A Note from Staff Council President Beth Walsh

During this difficult time of financial challenges for the University, many staff members have found themselves asking questions about the administration's plans to overcome these hurdles and what the effect will be on staff. On January 6th over 200 staff members took the opportunity to attend the Staff Open Forum held during the monthly Staff Council Meeting. This event was a chance to ask questions of President Fogel, Provost Hughes and Interim Vice President of Finance and Administration Cate in order to better understand the impact of the FY 09 Budget Rescission and FY 10 Budget Reductions on the UVM community. You can listen to a recording of the Staff Open Forum and read a full transcript of the questions and answers on the Staff Council website at www.uvm.edu/~stffcncl.

Questions put forth varied from the potential loss of benefits to employees to the cost savings of changing to a four-day academic calendar. Concerns about the quality of education students would receive with fewer faculty, fewer staff and a larger student body were also raised.

While President Fogel did an admirable job answering these questions honestly and openly with straightforward and direct responses, there are still many staff with questions and concerns which require further explanation and clarification from the administration. Some of your questions may be answered at www.uvm.edu/president/budgetinfo/. We are all aware that decisions that affect the UVM community are currently being made and will have an impact on all of us, but this period of waiting is difficult where each day seems to bring up a new issue for us to consider.

I have heard from many staff that they feel they have no voice in this process as the University prepares for budget cuts, but each staff member’s voice as well as those of the faculty and students is important and needs to be heard.

Staff Council is dedicated to its role as an advocate for staff and continues to bring your concerns to the attention of the administration. It is imperative that we maintain that sense of community which makes working at UVM so special, and Staff Council has continued to ask the administration to be mindful of this as they make these tough decisions.

I encourage those who still have questions, concerns or suggestions to contact the Staff Council at Staff.Council@uvm.edu. We must let the administration know what we are thinking and feeling. Members of the Staff Council are determined to make sure that your questions and concerns are heard and that staff members are part of the decision making taking place at UVM.

Sincerely,

Beth Walsh
University of Vermont Staff Council President
Staff Council Committee Reports

Benefits - Rita Lemire, Chair
The Benefits Committee was given a summary by member, Jennifer Crossmon, of a meeting she attended with the UBAC (University Benefits Advisory Committee) on the status of their work on Child Care and Parental Leave. Two contact sheets were also discussed at this meeting. The possibility of adding a benefit to cover the cost of Fertility Treatment was further discussed with Greg Brown, Operations Manager in Human Resource Services, who updated us since the last meeting. This remains an open item as information is still being gathered. Finally, Phased Retirement for Staff was discussed. It was unanimously agreed by the committee that this is a good idea but not the right time considering the current financial picture at the University. This will be closed out with the Staff Council.

Communication - Joanne Montanye, Chair
The Communications Committee devoted most of the January meeting to a brainstorming session on re-organizing the Staff Council website content to match the new UVM template. Translations of the Staff Council informational brochure into Vietnamese, Bosnian and Chinese are completed, proofread, and ready to print. The Council Office is currently seeking the best methods of distribution to these populations. Transportation & Parking has approached us with a request to communicate new Parking information to the staff, so that will be publicized in a detailed article in the next Staffline. Next month we hope to complete the website content reorganization planning, and coordinate with Beth Wright to migrate to the new template.

Education and Professional Development - Todd Stewart, Chair
The meeting with the Associate Vice President of Human Resources to discuss collaboration opportunities was rescheduled for February 9th. The committee refined the list of issues for discussion at the February meeting. Learning delivery options were discussed with a focus on the potential for using Blackboard for online delivery and brown bag lunches as a way to provide in-person opportunities. The evolution of Mastering the Maze towards a professional development program focused on hard skills was relayed to the committee.

Employee Environment and Facilities - Michelle Smith Mullarkey, Chair
The EEF Committee encourages staff to attend the "Greening Your Workplace" session at Mastering the Maze in March. Each employee contributes to the overall success and sustainability of the University, and this will be a fantastic session to learn tips and tricks to do so! Focus the Nation will also be held in April this year, so stay tuned for more information. We would also like to encourage any staff member that has a question about their workplace safety, facility, or university operations in general to submit a contact sheet to us; we're here to be your resource!
Internal Affairs - Marilyn Baker, Chair

The Internal Affairs Committee met January 14, 2009. We continue our conversations on the Shared Leave for Sick Pool and UVM’s Short Term Disability plan and are formulating questions to be presented to Human Resources. We also continue to work on a campus wide customer service award and the employee evaluation process.

Recreation - Ida Russin, Chair

The Recreation Committee is sponsoring the upcoming Montreal Casino trip - so reserve your seats now if you want to join this annual voyage. We also have plans underway for another fall Book Fair in Memorial Lounge. Upcoming summer events include a Boston trip, possibly coordinated during the time that the Tall Ships will be in Boston harbor. Please join us at any of our meetings if you would like to sponsor an event for the University community.

Rules & Election - Rob Rohr, Chair

The committee did not meet in January because its meeting occurred during the Inauguration ceremony. Here is information regarding our previous meeting in December 2008.

The committee voted to send a new version of the Election Policy Statement to the Executive Board to start the process of adoption by the full council with the hopes of being in place in time for the next round of council elections. Currently, no election policy statement exists and the council is bound by the bylaws of the previous council until such time as an Election Policy is adopted. Because of the vastly different nature of the old council, applying the old bylaws to Staff Council elections last year introduced a series of problems. The version of the Election Policy Statement addresses questions of how many representatives each unit is granted, who is eligible to run and serve on Staff Council, and how elections are coordinated with the Staff Council Office. Issues unresolved with respect to this version concern the eligibility of members of Collective Bargaining Units and some issues concerning grant funded staff.

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 1/15/09. Mary Lafayette from the Finance and Controllers Office reported on the Staff Council Emergency Loan Fund which makes small no-interest emergency loans of up to $300 to staff. The initial funds raised in 1991 by a cookbook sale have not been augmented since then. The committee will look into ways in which more funds can be raised for the Fund, new language to clarify the conditions of the loan, and an improved mechanism for preventing defaults.
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 or boutiques, plus $10 towards your next visit. 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 February 5, 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 ________

Return this Registration to:
Staff Council Office
University of Vermont
305 Waterman
Burlington, VT 05405
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.
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 – 18) ~ $30.00

SMUGGS DAY VOUCHERS – (FULL DAY, ANY DAY)
ADULTS ~ $46.00 ~ YOUTH (6 – 18) ~ $36.00

Mastering the Maze 2009
"From Surviving to Thriving"
Thursday, March 12th

Watch for information on registration which will begin in mid-February.

For more information contact Maze co-clairs
Kela_Semple@uvm.edu or Catherine_Summa@uvm.edu
or visit http://www.uvm.edu/maze

Maze 2009 Highlights
- Online registration for dozens of workshops
- Three one-hour workshops sessions
- Two plenary sessions
- Classes in several tracks:
  Diversity
  Information Technology
  Supervisory Skills
  Care Development
  Wellness
- Meals on your own with the option to purchase lunch through University Dining Services

Sponsored by Human Resource Services in partnership with the UVM Community
UVM DEPARTMENT OF THEATRE TO PRESENT  
ANTON CHEKHOV'S CLASSIC  

The Sea Gull  
February 18th - March 1st

The UVM Department of Theatre offers luscious warmth during a long, cold winter when it presents The Sea Gull by Anton Chekhov running February 18 – 21 and February 26 – March 1st at the Royall Tyler Theatre. Directed by Professor Peter Jack Tkatch all performances are at 7:30pm with the exception of Sunday, March 1st at 2:00pm.

A slice of life drama where artists are plentiful, love is in the air and jealousy and heartbreak linger The Sea Gull is rich with passion and raw emotion while exploring the timeless pursuit of love, art and unrequited desire. Although a classic drama Chekhov himself considered The Sea Gull to be a comedy with all of the twists and turns amongst its highly theatrical characters.

Tickets are $17 for Adults, $14 for UVM Faculty and Staff and Seniors 55+. UVM Students are $7. Group rates and discounts always available. The ASL interpreted and Audio Descriptive performance will be Sunday, March 1st at 2pm. Tickets for The Sea Gull will sell fast so order yours on line at uvmtheatre.org or by walk up and phone at the Box Office at 656-2094.

Faculty and Staff Lounge  
Now Open in Waterman 209  
Looking for a place to relax or read during your lunch break?  
The new Faculty and Staff Lounge in Waterman 209 is now open and ready for use.  
Please feel free to take advantage of this newly remodeled space.
Volunteer Opportunities

As part of UVM’s celebration of Martin Luther King’s life, UVM faculty, staff and students have the opportunity to sign up for Community Connections: A Day of Service to take place this spring. Choices for service include supporting the Relay for Life (April 25), Community Works (April 18), or Green-Up Day activities (May 2).

If you were unable to sign up for one of these great volunteer opportunities, you can still do so by contacting Lynn Budnik at Lynn.Budnik@uvm.edu or 656-3107.
Campus News & Announcements

Do You Know Your Current Health Status?

Don’t wait until your first serious health concern to find out!

Good Health is Just a Click Away

Spring 2009 Online Wellness Center

http://www.uvm.edu/~wellness

To be eligible for the Wellness Incentives, you must be enrolled in UVM Blue Cross and Blue Shield medical coverage for active and retired employees. If you are an MVP member or if you are a UVM employee but are not enrolled in BCBS at UVM, have waived your UVM insurance, or are signed up under your spouse’s name who is also a UVM employee, please refer to Eligibility Guidelines on our website.

Get a $10 Gas Card Just for Filling Out the Online Health Assessment!

You’re invited to the Wellness Center, an online resource for all UVM employees and retirees. The Wellness Center has a wealth of health-related topics and information—all custom tailored to meet your individual health needs. Log on and complete the online Health Assessment Questionnaire and earn a $10 gas card.

Know Your Risks! By taking the online Health Assessment every year, you will receive customized health reports to provide you the opportunity to better understand your current health status and to monitor your health risks! From this profile you can determine the major health issues that you face and begin to make positive lifestyle changes. Because health events often happen later in life, you may have time to re-establish your health status in order to finish your career and maintain your health into retirement.

Let us Lay the Foundation for Making Important Changes! By knowing your personal health risks, you will have the opportunity to make appropriate lifestyle changes with our support in order to maintain or improve your health conditions.

Know Your Numbers: Get up-to-date with your Health Screenings. We encourage you to visit your primary care physician for age-appropriate health screenings.

Sponsored by UVM’s Human Resource Services and Blue Cross Blue Shield of Vermont
“OSCAR”
Office Supply Collection
And Reuse

The secret is out: OSCAR is a great place to drop off or pickup gently used office supplies on campus. OSCAR was set up by the UVM Recycling program to encourage the reuse and redistribution of office supplies. Over the years, regular visitors to OSCAR have saved hundreds of dollars for their departments in avoiding the purchase of new supplies. And, they’ve helped to keep many pounds of materials out of the landfill.

Here’s how it works: OSCAR is a large closet located in the Billings Center. It is a self-service spot open to all UVM departments and student clubs. You can drop off unwanted supplies from your office to OSCAR so that other departments on campus can use them. Or, you can find usable items, donated by others, for your own departmental use. It’s that simple! UVM Recycling only asks that you sign in the log book, help keep the shelves tidy, and turn the lights off when you leave. OSCAR is always open, the door is never locked.

Typical items found in OSCAR are manila and pendaflex folders, paperclips, 3-ring binders, pocket folders, desk accessories, stacking trays, binder clips, campus mail envelopes, adding machines, and other “retro” office supplies. Any small and low value items are appropriate. (Please do not drop off computer related equipment to OSCAR; these items need to be turned into UVM Surplus.)

OSCAR is located in the Ira Allen Lecture Hall, Room I-112, on the ground floor of Billings Center. (Down the long hallway from the Human Resources computer training room.) For more information or if you have trouble getting access, please contact UVM Recycling at 656-5731 or email recycle@uvm.edu.

Thank you to Erica Spiegel of Recycling Services and the Staff Council Employee Environment & Facilities Committee for sharing this information.
Center for Cultural Pluralism
Celebrating a Decade of Accomplishments Through Collaboration and Partnership, 1999-2009

Celebration Events

Dr. Scott Page, Professor of Political Science, Complex Systems and Economics at the University of Michigan and External Faculty at the Santa Fe Institute, New Mexico

Thursday, February 5, 2009
9:00-10:00 a.m.
The Science of Complex Systems, Systems Scholarship Votey Building
Over the past twenty years, complex systems research has been transformed from a loose set of ideas and metaphors to a core way of thinking about disease, crime, politics, biology, and economics. This talk will discuss some of the main ideas -- networks, diversity, power laws, the "edge of chaos", emergence, and path dependence. Page will describe why complex systems attract so much attention and how it provides a new model for "fan out" interdisciplinary programs.

12:00 Noon
Brown Bag Lunch with Graduate Students Room 104, Allen House, 461 Main Street
Informal session with UVM graduate students and Dr. Page. If you have graduate students you think would like to attend please either forward this information to them or have them contact Sherwood Smith directly.

5:00 p.m.
Dan and Carole Burack President’s Distinguished Lecture Series Memorial Lounge, Waterman
In this wide ranging, general audience presentation he will address the question: Why do you say that? Dr. Page will summarize and extend the main ideas in the book "The Difference." Those ideas build from a complex systems perspective -- from thinking of the world as consisting of interconnected, multi-dimensional problems. He'll explain why in complex domains collective diversity may be as or more important than individual ability.

Friday, February 6, 2009
W12:00 Noon
“Leveraging Diversity in the Academy,” Memorial Lounge, Waterman
Diversity has clear pragmatic benefits across the academy. It drives innovation and understanding. The benefits of diversity can only be realized by rethinking hiring, promotion, and admissions policies. We have to learn to distinguish fundamental from instrumental differences in goals and we have to look beyond identity to differences in how people see the world. This pragmatic approach complements the political, historical, and moral frames that dominate our thinking.

Dr. Page’s work has broad appeal. His scholarship is interdisciplinary; crossing the traditional and social sciences such as economics, education mathematics, management and would provide a model for such work within our community. His two recent books, The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools and Society and Complex Adaptive Systems: An Introduction to Computational Models for Social Life with John H. Miller, provides a quantitative analysis of the benefits of diversity. http://www.cscs.umich.edu/~spage.

Sponsored by the College of Education and Social Services, College of Arts and Sciences and the Associate Provost for Multicultural Affairs and Academic Initiatives.
Campus News & Announcements

Staff Council Meetings

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<td>Tues., Feb. 3rd</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

The President’s Commission on LGBT Equity

The President’s Commission on LGBT Equity invites faculty and staff to a LGBT Faculty/Staff buffet lunch on Monday, February 9, 2009 from 11:45 – 1:15 PM in the Davis Center, Mildred Livak Room, on the 4th floor.

It’s an opportunity to grab a bite, ask questions, make new acquaintances, and build community at this informal open house. The Communications Committee is also looking for feedback on LGBT issues on campus.

Anyone interested in attending should RSVP by Wednesday, February 4th to Chong Soo Kim at: ckim1@uvm.edu.

Announcements

The Department of Animal Sciences would like to announce the retirement of Bonnie Tucker and thank her for her years of service to the UVM community.

We welcome announcements regarding Staff at UVM. Please send yours to Staff.Council@uvm.edu for inclusion in the next Staffline.

2008-2009 Staffline Submission Deadlines

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