized by a dramatic display of multiple flailing limbs."

Other artists who have been in residence at UVM include Wynton Marsalis, Clark Terry, Oliver Lake, Rufus Reed, Paquito d'Rivera, and the Chico O'Farrill Afro-Cuban Jazz Orchestra. Jazz residencies are sponsored by UVM's Jazz Studies program in conjunction with the Flynn Theater.

Discounted tickets for the Jan. 20 performance are available for UVM affiliates through Claire Milne in the Music Department office, 656-2295.

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#### **Awards and Honors**

Russell Agne, professor of education, won the 2005 Annual Prize for Excellence for submitting the best paper to the *International Journal of Environmental, Cultural, Economic and Social Sustainability.* His paper, "Sustainability in Vermont's K-12 Curriculum Framework," was selected from the ten top-ranked papers on the basis of its contribution to new thinking in the field and will be published in their journal. As an award winner, Agne has been invited to be a main speaker at the Annual Sustainability Conference in Hanoi and HaLong Bay this month. The paper chronicles the collaboration by Vermont's grassroots environmental organizations and state agencies to revise an existing state K-12 curriculum framework that stipulated what teachers were expected to teach. The original version (1996) did not include emphasis on the critical environmental concepts of sustainability and sense of place. An extended advocacy process eventually led to the adoption of two new standards for inclusion in the framework.

The Office of Community-University Partnerships and Service-Learning awarded five project grants of up to \$1000 through its planning and implementation grants for service-learning program. Fall awardees were:

- Meaghan Emery, assistant professor of romance languages, received this award to be used in three separate French courses undertaking a variety of service-learning activities, including a project that partners with local Congolese high school students.
- Jeff Frolik, assistant professor of electrical and computer engineering. Funding will support a partnership between Frolik's first-year engineering design course and local K-12 schools. UVM students will create interactive displays on engineering concepts in collaboration with local youth.
- Rick Paradis, a lecturer in the environmental program, won a grant to support his "Comparative Mountain Systems Ecology and Conservation: New England and Scotland" course. The course will compare environmental conservation efforts in mountains in New England and Scotland; the course will partner with conservation associations in both geographic areas.
- Matt Kolan, a graduate student in the Rubenstein School of Environment and Natural Resources, won support to create a fund that will allow students in a "Environmental Problem Solving and Impact Assessment" course to support service-learning projects that they develop over the course of the semester.
- Roulef Boumans, research associate professor of ecological economics, received a grant to fund activities in his "Local Economics Seminar" to analyze available local buying programs and to write a business plan for a solution to fill the gaps.

CUPS also announced its latest class of six service-learning fellows. The fellowships are designed to train faculty in service-learning pedagogy. The spring class of fellows comprises: **Lynne Gregory**, community development and applied economics; **Kazuko Suzuki**, Japanese; **Sarah Abrams**, nursing; **Amy Trubek**, nutrition and food science; **Donna Rizzo**, civil and environmental engineering; and Jeff Frolik.

**Seth Marineau**, a second year doctoral student in Educational Leadership and Policy Studies, was selected to participate in the prestigious David L. Clark National Graduate Student Research Seminar in Educational Administration and Policy. The seminar is highly competitive (only 40 students are selected from research institutions across the country) and participants are selected based on the quality of their research, capacity to gain from and contribute to the seminar, and scholarly potential. The research seminar is sponsored by the

University Council for Educational Administration, Divisions A and L of the American Educational Research Association and Corwin Press. It brings emerging educational administration and policy scholars and noted researchers together for two days of presentations, generative discussion, and professional growth. The event takes place this April in San Francisco.

#### **Publications and Presentations**

Kenneth Gross, professor of mathematics and education and the director of the Vermont Mathematics Initiative, and Judi Laird, executive director of the VMI, gave an invited presentation in Washington at the Dec. 9-10, 2005 meeting of the Mathematical Sciences Education Review Board, which is the mathematics-education arm of the National Academy of Sciences. The board is responsible for taking action on a recent NAS report, "Rising Above the Gathering Storm: Energizing and Employing America for a Brighter Economic Future." The major committee recommendations focus on actions that should be taken to improving K-12 mathematics and science education. Gross and Laird were asked to present the Vermont model for improving mathematics education across the state. One other program was also invited to present, "Mathematics in the Middle," a content-focused professional development program for middle-school teachers in Nebraska that is based on the Vermont Mathematics Initiative model and materials.

**Marilyn Lucas**, assistant professor of operations management in the School of Business Administration, presented a paper titled "On the Adoption and Diffusion of Environmental Management Practices" on Nov. 22, 2005 at the Decision Sciences Institute annual meeting in San Francisco. This paper was a result of her collaborative work with **Matthew Wilson**, research assistant professor in the Gund Institute in Ecological Economics and the School of Business Administration.

#### **Service Activities**

**Michael Giangreco**, a research professor in the College and Education and Social Services' Center on Disability and Community Inclusion recently spent 15 days in New Orleans working on relief projects with the Red Cross. Giangreco and his wife worked on mobile feeding projects and contributed to clean-up work. He reports that, four months after the disaster, the need for relief remains large and urgent and service agencies still need volunteers.

December 7, 2005

#### **Awards and Honors**

**Sufia Uddin**, associate professor of religion, has been named a 2005-2006 Fulbright Scholar. Uddin's research as a Fulbright Scholar is currently underway at the University of Dhaka in Dhaka, Bangladesh, where she is studying Muslim and Hindu veneration of Bonbibi, goddess of the forest in Sunderbans, the world's largest estuarine forest located in India and Bangladesh.

#### **Publications and Presentations**

Dr. Richard Colletti, professor and vice chair of pediatrics, is the network director and co-principal investigator for the Pediatric Inflammatory Bowel Disease Network for Research and Improvement, which was officially launched in late November. Colletti was primarily responsible for establishing the network and its registry. Currently, over 200 physicians at 66 sites in the United States and Canada, plus a site in Sydney, Australia, can enter data in the registry with Institutional Review Board approval. The mission of PIBDNet is to build the foundation of a sustainable collaborative network where all pediatric gastroenterologists in North America can work together in a compelling process of continuous quality improvement and acquisition of new knowledge that will over the next decade dramatically reduce the morbidity of children with IBD. PIBDNet is supported by a grant from the North American Society for Pediatric Gastroenterology, Hepatology and Nutrition with funds from the American Board of Pediatrics. Inflammatory Bowel Disease is primarily a disease of adolescents and young adults, affecting as many as one million Americans, 10 percent of whom are estimated to be children under the age of 18.