



The University of Vermont

Staff Council Office

Serving as a voice and advocate for all staff at UVM, since 1971.

MEMORANDUM

To: UVM Staff

From: Beth Walsh, Staff Council President *Beth R. Walsh*

Re: On the Announcement of Layoffs

Date: February 19, 2009

The announcement of layoffs at the University of Vermont to occur on Friday, February 20, 2009, threatens the sense of community at UVM to its very core. These decisions are not just about those individuals who will lose their jobs, but about all of us. The Staff Council has stood firm in opposition to these actions throughout a very difficult process. We have challenged the administration to consider all alternatives to the elimination of any position. We have relayed your suggestions and concerns to the administration to ensure that they had a clear perception of staff sentiment as decisions were being made.

Now that these actions are being taken, we remain opposed to them. We have, however, been assured that significant efforts will be made through Human Resource Services to mitigate the impacts on affected employees through counseling, job placement, and other services that go beyond what most employers provide in comparable circumstances. Every affected employee will receive specific guidance tailored to the needs of the individual.

These are challenging times for UVM, the state of Vermont, the nation, and the world, and we are not immune from the consequences. We are aware that difficult decisions have had to be made and that many other colleges and universities have been impacted far more adversely than has UVM. While this does not diminish the human cost to the UVM community, it does leave us hopeful that we will emerge from this troubling chapter in UVM history with our sense of community intact even as we deeply regret the dislocation in the lives of our valued colleagues.