A Note From Staff Council President Ida Russin

Entering into a new year can be scary. Society seems to market to us that this will be the year to … get in shape, get our finances in order, further our education, find the right mate, get the right job, keep our house clean, eat better, sleep better, etc., etc., etc. It can sometimes feel like standing at the top of shiny wooden stairs in stocking feet, and you know that somewhere there are spots of furniture polish ready to take you for a ride. It’s not that I’m afraid of looking ahead, but goals must be reasonable, reachable, and realistic.

And so we should approach the fiscal hurdles in our economy in the same manner. Staff, myself included, wish that we wouldn’t be facing changes to the Post-Retirement Medical Benefits at the start of the year. Clearly though, we realize that UVM isn’t immune from the economic impacts no matter how many capable and brilliant people we employ. Our best scenario is to work collaboratively with the administration to let them know what we want, and what we don’t want. We have been provided that opportunity to communicate those concerns over the last six months. The tough job of making those final determinations will be done by our administration who knows our concerns, who has kept us involved in discussions, and most importantly, respects our needs. We are confident that the outcome will be one that is reasonable, reachable, and realistic.

The Staff Council office staff, Jeff Bukowski and Diane Trono, should be commended in these efforts. They respond swiftly and promptly to the ever changing needs of staff. In past years, Staff Council brought forth ideas to the administration that would enhance employees’ lives. In this economy, we’ve had to shift our focus to protecting our valuable benefits, with a vision of better times to come. Staff Council Representative Eric Hoefel is currently leading the efforts of an Ad Hoc Committee to create a survey to ensure that Staff Council is representing the needs of staff as we should in this climate. We hope you will participate in the survey later this year so that we can know we’re reaching all the needs of the non-represented staff.

So here we go together, taking those first slippery steps into a new year, knowing that we must face the challenges ahead as one community, yet remaining steadfast in voicing our concerns and being heard. Happy New Year!

Sincerely,

Ida M. Russin, Staff Council President
Staff Council Committee Reports

Benefits – Nelson Sears, Chair

The Benefits Committee did not meet in December. The next meeting for the committee will be January 11, 2011 from 11am-12 noon in the Staff Council Conference Room, 305 Waterman.

Communications – Joanne Montanye, Chair

The Communication Committee did not meet in December. Our next meeting is scheduled for Thursday, January 6, 2011 from 9am-10am in the Staff Council Conference Room, 305 Waterman.

Employee Environment and Facilities– Michelle Smith, Chair

The Employee Environment and Facilities Committee did not meet in December. Our next meeting is scheduled for Tuesday, January 11, 2011 from 1:00pm – 2:00pm in the Staff Council Conference Room, 305 Waterman.

Education and Professional Development – Todd Stewart, Chair

The Education and Professional Development Committee did not meet in December. Our next meeting is scheduled for Monday, January 10, 2011 from 2:30pm – 3:30pm in the Staff Council Conference Room, 305 Waterman.

Internal Affairs – Sharon Mone, Chair

The Internal Affairs Committee did not meet in December. Our next meeting is scheduled for Wednesday, January 12, 2011 from 10:30am -11:30am in the Staff Council Conference Room, 305 Waterman.

Rules & Election Committee – Beth Walsh, Chair

The Rules and Election Committee did not meet in December. Our next meeting is scheduled for Tuesday, January 18, 2011 from 12 noon – 1:00pm in the Staff Council Conference Room, 305 Waterman.

Salary & Budget – Carol Gross, Chair

The Salary & Budget Committee met twice in December to discuss its annual recommendation on the non-represented staff salary pool increase. In January, the committee will further review data provided to them by the administration on the costs associated with last year’s 2% increase and propose scenarios using a graduated dollar amount that recognize those employees at the lower end of the pay scale as well as those who make more than $75,001 and have not received increases in the last two years. This decision was made by a majority of committee members present at the last meeting. Our next meeting is scheduled for Thursday, January 6, 2011 from 11am - 1:00pm in the Staff Council Conference Room, 305 Waterman.

Social – Marie Tiemann, Chair

The Social Committee met in December and discussed the outcomes of the 2010 Holiday Bazaar. The Community Service Award guidelines were reviewed and updated to better reflect the needs of staff who volunteer for non-profit organizations. Other opportunities for events in the coming months were also discussed. Our next meeting is scheduled for Thursday, January 20, 2011 from 12 noon - 1:00pm in the Staff Council Conference Room, 305 Waterman.
With sincere appreciation and gratitude …

The 2010 Staff Council Holiday Bazaar was successful on many levels and we would like to thank all those who helped. This event not only promotes the many artisans among the UVM staff, faculty, students and retirees, but also raises funds for the Council’s Social Committee to help defray the cost of the many events we organize on behalf of UVM employees and retirees. The funds raised also support our Community Service Award Program, where we match (documented) volunteerism by staff with financial awards of $25.00 to local non-profits and charities. This year we had 41 vendors and approximately 500 employees, retirees, and students attend.

There are several departments and volunteers whose generosity directly contributed to the achievements associated with this event.

We wish to begin by thanking UVM’s Print and Mail Center for their donation of printed flyers and posters, as well as their contribution to our raffle prizes. We wish to also thank Sodexo for their donation of hot and cold beverages to all of the Holiday Bazaar’s vendors and volunteers. Without these donations, the proceeds from this fundraising event would be significantly less.

The proceeds from our bake sale and raffle exceeded previous years and are the result of the generous donations by staff of baked items and contributions by our many vendors to our raffle. We are grateful for the assistance of Davis Center staff who helped us execute a flawless event, and we particularly wish to acknowledge the help that our volunteers (staff and retirees) provided our vendors with set-up and break-down of their displays, and with selling donated baked goods and raffle tickets.

The Holiday Bazaar also serves as a Food Drive for the Chittenden County Emergency Food Shelf. For each donation of non-perishable food we provide one free raffle ticket (limit 1 per person). Last year was our first year co-promoting these events and we collected over 230 lbs of food. Although we collected less this year, we were informed that the sum total of our donations would feed four local families for one month. We want to thank all of you who donated to this worthy cause.

Thank you to everyone for supporting Staff Council’s Annual Holiday Bazaar with your presence, generosity, or donation.

Best wishes for a healthy, happy and productive new year!

- Staff Council Social Committee
University News & Announcements

Presidents’ Day Bus Trip
to Montreal Casino
February 21, 2011

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 Waterman parking lot at 8:00 a.m. Monday,
February 21st. For those who live north of Burlington, we will also make a pickup at the Collins-
Perley Arena in St. Albans.

The Casino will issue each participant $10 in credit to use in the Casino and a $10 certificate
good at any of the Casino’s restaurants.

Departure from Montreal is scheduled for 4:00 p.m. with an estimated arrival time of 6:00 p.m.
back in Burlington.

In order to cross the border into Canada, you will be required to present a United States Passport,
Passport Card or State Issued Enhanced Driver’s License.

Return the registration form, risk and release form (one for each participant), and payment
(checks made payable to UVM) by Friday, February 4, 2011 to the Staff Council Office, 313
Waterman Bldg, Burlington, VT 05405. Please contact the Staff Council Office at 656-4493 or
Staff.Council@uvm.edu, if you require accommodations or more information.

Name:________________________________________________________________________
Campus Address:________________________________________________________________________
Campus Phone:________________________________________________________________________
E-Mail:________________________________________________________________________

# of UVM Staff or UVM Retirees ________ @ $23 ________:

# of non-UVMers ________ @ $28 ________:

TOTAL Amount enclosed: ____________

Pickup Location: Waterman Lot ________ Collins-Perley Arena ________

Please specify what form of ID you will present at the Canadian border crossing:

____ US Passport ______ Passport Card ______ State Issued Enhanced Driver’s License

Sponsored by UVM’s Staff Council Social Committee

A full reservation and risk & release form can be found at

All questions or concerns should be directed to
the Staff Council Office at 656-4493 or Staff.Council@uvm.edu
NOW AVAILABLE

UVM employees, retirees and family members with UVM identification are eligible to purchase Ski and Ride Vouchers. Please visit the Staff Council Office, 313 Waterman, M-TH 8am - 3:30pm and F 9am - 1pm. Only Cash and Checks made out to UVM will be accepted.

For information and updates please visit: http://www.uvm.edu/~stffcncl/?Page=dis_ski.html or call 656-4493.

- There are ZERO limitations on the vouchers
- NO black out dates
- The voucher is fully transferable, which means you can give it as a gift to family members
- All vouchers expire at the end of the 2010-2011 ski season

ALPINE LIFT COUPONS
$10.00 OFF ADULTS & YOUTH ANY FULL DAY TICKET, ANY DAY

NORDIC TRAIL COUPONS
$5.00 OFF ADULTS & YOUTH ANY FULL DAY TICKET, ANY DAY

ALPINE LIFT VOUCHERS
ANY FULL DAY TICKET, ANY DAY
- ADULTS (19+) ~ $42.00
- YOUTH (6 – 18) ~ $36.00
- Ages 5 and under ~ $10.00 (available at Jay Peak Resort)

ALPINE LIFT VOUCHERS
ANY FULL DAY TICKET, ANY DAY
- ADULTS (19+) ~ $48.00
- YOUTH (6 – 18) ~ $38.00
- Ages 5 and under & 70 and over are free.

JAY PEAK VERMONT

SMUGGLERS’ NOTCH VERMONT
America’s Family Resort
Flexible Spending Account Reminders

Setup: If you created a Flexible Spending Account for the 2011 calendar year, you should be able to see your annual pledge amount set up in PeopleSoft. From the Employee Tab in the myUVM portal, click on "PeopleSoft Human Resources," then Self Service > Benefits > Benefits Information > Flexible Spending Accounts. Ensure that “2011” is in the “Year” field and press “Go.” If your annual pledge is not what you expected, send an e-mail to HRSInfo@uvm.edu.

Reimbursement: You have until March 31, 2011 to request reimbursement for eligible medical expenses incurred during the 2010 calendar year. Remember that any 2010 funds that are not reimbursed by March 31, 2011 will be forfeited.

Changes for 2011: Remember that under new federal regulations many over-the-counter medications and supplies are now only reimbursable if accompanied by a doctor’s prescription. For more information see the Over-the-Counter Medications page under the Flex Spending portion of the HRS site.

Plan Ahead: Beginning on January 1, 2013, flexible spending account contributions for medical expenses will be limited to $2,500 per year (down from the current $5,000).

Have You Moved?

If you’ve moved within the last 12 months, please make sure that you have updated your address in PeopleSoft. Your W-2 will be mailed to the HOME address that is listed for you in the system. You can check your home address (and update if necessary) rather easily. From the Employee Tab in the myUVM portal, click on “PeopleSoft Human Resources,” then Self Service > Personal Information > Home and Mailing Address. Use the yellow “Edit” button if you need to make changes.

Retirement Savings Account Contribution Limits for 2011

Federal government limits on the amount of money an individual can contribute to Retirement Savings Account(s) during 2011 have been set at $16,500.

Those who will be age 50 or older by December 31, 2011 and who have fewer than 15 years of service at UVM may contribute an additional $5,500 in catch-up funds. Individuals in this category may participate in the 2011 catch-up option by completing a new Salary Reduction Agreement. See the Forms area of the HRS web site.

Those who have 15 or more years of service at UVM may contribute more than the standard $16,500 to their retirement savings account, but there are additional forms to complete. If you are interested, please send an inquiry via e-mail to HRSInfo@uvm.edu.

Changes to Minimum Wage

Minimum wage for the State of Vermont is now $8.15 as of January 1, 2011.

Recent General Interest Memos

General interest memos from HRS that are sent on the FacultyStaff listserv are now available on the HRS web site. Check near the bottom of the main menu, under the heading Recent Announcements.

Getting Organized?

Consider connecting with HRS through Facebook or Twitter for the latest in timely updates and information.

UVM’s Human Resource Services: Trusted Partner . . . Smart Solutions
Postmenopausal Women & Memory Research Study

Are you concerned about your memory? Do you think your memory might be worse than some of your friends? If so, you may be eligible to participate in a research study about memory being conducted at the Clinical Neuroscience Research Unit at UVM and Fletcher Allen Health Care.

You must be post-menopausal (no period for 1 year plus), no history of breast cancer, and no hormone use during the past year.

This 5-6 month research study includes 8 visits and you will be paid $400.

Please call Sally Ross Nolan, M.S. at 802-847-9488 for more information. <http://www.uvm.edu/%7Easweet/?Page=personnel/rossnolan.html>

Vermont Business Center

Registration is now open for the Vermont Business Center's Spring Professional Certificate in Leadership & Management seminar series.

Enroll in all eight seminars or chose a few that are right for you including Principled Negotiations, Financial Analysis, and Employee Engagement.

Seats are still available for upcoming one-day seminars in Strategic Planning, Recruitment and Interviewing Strategies, and Customer Service Skills.

UVM employees are eligible for a 20% discount on VBC certificate programs and seminars.

Call 656-4033 or visit www.uvm.edu/vbc for more information or call Tracey Maurer 802-656-4681.

Bosnian or Croatian/English Exchange

Do you speak Croatian or Bosnian? UVM professor would like to exchange 30 minutes of conversation in intermediate Bosnian/Croatian for 30 minutes of advanced English conversation. Meet for coffee twice a week.

Please contact Shirley Gedeon, shirley.gedeon@uvm.edu
**University News & Announcements**

**Transportation and Parking Services**

*CatsRide On Demand Shuttle*

The CatsRide, On Demand Shuttle is a service of Transportation and Parking Services that connects off campus UVM offices with each other and the main campus. The service is available to all members of the UVM community and serves office, classroom, and lab locations within a ten mile radius of campus.

Rides are scheduled on a first come, first served basis and can be scheduled up to a month in advance. Planning ahead guarantees you a ride at the most convenient time. To schedule a ride, you can contact us at: catsride@uvm.edu.

If you need a ride on the same day, please call the shuttle directly at (802) 233-2594 and leave a message. We will accommodate you on same day service only if something is not already scheduled.

**CATSRIDE service is available**

Monday-Friday

from 7:30am-4:00pm

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**Are you thinking about starting or expanding your family?**

**IF YOU ARE A WOMAN:**

- Between the ages of 18 and 40
- Plan to conceive in the next year
  
  **AND**
  
  - Have never had a child before
  
  **OR**
  
  - Have had preeclampsia in the past
  
  **OR**
  
  - Have Type 1 diabetes
  
  - Have personal or family history of hypertension or preeclampsia

  **THEN**

We would like to speak with you. We are recruiting healthy women who wish to conceive for a study on preeclampsia. Preeclampsia is a disease of pregnancy, associated with high blood pressure and protein in the urine in pregnant women. It can be dangerous to both mother and baby. In this study, we will be looking at the way differences in body function can contribute to the development of preeclampsia.

We will provide you with ovulation detection kits to aid timing your conception. Financial compensation of up to $375 is provided.

If you are interested in participating, or would like to know more, please call (802) 656-0309 and leave your name and phone number. You can also email Carole McBride at carole.mcbride@uvm.edu.
**Spotlight on Staff**

**Jim Buell**, Business Manager of the College of Medicine's Finance and HR department, has been named the Vermont State Firefighters' Association Line Officer of the Year for 2010.

This award is in recognition of his tireless work in fire prevention education, in particular for developing safety programs for Shelburne schools and elder communities. He worked with Champlain Valley Union High School to create the DWI Mock Crash and Mock Trial Programs that demonstrate for juniors and seniors the real-life and legal consequences of choosing to drink and drive. Since its beginning, the program has expanded to South Burlington High School, and will include Rice Memorial and Burlington High Schools by 2011.

A 34 year veteran volunteer firefighter, Jim was Deputy Fire Coordinator for fire prevention and public education in Duchess County, NY. He came to Shelburne, VT in 2000, and was elected Captain of the Shelburne Fire Department in 2004. This parallels his business career; after college he worked first for the Irving Bank Corporation, and then for the IBM Credit Union. IBM brought Jim to Vermont, and when he finished his 23 years with them, he came to UVM, where he has spent seven enjoyable years thus far. Jim is married and has one daughter.

When asked if his career in business had anything in common with his lifelong commitment to firefighting, Jim replied that they had totally separate origins. He went to school for business; earning an undergraduate degree in finance, business administration and economics from SUNY Fredonia, and an MBA from Western Connecticut State University. Firefighting was more serendipitous: when he was small, his family moved to a house right across from the local volunteer firehouse, and he grew up visiting with the crew and helping out around the station. When he turned 18 the firefighters invited him to join them, and set his volunteer career in motion.

Many congratulations to Jim for his well-deserved award!

Compiled by Joanne Montanye

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**Spotlight on Staff Submissions**

As staff members we all contribute something unique and valuable to the UVM community in both our professional and personal endeavors. Have you or someone you know at UVM accomplished something you would like to share with your colleagues? If so, we want to know about it and include it in **Staffline**.

Simply email **Staff.Council@uvm.edu** with “Spotlight on Staff” in the subject line and tell us about it. We are willing to assist with writing a short piece on your behalf.
University News & Announcements

Staff Council Meetings

January
Council Meeting: Tues. Jan. 4th
12:05 pm to 1:30 pm
Davis Center, Livak Ballroom

February
Council Meeting: Tues. Feb. 1st
12:05 pm to 1:30 pm
Davis Center, Livak Ballroom

For a complete list of Staff Council Meetings, visit
http://www.uvm.edu/~stffcncl/?Page=meetingschedule.html

Staffline
Submission & Distribution Schedule

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ANNOUNCEMENTS

HAPPY NEW YEAR TO ALL STAFF FROM UVM’s STAFF COUNCIL!

Do you have an announcement you would like to make in Staffline? If yes, please let us know. Email Staff.Council@uvm.edu

CONTACT STAFF COUNCIL

Do you have an idea, suggestion or concern you would like the Staff Council to know about or investigate? If yes, consider filling out a Staff Council Contact Sheet to let us know. Contact sheets can be found on our website at www.uvm.edu/~stffcncl/?Page=contactsheets.html

In conjunction with the Staff Council Communication Committee:
Joanne Montanye, Chair
Laurie Fay
Karen Lemire
Mary Parent

Contact STAFF COUNCIL
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(802) 656-4493
M-TH 8am - 3:30pm
F 9am - 1pm
staff.council@uvm.edu
www.uvm.edu/~stffcncl

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