Faculty, staff and students are understandably nervous about the current global economic crisis as it relates to higher education. It’s hard to avoid given the steady diet of national news about plummeting endowments, decreases in state funding and cutbacks in employee salaries and benefits. Some universities will feel the pain more than others, although most, including the University of Vermont, will have to make some tough decisions that will undoubtedly affect staff.

A recent meeting between Fogel, Chief of Staff Gary Derr, Staff Council President Beth Walsh, Staff Council Administrator Jeff Bukowski and myself proved reassuring and sobering at the same time. Fogel spoke openly about the current economic condition of the university and what its status could mean for staff. His first priority, he said, is to avoid as much ‘human cost’ as possible, and that he believes the university is in a relatively strong strategic position in relation to its peers. That said, Fogel didn’t rule out the possibility of some job losses depending on a number of factors including whether the State of Vermont further reduces its annual appropriation ($42.2 million in 2008), which already ranks among the lowest in the nation.

Although the university’s non-reliance on state funding (about 11 percent of its budget) is challenging, it could improve the university’s strategic position considering how many public institutions rely on state appropriations for more than 40 percent of their operating budget.

As Chair of the Council of Presidents of the National Association of State Universities and Land Grant Colleges and President-Elect of the New England Association of Schools and Colleges, Fogel is well schooled in the area of higher education funding. He seems genuinely interested in finding ways to make education more affordable for students while at the same time paying faculty and staff competitive salaries. That doesn’t mean he has the ultimate answer for fixing the problem, and he is pretty consistent in saying how difficult the next few years will be. In that vein, department heads have been asked to create models for what cuts of five and ten percent would look like for their respective divisions. Not surprisingly, the results of this exercise vary and serve as a reminder of how little room there is to cut expenses outside of salaries. Some departments, for example, could eliminate their entire operating budget except for salaries and would still fall short of 10 percent in reductions.

Yet despite all the uncertainty, there are some positive signs as well. With enrollment being the key driver of the university’s invest-and-grow strategy, it’s heartening to hear that based on early application numbers, UVM is poised to break its own record set last year when more 21,000 students applied. If that comes to fruition, the goal of adding 300 students to next year’s class without experiencing a drop in overall quality (SAT scores continue to rise among UVM applicants) will be reached. If it can be sustained until 2012 when another 300 students are expected to be added, the picture looks even brighter.

Despite the abundance of information about the economy and its effects on higher education, even the most well informed observers will tell you they aren’t sure what lies ahead. Whatever it is, the university appears to be equipped to respond accordingly. Staff Council will continue to do our best to keep you informed regarding any issues that may affect staff so you can make the best decisions possible for you and your family.
Benefits - Rita Lemire, Chair

The Benefits Committee continued with the ongoing conversation regarding the timing of announcements to changes in employee benefit packages. The concern is for notice to be given to employees to be able to utilize/better utilize their Flexible Spending accounts. Further discussion/action will be on the December agenda.

There were 3 new contact sheets discussed: 1) possible addition of Infertility Treatment to employee benefit packages, 2) Flexible Spending Account Debit Cards, 3) use of employee paid sick time to attend wellness events. The first 2 will need further investigation/inquiry and the last will be closed out without further discussion. Since sick time does not belong to the employee, it is not at the employee’s discretion to use this paid time for other reasons.

Communication - Joanne Montanye, Chair

Translation work on the Staff Council informational brochure is underway for the Bosnian, Vietnamese and Chinese languages. Other ways to get information about Staff Council to the non-literate Arabic-speaking staff are being considered.

Deb Goller and Megan Hatch from the UVM Webteam visited our 11/6/08 meeting to show us possible outreach uses for the new Web Template and other online formats for the Staffline, focusing on usability, ease of access and the necessity to archive information. They recommended performing a full audit of the site's content before planning any changes, so Jon and Mary will meet to work on that. We will work closely with Beth Wright, who maintains the Staff Council website around any eventual changes. A list of all the Web 2.0 features UVM already has up and running (Facebook, YouTube, iTunes, etc.) is also being compiled.

The "UVM Stories" feature on the UVM homepage functions as a recruitment tool, so it focuses mostly on student and faculty highlights; but we are able put something similar of our own for staff achievements on the Staff Council web page. Program ideas are being gathered to encourage staff to nominate their colleagues for recognition.

Education and Professional Development - Todd Stewart, Chair

The committee met and elected Chair Todd Stewart, UVM Extension and Vice Chair Sharnel Martel, Residential Life which will be approved at the December 2nd Staff Council Meeting. This year’s committee spent time reviewing the work done in previous years as well as brainstorming ideas for this year’s focus. Goals for our committee’s work will be set at our next meeting.

Employee Environment and Facilities - Michelle Smith Mullarkey, Chair

The Employee Environment and Facilities Committee met Nov. 18 and further discussed the importance of the Staff Council supporting health and wellness in the workplace. To that end, they are still discussing the idea of creating a survey to take a pulse of the staff’s feelings about issues related to workplace safety, comfort, and environmental sustainability. They are also planning to offer at least one session during Mastering the Maze in the spring about "Greening Your Workplace", in collaboration with the Outreach Committee of the Environmental Forum. Finally, stay tuned for further updates regarding Focus the Nation, which is scheduled for the first week of February '09!
Recreation - Ida Russin, Chair

The Staff Council office and the Recreation Committee has really come through with organizing the largest Holiday Bazaar yet! I hope everyone will have a chance to pop in to the Bazaar on Tuesday, December 2nd, between 9:00 am and 3:00 pm. Beyond the many vendors, there is a Recreation Committee raffle that will feature items ranging from ski passes including rentals and instruction at Jay Peak, to movie passes, dining gift certificates, a beautiful watercolor print and much more! Please stop by and purchase your tickets - you do not need to be present to win. Look for information coming out on the Annual Montreal Casino trip being held on President's Day 2009. Retiree Jim Read is once again organizing the trip, and we're still looking for that "big winner" to come back on the bus!

Rules & Election - Rob Rohr, Chair

The bulk of the committee work this month revolved around crafting changes to the Staff Council bylaws to ease the process of elections. This past year, the election process for Staff Council membership and officers was hampered by a few operational details.

- Holding the elections in May coincided with the busiest time of year for a vast majority of the units on campus. As such, several units decided to wait until after the annual crunch before looking into the process of nominating and electing representatives to Council.
- Waiting until the first committee meeting of the year for electing committee chairpersons results in an extended delay in putting together the Executive Board.
- The timing for selecting at-large members to the Executive Board was never made explicitly.

To address these changes, the Rules & Elections committee proposed changes to the bylaws as follows:

- Move election of representatives forward a month to April to avoid the worst of the rush.
- Hold chairperson elections at the last committee meeting of the year for the next term. Committees can then “hit the ground running” at the first meeting of the next term.
- Have the Staff Council select at-large members to the Executive Board from its membership at the first meeting of the new term (usually the August meeting).

These changes still have to be reviewed by the Executive Board, and University Legal before being brought to the Staff Council for approval. Please contact the chairperson, Rob Rohr, or any member of the committee if you have any questions, concerns, comments or suggestions. Committee meetings are open to the university community, and public involvement is encouraged.

For committee member contact information and summaries of the activities of this committee, visit: http://www.uvm.edu/~stffcncl/?Page=committees/rules.html

Salary & Budget - Mary Reilly, Chair

The Salary & Budget Committee met on 11/12/08 to complete its recommendations for the 2010 fiscal year. We discussed Pres. Fogel's message about the $20 million deficit facing UVM, the impact this will have on staff jobs, and how difficult it will be to achieve any raise pool recommendation. The committee reached consensus on a 5% raise pool for 2010, recommending graduated increases so that the lowest paid employees receive the maximum 5% and the highest paid receive the smallest percentage. We did not recommend a percentage for merit because we do not believe that performance evaluations are consistent and uniform across campus. We recommended a recommitment of the university to performance evaluations, improving performance feedback, moving evaluations to mid-year instead of the end of the fiscal year, and providing more training for supervisors (including faculty who manage staff). The recommendations of our committee were submitted to the Executive Committee on 11/17, and we look forward to a discussion with the full Council at its next meeting.
Accent Travel - UVM Exclusive

A 7 Night Eastern Caribbean Cruise Aboard
The Oasis of the Seas, April 17, 2010

YOUR PACKAGE INCLUDES:
Virtually everything...from accommodations to around-the-clock dining options. Fabulous nightly entertainment and most shipboard activities as well.

PRICES START FROM

Balcony Staterooms: $1595.58 per person double occupancy
Includes cruise/port charges, taxes & fuel surcharges.
Single/triple prices upon request if available.
Low-cost Air add-ons are available.

UVM Staff SAVE $50 (ask for details)

SIGN UP TODAY!

Come Join This Great Cruise Adventure On
The Newest and Largest Ship on the Seas!

FOR MORE INFORMATION OR TO RESERVE SPACE:
Call Angie Atkinson: 802-872-5644, Email: angiea@accenttravel.com
A deposit of $500 due February 27, 2009 will hold space for you.

Accent Travel
Call or log-on today at www.accenttravel.com
Recreation Committee ~ Holiday Bazaar

Reason #1 to attend:
Purchase beautiful locally made products from UVM artists and crafters.

Reason #2 to attend:
Begin Holiday shopping at a time and location convenient to your workplace.

UVM STAFF COUNCIL
ANNUAL HOLIDAY BAZAAR
TUESDAY, DECEMBER 2, 2008
GRAND MAPLE BALLROOM
DAVIS CENTER
9:00 am - 3:00 pm

Reason #3 to attend:
Support the Staff Council Recreation Committee's efforts to provide a wide variety of programs to the UVM community.

Reason #4 to attend:
Show off baking skills by dropping off a donation to the Recreation Committee table by 9:00 am that morning. Call Ida Russin at 656-1466 if you plan to donate an item.
Recreation Committee

Discounted Ski & Ride Day Vouchers

for UVM employees, retirees and family members.
UVM identification necessary.
All are available in the Staff Council Office, 305 Waterman Building

ALPINE LIFT COUPONS ~ $10.00 OFF ANY FULL DAY TICKET, ANY DAY
NORDIC TRAIL COUPONS ~ $5.00 OFF ANY FULL DAY TICKET ANY DAY

JAY PEAK VERMONT

ALPINE LIFT VOUCHERS – (FULL DAY, ANY DAY)
ADULTS ~ $35.00 ~ YOUTH (6 – 17) ~ $30.00

SMUGGS DAY VOUCHERS – (FULL DAY, ANY DAY)
ADULTS ~ $46.00 ~ YOUTH (6 – 17) ~ $36.00

2009 Vermont Entertainment Books

Dine ... Shop ... Travel
Save up to 50%
Each book costs only $30.00 payable in cash or checks made out to UVM.
Books are available in the Staff Council Office, 305 Waterman
This year’s book includes savings for fine dining, casual and fast-food dining, travel & hotels, entertainment & sports, retails & services

* For more information on specific discounts offered, please visit www.entertainment.com
Presidents’ Day Bus Trip to Montreal Casino
February 16, 2009

Take advantage of the Presidents’ Day holiday and enjoy a trip with your friends to the Casino de Montreal. An accessible bus will depart from the Waterman parking lot at 8:30 a.m. on Monday, February 16th. For those of you living north of Burlington, we will also make a pickup at the Collins-Perley Arena in St. Albans.

Each participant will receive $10 in chips to use at the Casino and a $10 certificate good at any of the Casino’s restaurants.
Departure from Montreal is scheduled for 4:30 p.m. with an estimated arrival time of 7:00 p.m. back in Burlington.

Remember that identification and proof of citizenship are required for all trips across the border. Changes to the existing border-crossing policy will not take effect until June 1, 2009, when all U.S. citizens who are 16 and older traveling between the U.S. and Canada will be required to present a valid passport.

Our trip coordinator is Jim Read, 655-1321, james.read@uvm.edu. Please contact the Staff Council Office, 656-4493, if you require accommodation or more information. Return the registration form below and payment (checks made payable to UVM) by January 30th, 2009.

Name: ________________________________

Campus Address: ____________________________

Campus Phone: _____________________________

Email: _________________________________

# of UVM Staff @ $25 __________

# of non-UVMers @ $30____________

Total Amount Enclosed: __________

Pickup Location: Waterman Lot ________ Collins-Perley Arena ________
Church Street Marketplace Discounts

Happy Holidays!

From the Church Street Marketplace and Downtown Burlington to all Fletcher Allen Health Care & University of Vermont employees!

Fletcher Allen and UVM Days!
Monday, December 1 through Sunday, December 7

On behalf of the Church Street Marketplace and downtown merchants, you are cordially invited to our “Fletcher Allen and UVM Days!” event at the region’s most dynamic shopping and dining destination – the Church Street Marketplace, Downtown Burlington & Burlington Town Center.

With nearly 300 retail stores and 90 drinking and eating establishments, our downtown offers a unique experience guaranteed to put you in the holiday spirit!

From Monday December 1 through Sunday December 7, show your Fletcher Allen or UVM badge at these participating stores and restaurants and receive special offers and discounts at these participating venues.

CHURCH STREET APPAREL

Bella Donna, 20% off any one item
Bertha Church, 20% off, excluding high-end bras.
Ecco Clothes, 20% off any one item
Expressions, 10% off entire purchase & free gift wrapping
Grace Street Wear, 20% off one item
Hatley, 10% off entire purchase
Monelle, 10% off store wide
Outdoor Gear Exchange, 10% off all apparel
Queen Anne’s Lace, 20% off any one item
Sox Market, 20% off total purchase
Stelia, 20% off all footwear
Sweet Lady Jane, 20% off one item
Tribecca, Clothing & Accessories, 20% off one item
Whim, 15% off total purchase

CHURCH STREET JEWELRY

Designers Circle Jewelers, 10% off entire purchase
Global Pathways, 20% off purchase
$50 or more, except 14k gold.
Lippa’s Jewelers, 15% in store merchandise
Zinnia, 10% off all non-sale items

Continued on the next page
Church Street Marketplace Discounts

Fletcher Allen & UVM Days - Monday, December 1 through Sunday, December 7

CHURCH STREET SPECIALTY STORES

Apple Mountain, 10% off storewide  
Body Shop, 10% off all purchases  
Borders Books & Music, 10% off list price of your entire purchase  
Boutiller's Art Center, 10% off entire purchase  
Cynthia's Spa, 15% off everything we offer; ever gift certificates  
Danforth Pewter, 10% off entire purchase, excluding limited edition & one-of-a-kind pieces  
Garota's, 10% off cigars, 20% off all accessories  
Kiss the Cook, 10% off entire purchase  
Lexot Camera Sales, 10% off all accessories  
Lake Champlain Chocolates, 10% off entire purchase of regularly priced items  
Lindt Chocolate, 10% off entire purchase of non-sale items  
Maplehurst Florist, 20% off any in-store cash and carry store purchase  
Olympic Sports, 20% off one item, excludes footwear; statement products  
Peace and Justice Store, 10% off entire purchase, Sunday – Monday only  
Pompanoosuc Mills, 20% off entire purchase  
Scribbles, 10% off entire purchase except personalized stationery  
Shoe Shop, 20% off one item

Statements Hair Design, 10% off retail  
Stella, 20% off all footwear  
Sweet Thing, 15% off entire purchase  
Yankee Candle, buy a large jar and get a small one for free

CHURCH STREET DINING

Ben & Jerry's, 10% off  
Bolognese, 20% off entire purchase  
Scuffer Steak & Ale, 15% off food  
Sweetwaters, 10% off food  
Three Tomatoes, 15% off food discount at lunch and dinner

BURLINGTON TOWN CENTER

Tradewinds, 10% off silver jewelry  
Verizon Wireless Zone, 25% off all accessories; buy 1, get 1 free on select phones

- DOWNTOWN BUSINESSES

DOWNTOWN APPAREL

Outdoor Gear Exchange, 152 Cherry Street, 10% off all apparel  
Whim Boutique, 15% off total purchase

DOWNTOWN DINING

Manhattan Pizza & Pub, 2 mils away, $5.99; all you can eat, $9.95; Tue, Thur, Sun

DOWNTOWN SPECIALTY STORES

Burlington Wine Shop, 10% off total purchase  
Hydangea Too, 10% off entire purchase  
Outdoor Gear Exchange, 10% off all apparel  
Tick Tock Jeweler, 15% off all Tag Heuer watches  
Totes & Shoes & Pedicures, 15% off entire purchase, including sale items

NEED PARKING INFORMATION?

Go to our website: www.churchstreetmarketplace.com and download our parking brochure.

Questions? Need an Idea? Trying to find a particular store?

Email us at churchstreetmarketplace@gmail.com or call us at 802-865-7254 or visit us at www.churchstreetmarketplace.com
Campus News & Announcements

End of Semester Sale

Do all your holiday shopping in one place and save money!

10% off
25% off
30% off

Free reusable tote from the UVM Bookstore

Plus unadvertised Specials!
Weekdays 8:00 - 5:30 Saturday 11:00 - 4:00
Closed Sunday 12/14

SAVE THE DATES
DECEMBER 12, 13, 15, 16 and 17

Not included in the sale: caps & gowns, mail orders, chains, software, textbooks, mailing products, calculations, all items with green price labels. Not valid on previously purchased items. No other discounts apply.

UVM FOUNDING SALE
Unprecedented One Day Sale

1791= $17.91 each
$39.95 Value Sweatshirt and Sweatpants

Thursday, 12/4
8 A.M. to 7 P.M.

BONUS!
ENTER TO WIN A $50 GIFT CARD TO THE BOOKSTORE!

Only at the... UVM Bookstore

The Staff Council recently sent new PerksCard through Campus Mail to all Staff members.

If you did not receive a PerksCard, please stop by the Staff Council Office at 305 Waterman to pick one up today or contact us at stffcncl@uvm.edu or 656-4493

PerksCard provides discounts to both local and national retailers.
UVM Theatre’s annual holiday production of

*The Toys Take Over Christmas*

by Patricia Clapp

will be presented December 6 & 7 at 10am, 2pm and 6pm.

Tickets are $12 for all adults and $7 for children under 14.

Tickets for Toys go on sale October 15th online at [www.uvmtheatre.org](http://www.uvmtheatre.org) or by calling the Box Office at 802-656-2094.

Group Button Sales Through 12/21/08

**Adult Buttons:** $12.00

**Kid Buttons (3-12 yrs.):** $5.00 all the time

You may Purchase buttons at the UVM Staff Council Office 305 Waterman Building or call 656-4493 for more information

Support Vermont’s largest single-day festival of the arts: First Night Burlington - a holiday tradition for the whole family! Join us as we celebrate our 25th year bringing the community together with an affordable, substance-free New Year’s Eve festival of arts. Over 200 performances featuring a parade, music, dance, comedy, kids activities, art, fireworks, and more all for the price of a First Night Button! To find out more, visit . . .

http://offcampushousing.uvm.edu

A New Tool to Help You Serve & Recruit Students, Faculty, and Staff!

What Is It?

- Searchable database of rental properties with:
  - Pictures, floor plans, & maps
  - Email, website, & application links
  - Amenities
- For Sale listings (homes, townhouses, condos)
- Roommate Postings
- Message Boards to Buy/Sell Furniture
- FREE Sublet Listings
- Educational Resources on Renting, Budgeting, and Living Off-Campus

What’s In It for You?

- Great tool for recruiting and serving students/faculty/staff. You now have a one-stop shop to refer incoming and current students, faculty, and staff to for finding housing and roommates in Burlington and the surrounding areas. They can search the site any time of day from anywhere in the world.
- Great resource for listing properties for rent or sale to the UVM community. The site is now the most targeted tool to reach the UVM community seeking off-campus housing.

What Do We Need from You?

- Please post http://offcampushousing.uvm.edu on your web site as a resource to your colleagues and students.
- Please help us get the word out to your students, faculty, & staff. Please post the attached flyer in your office, and include information about the site in your newsletters, publications, and conversations with students, faculty, and staff. Ensure that administrative staff and others who have front-line contact with those seeking housing refer people to this great new resource.
- Please help us get the word out to potential property listers. If you, your colleagues, or others you know have properties for rent or sale (think sabbatical, investment properties, etc.), please list the properties on our new site. To place a listing call toll-free 877-895-1234 or go online to http://offcampushousing.uvm.edu.

Thank You in Advance!

Thank you in advance for helping to make this new service a success. For more information please call 656-1103 or email Gail.Shampnois@uvm.edu.
Campus News & Announcements

Mark your Calendars
Mastering the Maze
Thursday, March 12, 2008
For more information contact
HRS Constituent Relations at 656-2247

Caswell Credit Union –
A Solid Financial Alternative Since 1947

There has never been a better time to make Caswell your primary financial institution!

Announcing Free Electronic Bill Pay!
Caswell Bill Pay offers all members with checking accounts:

- single login using CU@Home
- organize all your bill payments in one place
- schedule payments with a click of the mouse!

Willing to be a Caswell Ambassador at UVM?
Caswell is looking for members at UVM that are willing to serve as ambassadors of CCU on campus.
Interested? Contact Sarah at sarah@caswellcu.com

Large enough to serve...
...small enough to care

www.caswellcu.com
340 Dorset Street, Suite 4
802-862-8141
Campus News & Announcements

Staff Council Meetings

<table>
<thead>
<tr>
<th>December</th>
<th>January</th>
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<tr>
<td>Council Meeting: Tues., Dec. 2nd</td>
<td>Council Meeting: Tues., Jan. 6th</td>
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<td>12:05 - 1:30 p.m.</td>
<td>12:05 - 1:30 p.m.</td>
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<td>Davis Center, Livak Ballroom, #417-419</td>
<td>Davis Center, Livak Ballroom, #417-419</td>
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Staff Council Office Hours

Staff Council Office
305 Waterman
85 South Prospect Street
Burlington, VT 05405

Monday - Thursday 8am-3:30pm
Friday 9am-1pm

Personal

We extend our condolences to Candy Battey whose father, Nick Principe, passed away on October 20.

Announcements

Congratulations to Aliza Mansolino Gault on her recent nuptials.

We welcome announcements regarding new Staff at UVM. Please send your photo and a short paragraph to Staff.Council@uvm.edu for inclusion in Staffline.