As we all know, the economic turbulence of these times is unparalleled in recent American and world history. The associated uncertainties give rise to great anxiety, and we at UVM are not immune from either the circumstances or our reactions to them. On Feb. 20, we moved forward with the first necessary, but extremely difficult, steps of a plan to cut $10.8 million from next year’s general fund budget.

Among other actions, this included eliminating sixteen vacant staff positions and notifying sixteen employees that they will be laid off. Unfortunately, more staff cuts may still be ahead once more specific information regarding revenue sources is available later in the spring. Another twenty-six staff who may be laid off if the second phase of budget reductions becomes necessary have been notified now of their status in order to allow them to explore other employment options. We care deeply about those whose jobs are being eliminated, and we will work closely with them to explore alternatives and to assist in whatever ways we can.

It goes without saying that this is a time of stress and uncertainty, and while the future is hard to predict, we will be doing all we can to make decisions based on the most accurate and timely information possible. We will share pertinent information with the UVM community as soon as it is available and prioritize transitional assistance to persons who lose their positions.

Although these are very challenging times, I am confident that our academic quality will remain strong at UVM. It is clear that all of higher education is facing similar issues, even the wealthiest private institutions, but I am convinced that this remarkable and resilient institution will emerge from the downturn earlier and stronger than the vast majority of colleges and universities.
A Note from Staff Council President Beth Walsh

Dear UVM Staff,

On Thursday, February 26th I had the opportunity to participate in the Future of UVM: A Campus Forum on the UVM Budget and the Student Experience cosponsored by United Academics (UA) and Student Government Association (SGA). This event was a chance for President Fogel and the leaders of UA, SGA, Graduate Student Senate (GSS), Faculty Senate, UE Local 267 (UE), and Staff Council to discuss the impact of layoffs and budget cuts on the UVM community. Below, please find my opening comments from this event. You can find more information, including an audio recording on the Staff Council website at www.uvm.edu/~stffcncl

If you have more questions or concerns, please contact the Staff Council Office at 802-656-4493 or Staff.Council@uvm.edu

Sincerely,

Beth R. Walsh, Staff Council President

Future of UVM Forum: Staff Council President Opening Comments

First, I want to thank United Academics and the Student Government Association for sponsoring this Forum. I want to extend that thanks to President Fogel as well as each of the representatives from UA, SGA, GSS, Faculty Senate and UE for their willingness to engage the entire campus community in an open dialogue over the current issues facing the University of Vermont.

I have often talked about the importance of maintaining the sense of community that makes UVM so special and have reminded the administration on numerous occasions that transparency throughout this process is of the utmost importance. For staff, those impacted by the announcements of layoffs and those who remain, a sense of self worth, security, and, most importantly, community has been greatly threatened. With the uncertainty of the current economic situation, our sense of well-being will continue to be challenged. While we realize that UVM is not immune from the consequences of these times, the human cost on this campus has been difficult for us all.

The Staff Council has consistently challenged President Fogel, the Board of Trustees and the Deans of the various colleges to consider alternatives to the elimination of any position. We have brought forth the numerous suggestions and concerns that have been sent to us by staff to ensure that the administration had a clear perception of staff sentiment. While we all realize that action was necessary for the financial well being of this institution, and to ensure the quality of education students receive, the question that seems to remain for many of us here today is why this plan, why layoffs versus any other option available? It is difficult for many of us to come to terms with these decisions simply because we are not aware of all the circumstances surrounding them. It is troubling to hear of executive bonuses that often exceed the yearly wages of staff members. We need more transparency. We must adhere to our Common Ground which includes words like respect, integrity, innovation, openness, justice, and responsibility and these values need to guide us in all we do. We need answers to the questions and rumors that have been swarming on campus before and since last Friday in order to move forward.

I appreciate this opportunity for questions and clarification and commend everyone for participating today. While I believe this Forum is a step to address the pain and frustrations we have all been feeling, it is certainly not the last step. I hope that this is the beginning of a true cooperative and collaborative effort from all voices and all corners of UVM. We must all realize, whether staff, student or faculty that only collectively are we the University of Vermont.
Benefits - Rita Lemire, Chair

The Benefits Committee did not meet during the month of February but continues to investigate the possibility of adding a benefit to cover the cost of Fertility Treatment. This remains an open item as information is still being gathered.

Communication - Joanne Montanye, Chair

The Communication Committee continues its work on the Staff Council website. During the February meeting we reviewed the website template options and discussed the kind of information we would like to see incorporated into these layouts. A further discussion was had on how to archive information on our website in anticipation of a change in the format of Staffline to be similar to UVMToday.

Education and Professional Development - Todd Stewart, Chair

The Education and Professional Development Committee met in February with Associate Vice President of Human Resource Services, Barbara Johnson to discuss how this committee could work collaboratively with HRS to provide greater professional development opportunities to UVM employees, particularly staff. The committee’s next step will be to brainstorm possible ideas or creative solutions to address some of the needs of staff.

Employee Environment and Facilities - Michelle Smith Mullarkey, Chair

The EEF Committee continues to work on several initiatives, including collaborating with the Recycling and Solid Waste department to offer a "Greening Your Workplace" presentation at Mastering the Maze this year. Focus the Nation will be held in April; stay tuned for more information in the next Staffline!
Internal Affairs - Marilyn Baker, Chair

The Internal Affairs Committee met February 18, 2009. Small working groups have been formed to compile our recommendations regarding Shared Leave for Sick Pool and UVM's Short Term Disability plan. We submitted a draft Presidential Policy Statement to the Executive Board which after review will be included in the Staff Council Policy and Procedures Manual. In addition, the committee continues to work on a campus wide customer service award and the employee evaluation process.

Recreation - Ida Russin, Chair

Another full bus traveled to the Montreal Casino on President’s day, and a fun time was had by all. This is the last year that we can travel across the border without a passport or an enhanced driver’s license for each attendee. That might mean another venue next year, but comments from anyone involved are welcome. Just bring your concerns and ideas to the Recreation Committee. We are looking for someone to host the Boston trip this summer. If you would like to go, and want to help organize the event, please let us know. Another summer Golf outing is in the beginning stages as well. It’s the 5th year anniversary for this event.

Rules & Election - Rob Rohr, Chair

The Rules & Election Committee met in February, but because of scheduling issues did not meet quorum for official business. An informal conversation regarding upcoming elections as well as where things stood regarding the recent update to Staff Council bylaws and Policy statements occurred with those members present.

Salary & Budget - Mary Reilly, Chair

The Salary & Budget Committee discussed the status of the Staff Emergency Loan Fund at its February meeting. The Committee is investigating ways to raise money for the fund to assist the increasing needs of staff members. The Committee is also working to revise the current policy statement to better manage the fund and promote its continuation for the future.
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
UVM Employee Discount Offer

Special limited time incentive offer for all UVM employees

$8,500 credit towards upgrades and/or closing costs
Reservation confirmation required by April 15th 2009
Tours available 7 days a week 802-654-7444

www.cascadesvt.com

Must show valid employee i.d. for this offer

Just minutes by bike, walk or shuttle bus from UVM, the Cascades condominiums are a cornerstone of Winooski Falls. This revitalized downtown neighborhood has won a 2008 Livable Communities Award from AARP/National Association of Home Builders for demonstrating town planning principles that promote, sustain, and preserve Vermont’s signature small-town way of life.

Recently awarded the highest possible energy rating from Efficiency Vermont, our 5+ ENERGY STAR® rated condos offer a unique opportunity to live in a walkable downtown neighborhood and enjoy spectacular views of the Winooski River.

With unrivaled amenities like an on-site fitness center, private riverfront courtyard, underground parking and luxury kitchens and baths, the Cascades is part of a vibrant retail and residential community on the cutting edge of an ideal 21st century lifestyle.

A wide variety of one and two bedroom riverfront condominiums priced from $198,000 are ready for immediate occupancy.

Cascades sales office open daily. Call Suzie Quinn or Cindy Chittenden for open house hours or visit our website for more information.

802-654-7444

www.cascadesvt.com
Health AtoZ Wellness Center

UVM Incentive Program

DO YOU KNOW YOUR CURRENT HEALTH STATUS?

Take the online Health Assessment Questionnaire

You are invited to the bcbst 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.

KNOW YOUR RISKS!

By taking the online Health Assessment annually, 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 happen later in life, you have time to re-establish your health status in order to finish your career and maintain your improve your health conditions.

GET UP TO DATE WITH YOUR HEALTH SCREENINGS

Before you take the online Health Assessment Questionnaire, you should know your blood pressure, cholesterol, and body weight. Screenings are vitally important to your health and peace of mind. Screenings can reassure you that you show no signs or are at low risks for specific health problems. They can also tell you if you have subclinical or hidden signs of a disease. By diagnosing a problem at an early stage, your physician can intervene when your illness is easier and cheaper to treat. In turn, early diagnosis may increase the likelihood of recovery.

Health AtoZ Wellness Center Incentive Program is available to UVM Retirees

http://www.uvm.edu/~wellness
Log on Today!

Check out AtoZ’s online Health Coach
Your Custom Health Program

Health AtoZ’s Online Health Coach provides you with powerful programs designed to drive healthy lifestyle changes. The Health Coach programs are tailored to your needs captured from the Health Assessment Questionnaire. The Coach programs offered to you are tailored according to how you answered questions. The Health Coach program tracks your progress through the various levels of the program. These levels help you move toward healthy lifestyle choices or disease self-management: choosing a quit date, recording meals, time spent exercising, or blood sugars.

Topics include: Fitness, Nutrition, Smoking Cessation, Stress Management, Weight Loss, Diabetes, Asthma, Heart Disease, Back Pain.
Volunteer Opportunity

Champlain Handicapped Adapted Mounted Program

Champlain Handicapped Adapted Mounted Program (CHAMP) needs willing volunteers to help with riders and horses for our regular group programs, our individual lessons and especially our soon to be announced summer camps. This is a wonderful opportunity to give some time to those children and adults with special needs in Franklin and Chittenden Counties and the Champlain Islands. As volunteers we give these individuals the chance to enjoy a sport that is both therapeutic and fun. Please think about helping us out by putting a big smile on the face of a rider. There are lots of different ways to participate from preparing the horses, horse leading, side walking, horse holding, and a variety of tasks around the barn and arena. If you love horses and helping people you'll love being a part of the CHAMP program. come and enjoy this heart warming experience. Must be 14 and over to help.

If you have teens that need community service for a school requirement we would welcome them to our program. Think about making it a family time to give back to the community.

CHAMP Spring Sessions

Our regular sessions are now three days a week for eight weeks.

The lessons on each of the lesson days begin at: Noon, 1PM, 2PM & 3PM.

Program Dates:

Mondays, April 6 - June 8 • Noon - 1PM - 2PM - 3PM
Wednesdays, April 8 - June 3 • Noon - 1PM - 2PM - 3PM
Saturdays, April 11 - June 13 • Noon - 1PM - 2PM - 3PM

(There will be no lessons on Monday, May 25 for Memorial Day or both Saturday, April 25 and May 22)

If you have any questions please call Sue Tebbetts at 802-372-6015 or email Sue4Champ@gmail.com You can also visit our website at VTCHAMP.Org
Vermont Women in Higher Education

Cordially invites you to attend our Annual Spring Dinner

Guest Speaker
Wendy Love
Executive Director of the Vermont Commission on Women

Wednesday, April 8
4:30 - 7:00PM

Capitol Plaza Hotel
Montpelier

4:30 - 5:00PM Networking Reception and Cash Bar
5:00 - 6:00PM Guest Speaker & Audience Questions
6:00 - 7:00PM Dinner, Dessert & Good Conversation
Garlic & Rosemary Crusted Oven Roasted Fork Loin
w/Apple & Cinnamon Chutney & Scrumptious Dessert
If a vegetarian meal is a dietary necessity,
please contact Tammie Consejo when you register

$35.00 Payable to VWHE, non-refundable

Reservations and payment required in advance by March 28.
Register online at www.vwhe.org or by mail with a check.
We will confirm your reservation.

Name ____________________________________________

Email __________________________________________

Address _________________________________________

______________________________________________

Phone _________________________________________

Please mail with a check enclosed to:
Tammie Consejo
Champlain College
PO Box 670
Freeman Hall Box 34
Burlington VT 05402

Questions: Please call Tammie Consejo at (802) 651-5903 or email her at: tconseo@champlain.edu
Remember When.. One Day Blitz!

Champion® Reverse Weave Heavyweight Crewneck Sweatshirt

at the bygone price of $29.95

regularly $45.95

on March 4th
**Campus News & Announcements**

### Staff Emergency Loan Fund

A popped tire, a broken appliance, unexpected travel due to a family emergency, an unexpected shortage of funds to cover food or fuel . . .

These are just some of the reasons that UVM staff members have turned to the Staff Emergency Loan Fund. In these difficult financial times, it’s expected that more staff members may find themselves in a position to request funds through this program.

The Staff Council Salary & Budget Committee and the Recreation Committee have joined in a collaborative effort to help spread the word that we can all play a role in helping to continue this lifeline.

### How Can I Help?

**Voluntary Payroll Deduction through Peoplesoft**

Voluntary Payroll Deduction is probably the simplest way for you to contribute to this fund. If you log into Peoplesoft under Self Service, then go to Payroll and Compensation and Voluntary deductions, you’ll be able to contribute quite easily. Click “Add Deduction” and then under “Type of Deduction” click the magnifying glass and select “Staff Emergency Loan Donation.” You will be able to set up an automatic payroll deduction for a flat amount or a percentage of your pay, and for any period of time that you establish.

**One-time Donation**

If you would rather do a straight one time donation, simply send a check payable to UVM-Staff Emergency Loan Fund to

University of Vermont  
Gift Records  
Grasse Mount Bldg.  
411 Main Street  
Burlington, VT 05405

Every donation, no matter how small, matters. If everyone gives a little, it will mean a lot to the community. Please help your fellow employees be able to have this essential program now, and for years to come. We appreciate your giving.

For more information on the Staff Emergency Loan Fund, visit the www.uvm.edu/~stffcncl

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**Unclaimed Flexible Spending Dollars for 2008**

If you participated in a Flexible Spending Account for Health Care or Dependent Care for 2008, you have until March 31, 2009 to submit claims for the 2008 plan year to the plan administrator.

Requests for reimbursement that are not received by CBA by March 31 will not be reimbursed and you will stand to forfeit any funds that remain in your account.

If you are in need of further assistance, or if you have questions about how to request reimbursement, call the HRS Information Center at 656-3150.
Campus News & Announcements

Staff Council Meetings

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Staff Council Office Hours

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

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

Announcements

The Office of the President would like to announce the retirement of Darlene Nelligan and thank her for her years of service to the UVM community.

Sam Abair recently won The Milton Independent's annual photography contest, with her piece “Rainbow's End.”

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

A publication of the UVM Staff Council Office
305 Waterman Building
(802) 656-4493
staff.council@uvm.edu
www.uvm.edu/~stffcncl

Editor:
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Aliza Mansolino Gault
Thi Nguyen
Mary Parent
Jon Reidel

2008-2009 Staffline Submission Deadlines

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