A Note From Interim President John Bramley

Happy New Year. While Vermont and the nation face some challenging times ahead I am confident that the University of Vermont is in a position of strength due to the many advances of the past decade and the hard work, and sometimes the sacrifices, of the staff to get us there.

I have said before that I anticipate little growth in resources from state or federal government and modest tuition increases. Nevertheless, we must maintain competitive salaries and benefits and make strategic investments to ensure our continued competitiveness. With that in mind the Provost and I have included a 2% base salary increase in the budget for our staff next year.

To be sustainable and competitive in the longer term we need to identify new sources of revenue, ensure that we spend our money wisely and effectively and identify our crucial investments. Those are the goals of our Strategic Initiatives Project (SIP), led by Provost Knodell. It is a broadly based and inclusive campus effort not only because it gathers the best ideas but also because it generates the greatest support when it comes to effective implementation. With that in mind, we are engaging the Staff Council in a “café” session to gain staff perspectives from across the University. There will be continuing opportunities to engage in the months ahead and we will all benefit from your input.

I understand that the SIP process is not an easy task for any community. It requires openness and honesty and an institutional perspective that transcends individual or constituency interest. We have often failed at that in the past but now we must succeed or put all our hard won progress at risk. I know we can succeed.

To learn more about the Strategic Initiatives Project, visit http://www.uvm.edu/provost/strategicinitiatives/
**Staff Line: January 2012**

### Staff Council Committee Reports

If you are interested in participating on a Standing Committee*, please visit [http://www.uvm.edu/~stffcncl/?Page=staffcouncilcommittees.html](http://www.uvm.edu/~stffcncl/?Page=staffcouncilcommittees.html) and complete a Membership Form.

If you have any questions or concerns, please contact the Staff Council Office at 656-4493, Staff.Council@uvm.edu or visit [http://www.uvm.edu/~stffcncl/](http://www.uvm.edu/~stffcncl/).

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**COMPENSATION, BENEFITS AND BUDGET**

The Compensation, Benefits and Budget Committee (CBB) met on December 9, 2011. The first part of the meeting was dedicated to a discussion with Richard Cate, Vice President for Finance and Administration, on questions and concerns that committee members and staff have regarding the University budget. Topics included the commitment from President Bramley to hold the tuition increase to 3.5% next year, the impact of the recent United Academics’ contract on staff salaries, changes to Post-Retirement Medical Benefits, the state appropriation for FY13, and the impact of Governor Shumlin’s newly-named committee on the relationship between UVM and the State of Vermont.

In further discussion, the committee talked about the impact of this information on their annual salary recommendation. They also talked about what it means for them to support the lowest paid workers at UVM. Several questions arose: Does “lowest paid worker” mean those who make below what is considered a livable wage in VT or across the US? Does it simply refer to those employees who earn the lowest income? Does it mean the lowest paid workers as they compare to market (i.e., how others are paid for similar jobs across the workforce)? More work to define what it means to support the lowest paid worker and how we define these individuals will need to occur.

The committee decided that it will take time at the January meeting to review the results of the Staff Council Survey from April 2011. This will include looking at the written responses from non-represented staff on the issues of salary and benefits.

The next meeting will take place on Thursday, January 19, 2012 from 9:30 am to 11:00 am in the Faculty Senate Conference Room, 327 Waterman. You can send questions, concerns, suggestions and/ or ideas to the committee by e-mailing Staff.Council@uvm.edu. For more information about the CBB please visit the committee website at [http://www.uvm.edu/~stffcncl/?Page=cbb.html](http://www.uvm.edu/~stffcncl/?Page=cbb.html).

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**OUTREACH, ASSESSMENT AND UNIVERSITY ENGAGEMENT**

The Outreach, Assessment & University Engagement Committee (OAUE) met on Wednesday, December 21, 2011. Committee members discussed the status of the new logo as well as a timeline for completion. The Committee agreed that between now and their January meeting, design ideas discussed to-date will be brought to Print & Mail for feedback on both cost and feasibility of design. Logo options will then be presented to the Executive Board for a preliminary review at their February meeting. Finalized logo designs will be presented to the Executive Board for approval at their March meeting before being brought before the full Staff Council in April. The target date is for final approval by the full Staff Council at the May meeting.

OAUE members discussed the compilation and review of the Staff Survey results. The members agreed to divide up the survey topics, review and summarize the responses for discussion at the next OAUE meeting. Following the January discussion, a report will go out to the full Council. It was suggested that the summaries and full responses be distributed to the appropriate committees for their consideration. Other topics of discussion included the development of a template for the Staffline similar to the weekly “Need to Know” electronic communication, social media and the creation of a QR code.

The next meeting will take place on Wednesday, January 18, 2012 from 1:00 – 2:00 p.m., Staff Council Conference Room, 305 Waterman. You can send questions, concerns, suggestions and/ or ideas to the committee by emailing Staff.Council@uvm.edu. For more information about the OAUE please visit the committee website at [http://www.uvm.edu/~stffcncl/?Page=oaue.html](http://www.uvm.edu/~stffcncl/?Page=oaue.html).

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*Although the Staff Council serves as the voice and advocate for all staff, it does not have the same function as Collective Bargaining Units to which some members of the UVM staff belong. Those staff who belong to UE Local 267 are not permitted to participate in Staff Council at the request of their union.*
**PERSONAL AND PROFESSIONAL DEVELOPMENT & OCCUPATIONAL ENVIRONMENT**

The Personal and Professional Development & Occupational Environment Committee met on Tuesday, 12/20/11 for its fourth official meeting. Members suggested that we work with UVM Human Resources to offer support for future facilitation toward setting goals of consistent standards for all employees in regard to performance appraisals.

The next meeting will take place on Tuesday, January 17, 2012 from 11:00 am to noon in Billings 161. You can send questions, concerns, suggestions and/ or ideas to the committee by emailing Staff.Council@uvm.edu. For more information about the PPDOE please visit the committee website at http://www.uvm.edu/~stffcncl/?Page=ppdoc.html

**SOCIAL COMMITTEE**

The Social Committee met on Tuesday, December 13, 2011. The majority of the meeting was spent on the evaluation of the Holiday Bazaar held on December 1st. We reviewed the results from the completed evaluation forms. Generally, the vendors seemed pleased with the organization of the event and the traffic, but some vendors were concerned about their low sales. There were at least 700 individuals who visited the Bazaar and 416lbs of food was collected for the Chittenden Emergency Food Shelf. A total of $1815.25 was raised through the rental of vendor tables, the bake sale, and the raffle ticket sales. These funds are used to defray the costs for the Champlain Valley Tickets for employees and to support the Community Service Awards. Some discussion ensued about moving the event to a Saturday and opening it up to the larger community. We decided to form a subcommittee to discuss how to iron out the refining details of organizing the event and make some additional proposals. We are most appreciative of all the additional staff members who contributed their time in assisting us with the various duties to ensure the success of the Holiday Bazaar.

A Casino bus trip is planned on President’s Day 2012 and Diane Richer has agreed to be the coordinator of the event. The NYC trip is being organized through a third party and information will continue to be listed in the Staffline. The committee decided to hold a shopping trip to North Conway, NH on June 9, 2012. We also discussed some other ideas for events which could be held on campus such as a week of free fitness classes geared for staff, possible athletic challenges and other activities. Nicole Todd agreed to assist in gathering information for us to continue this discussion. Jeff Bukowski asked the committee about sponsoring another Staff Art Exhibit during Staff Appreciation week 2012 and we will continue discussion on this in January.

The next meeting will take place on Tuesday, January 10, 2012 from 10:30 to 11:30am in 109 So. Prospect Street, Rm 007. Send your questions, concerns, suggestions to the committee by emailing Staff.Council@uvm.edu. For more information about the Social Committee please visit the committee website at http://www.uvm.edu/~stffcncl/?Page=social.html.

**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=contactsheet.html
Or you can send an email to Staff.Council@uvm.edu
University News & Announcements

Post-Retirement Medical Benefits

On December 19, 2011 Richard Cate, Vice President for Finance and Administration announced updates regarding salary and wage increases and post-retirement medical benefits on behalf of Interim President Bramley and Provost Knodell via email.

If you have questions about these changes to Post-Retirement Medical Benefits mean for you, please set up an appointment to discuss your unique circumstances in more detail with an Employee Advisor in Human Resource Services by calling 656-3150.

Presidential Search

Board of Trustees Chair Robert Cioffi announced in December five tentative dates for UVM Presidential Candidate Open Forums and informal receptions. Names of candidate will not be released until the Spring Semester is about to begin and a detailed interview schedule will be available at that time. In addition to the Open Forum, candidates will meet with Governance Leadership, a Faculty Panel, the Deans, Chairs of the Presidential Commissions, and other senior leaders. The times set aside for Open Forums are as follows:

Thursday, January 19 ~ 3:30 – 5:00 p.m. - Livak Ballroom, Davis Center
Monday, January 23 ~ 3:30 – 5:00 p.m. - Sugar Maple Ballroom, Davis Center
Wednesday, January 25 ~ 3:30 – 5:00 p.m. - Sugar Maple Ballroom, Davis Center
Thursday, January 26 ~ 3:30 – 5:00 p.m. - Livak Ballroom, Davis Center
Monday, January 30 ~ 3:30 – 5:00 p.m. - Livak Maple Ballroom, Davis Center

Each Open Forum will be web broadcasted so that people can watch on their computers and the Forums will be recorded and posted on the Presidential Search website. If there are fewer than five finalists, the schedule will be adjusted accordingly. We encourage you to attend or watch the Open Forums whenever possible.

For more information about the Presidential Search, please visit http://www.uvm.edu/~trustees/presidentsearch/
University News & Announcements

Discounted Ski and Ride Vouchers

NOW AVAILABLE

UVM employees, retirees with UVM identification are eligible to purchase Discounted Ski and Ride Vouchers (for personal and family use).

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 payable to UVM will be accepted.

- 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 2011-2012 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+) $47.00
- YOUTH (6 – 18) $41.00

ALPINE LIFT VOUCHERS
ANY FULL DAY TICKET, ANY DAY
- ADULTS (19+) $51.00
- YOUTH (6 – 18) $41.00

For more information, please visit http://www.uvm.edu/~stffcncl/?Page=dis_ski.html or contact the Staff Council Office at 656-4493 or StaffCouncil@uvm.edu
University News & Announcements

Presidents’ Day Bus Trip

to Montreal Casino

February 20, 2012

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 20th. For those who live north of Burlington, we will also schedule a pick-up/drop-off 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 meal voucher for the Casino’s restaurant.

Departure from Montreal is scheduled for 4:00 p.m. with an estimated arrival time of 5:15 p.m. in St. Albans and 6:00 p.m. 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 Thursday, February 2, 2012 to the Staff Council Office, 313 Waterman Bldg, Burlington, VT 05405. Please contact the Staff Council Office at 656-4493 or StaffCouncil@uvm.edu, if you require accommodations or more information.

Name(s):______________________________

Campus Address:_________________________

Campus Phone:__________________________ Cell Phone:__________________________

E-Mail:_______________________________

# of UVM Staff or UVM Retirees =__________ @ $21 = $_____________

# of non-UVMMers =__________ @ $26 = $_____________

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

For more information about the Casino Trip and to print out the Registration Form and Risk & Release Form, please visit http://www.uvm.edu/~stffcncl/pdf/casinotripapplication&release.pdf
NEW YORK CITY / BROADWAY
PICK YOUR OWN SHOW
APRIL 14-15, 2012 SATURDAY & SUNDAY

The Fantasticks is the story of a young boy and girl who fall madly in love despite the meddling of their fathers. Matt & Luisa drift apart briefly, but find their way back to each other in this comical love story that is suitable for all ages.

Jersey Boys: This show is a musical biography of an immensely popular and long-standing group whose hits are still wowing the world. Frankie Valley and The Four Seasons lived through turbulent times, dealing with issues such as gambling, mafia threats and family tragedy. This upbeat production includes the performance of some of these hits: “Big Girls Don’t Cry”, “Can’t Take My Eyes Off You” and “Oh, What A Night.”

Memphis, set in 1950’s Tennessee, is the story of disc jockey Huey Calhoun, who falls in love with a beautiful singer named Felicia Farrell. Their relationship is fraught with the tensions of a society that doesn’t accept their mixed-race relationship and their personal career ambitions. This fast-paced show is filled with non-stop R&B hits, riveting the audience to their seats with breath held and eyes wide!

Wicked, an adaptation of the book by Gregory Maguire, is the life story of Elphaba, a misunderstood political activist with green skin. She earns the reputation of being ‘wicked’ through her determination to change the world and right some of the wrongs of the past. We learn that there are two sides to every story while we explore the Land of Oz and its inhabitants in a new light.

The Phantom of the Opera is the classic horror story of a disfigured composer who lives underground and is tortured to madness by his love for an upcoming soprano singer. He terrorizes the opera house in his frustration and loneliness, winning our hearts and somehow captivating that young singer even while she is in a relationship with someone else. Phantom, the longest running Broadway hit ever, still captivates audiences with its compelling music and heart-stopping thrills.

My Sinatra is a one-man musical autobiography by performer Cary Hoffman. Hoffman became obsessed with Frank Sinatra during his childhood when his father died and he went to live with his three musical uncles. He relates anecdotes from his life, punctuated with Sinatra hits such as “Fly me to the Moon”, “That’s Life”, and “High Hopes”.

CLICK HERE FOR PDF APPLICATION & TOUR INFORMATION

PACKAGE INCLUDES:
• 1 night’s lodging at the Crown Plaza Hotel, Fairfield, New Jersey, about 10 minutes from NYC
• 2 meals: 1 dinner at the Playwright Tavern on W 49th St, 1 full breakfast at The Crown Plaza
• Reserved Orchestra Seating – PICK YOUR OWN SHOW – MUST BOOK BY MARCH 1, 2012
• Tour of New York City (or ~ 3 hours on your own in NYC)
• Luxury Premier Motor Coach transportation

COST PER PERSON*:
• $431.00-Double Rm/ $408.00-Triple Rm/ $397.00-Quad Rm/ $499.00-Single Rm
• Includes tax & gratuity for hotel and meals. Gratuity for the bus driver and tour director are not included

VERMONT’S GREEN MOUNTAIN TOURS LLC, P.O. BOX 202, GEORGIA, VERMONT 05468
PHONE: 1-802-527-0496 OR 1-800-877-4311
Website: http://greenmnttoursvt.com, Email:sales@greenmnttoursvt.com

For more information about this Trip, please visit
http://www.uvm.edu/~stffcncl/pdf/nycbroadwaybustripform041412.pdf
Time Reporting Change for Salaried, Non-Exempt Staff

As of January 1, 2012 all salaried, nonexempt staff must begin reporting both time worked and time off (“exception time”) using the existing PeopleSoft Timesheet. Supervisors who approve time for salaried, nonexempt staff will be required to review and approve both time worked and exception time each pay period. Mini-manuals designed to help both salaried, nonexempt staff and their supervisors are available to guide individuals through the revised process.

Time reporting for faculty, classified exempt staff and hourly-paid employees will not be affected by this change. Exempt staff will continue to report time off only, but both exempt and nonexempt staff will see additional time reporting codes in the PeopleSoft timesheet. (Note however that nonexempt staff have compensatory time categories and a holiday code that exempt staff do not have.)

Open lab sessions have been scheduled during January to assist salaried, nonexempt staff who have read through the mini-manuals and still have questions about how to enter their time.

For additional information, visit the Time Reporting for Salaried, Nonexempt Staff webpage, read the mini-manuals, e-mail HRSinfo@uvm.edu or call the HRS Employee Information Center at 656-3150.

New Wellness and EAP Programs

UVM Staff and their families now have access to a broad variety of EAP and Wellness services through The Wellness Corporation. Information about these new programs may be found on the HRS web site. All benefits-eligible staff should have received a welcome packet from The Wellness Corporation at home over the holiday break. Please ensure that other members of your household have the opportunity to read this information.

Also...if you missed the on-campus orientations with The Wellness Corporation in early November, you are invited to join us for an Orientation Webinar presented by The Wellness Corporation on Thursday, January 12 from 1:30 to 2:30 PM. Reserve a spot now at https://www2.gotomeeting.com/register/508265786.

Flexible Spending Account Pledges for 2012

If you signed up for a Flexible Spending Account for 2012, your 2012 pledge should be reflected in PeopleSoft. To check your 2012 pledge: Navigate to PeopleSoft HR > Self Service > Benefits > Benefits Information > Flexible Spending Accounts. The screen should show your annual pledge for 2012. If it does not, or if it is incorrect, please e-mail HRSinfo@uvm.edu.

Financial Management Certificate Series

If you have responsibility for processing financial transactions at UVM, you may be interested to know about the new Financial Management Certificate program which was designed by University Financial Services in cooperation with HRS Learning Services, and is endorsed by the Vice President for Finance and Administration. To learn more, visit the Financial Management Certificate Series page on the HRS website.

Winter Break Closing Information

Break days covered by the Special Winter Break (December 27, 28 and 29) are not additional holidays, vacation, or personal days and as such are not subject to any type of additional pay. These days are considered a paid University break and non-represented staff who work these days will be paid at their normal rate of pay, with an opportunity to take the three special days at another time. For those employees represented by bargaining units, eligibility for the three break days is established in consultation with the appropriate union representatives.

If you have questions on the Winter Break, there is a page of Frequently Asked Questions on the HRS web site.
University News & Announcements

Tuesday, January 24th
Danny Glover and Felix Justice
4:00 p.m. – 5:30 p.m. • Ira Allen Chapel
Sponsored by the Office of the President, Student Life, and the Chief Diversity Office

- **Tuesday, January 17th**
  **MLK Birthday Party**
  11:00 a.m. – 1:00 p.m. • Dudley H. Davis Center Atrium
  Sponsored by the Department of Student Life

- **Monday, January 23rd – Friday, January 27th**
  **Community Service: A Week of Giving**
  **Campus Food Drive Week to benefit the Chittenden County Emergency Food Shelf**
  Non-perishable food items may be dropped off throughout the week.
  Davis Center Atrium; Given/Rowell Brickyard; Waterman Building (College St. Entrance), Patrick Gym Lobby, and the Fireplace Lounge area in the Living/Learning Center
  Sponsored by Human Resource Services

- **Wednesday, January 25th**
  **The Future of Public Health: No Longer Invisible**
  **Keynote Speaker: Dr. Georges Benjamin**
  **Executive Director of the American Public Health Association**
  5:00 p.m. • Presentation, Carpenter Auditorium in Given Building
  Reception immediately following, Rowell Building Brickyard
  Sponsored by the College of Medicine and the College of Nursing and Health Sciences

- **Friday, January 27th**
  **Carolina Chocolate Drops • Flynn Partnership**
  8:00 p.m. • Flynn Center for the Performing Arts
  25% off tickets for UVM faculty, staff and students with UVM ID at the Flynn Box Office
  Please visit http://www.flynncenter.org/ for ticket information.
  Sponsored by the President’s Initiative for Diversity and The Flynn Center for the Performing Arts

All events organized in collaboration with the Chief Diversity Officer and Special Assistant to the President for Multicultural Initiatives
www.uvm.edu/president/diversity/mlk
The University of Vermont
Center for Cultural Pluralism
presents:

The Spring 2012 Social Justice Film Series

“Conversations at the Intersections”

Wednesday, January 25, 2012
“People Like Us: High and Low - The Landscape of Class (Part II)”
High and Low: The Landscape of Class tackles a question rarely addressed so explicitly in popular media: Are all Americans created equal -- or are some more equal than others?

Wednesday, March 14, 2012
“Black/Womyn”
Conversation that provokes honest, progressive dialogue and critical thinking among people in general-and Black lesbians in particular-about how Black lesbians are viewed and affected by society.

Wednesday, March 28, 2012
“Cruel and Unusual”
Most states separate prisoners by genitalia alone, so pre-op, transgender women are placed in men’s correctional facilities, where they are vulnerable and preyed upon. This film is a frank, often unsettling documentary, that portrays the challenges faced by these women.

Wednesday, April 11, 2012
“Divided We Fall: Americans in the Aftermath”
After a turbaned Sikh man is brutally murdered in the aftermath of September 11, 2001, a young woman took off around the country following hate crimes against the Sikh American community--her community--with a video camera and a streak of bravery. What results is a powerful account of untold stories on “being American” still front and center even 10 years later.

Wednesday, April 15, 2012
“Vincent Who?”
25 years ago, a murder awakened a people and ignited the Asian American civil rights movement. Exploring the legacy of the Vincent Chin case, this powerful film asks how far Asian Americans have come since then and how far they have yet to go.

ALL FILMS SCREENED TWICE
12pm 104 Allen House
7:30pm 216 L/L Commons

Free and Open to all UVM Students, Faculty, and Staff
Co-Sponsored by the Chief Diversity Officer
Please contact Dirk Rodricks at 656-7990 or Dirk.Rodricks@uvm.edu
The UVM Department of Theatre concludes its 2011-2012 Season with the hilarious Restoration comedy *The Beaux’ Stratagem* by George Farquhar adapted by Thornton Wilder and Ken Ludwig running February 16 – 18 & 23 -26. Directed by Sarah Carleton (*You Can’t Take it With You, Cloud 9* and *Complet Female Stage Beauty*) *The Beaux’ Stratagem* is sure to be a cure for the wintertime blues.

The original version of *The Beaux’ Stratagem*, written by George Farquhar, was first performed in London in 1709. It was later then adapted by Thornton Wilder in 1939, though it was not finished. That opportunity, passed on from Wilder’s estate, went to Ken Ludwig (*Lend Me a Tenor*), who completed work on it in time for the new version’s debut in 2006.

Three centuries in the making, the play is a raucous romp through the minefields of love, money and marriage. It is an evening full of careful scheming, double dealing and a good bit of old-time swashbuckling bravado, proving that when it comes to matters of the heart anything can happen no matter how carefully planned.

The Box Office is closed for winter break from December 5th – January 23. Tickets are available anytime during that time on line at [www.uvmtheatre.org](http://www.uvmtheatre.org) or by walk up and phone after January 23 at the Box Office. Please visit [www.uvmtheatre.org](http://www.uvmtheatre.org) for purchasing tickets during the winter break.

Dates: February 16 – 18 & 23 – 25 @ 7:30pm  
February 18 & 26 @ 2pm  
ASL and Audio Description provided February 26.

"Sheer laugh-out-loud fun...Farquhar, Wilder and Ludwig all had such a good time skewering the institution of marriage...that laughter is the only possible reaction" ~The Free Lance Star

ANNOUNCEMENT

The UVM Department of Theatre announces its 2012-2013 Season celebrating Women Playwrights with special events coinciding and in the works!

Opening the season is the award winning play *How I Learned to Drive* by Paula Vogel and directed by Gregory Ramos to be followed in November by *The Arabian Nights* by Mary Zimmerman and directed by Sarah Carleton. *The Toys Take Over Christmas* by Patricia Clapp will return the first weekend in December and we will close with *The Heidi Chronicles* by Wendy Wasserstein and directed by Peter Jack Tkatch in February. Subscriptions go on sale in July and single tickets in September.
The University Of Vermont's
Center for Leadership and Innovation
Will Help You Achieve Excellence as a Leader and Manager.

The Professional Business Certificate In Leadership and Management is open for registration. This University of Vermont certificate is designed to develop strategic leadership and management skills and is ideal if you are a mid-level supervisor, manager, executive or human resource professional. This is also a very valuable certification if you are a career-track individual who desires a supervisory, management, or leadership position.

Become a more effective leader, manager, or supervisor through practical, skill-based learning in the Certificate Program. Grounded in the practical aspects of day-to-day management, the curriculum develops knowledge and skills useful to a position of influence, even if you are not in a formal management role. Courses in how to build managerial excellence equip you to better understand the latest principles, strategic concepts, philosophies, and advanced applications in management and leadership. The certificate also prepares you to take on higher-level job responsibilities, improves your current managerial performance, helps you develop a big-picture view of management, and enables you to communicate more effectively.

Certificate seminars meet conveniently over 4 months beginning on February 17, 2012 through May 24, 2012.

UVM employees, their families, and affiliates are eligible for 20% discount on The Professional Certificate and all Individual Professional Development Seminars.

Current one and two day Leadership Seminars

- Jan 5 & 6, 2012 Project Management Overview
- Jan 19 & 20, 2012 Negotiation and Influence Skills
- Jan 27, 2012 Selling in the New Millennium
- Feb 2, 2012 Human Resources: Increasing Organizational Performance
- Feb 9, 2012 Gaining the Competitive Advantage

Seminars run from 8:30am-4:30pm. Cost includes: Course Materials, Instruction, UVM Certificate of Achievement, Breakfast, Lunch and Parking.

Click here for more information or call The UVM Center for Leadership and Innovation 802-656-2085 or call Heather Palow, Program Planner at 802-656-5791.
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

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HOLIDAY BAZAAR FOOD DRIVE BREAKS RECORD

The Staff Council collected over 416lbs of Food for the Chittenden Emergency Food Shelf during its annual Holiday Bazaar held on Thursday, December 1, 2011.

This year, our donation broke all previous records for our Food Drive held during this event.

The Staff Council would like to thank all those who made donations to help members of our community and look forward to holding the Food Drive again during the next Holiday Bazaar.
In Memoriam

Patricia “Pat” Gage, a former Staff Council Administrator, passed away on December 3, 2011. Pat served as the Administrator of the Staff Council at UVM for over 20 years, retiring in 2002. In the early days of Staff Council’s existence, Pat played an instrumental role in developing the organization into an effective governance body as well as an outlet for staff to voice concerns. Her work helped with many Council initiatives that included the creation of the Staff Emergency Loan Fund and the addition of Bereavement leave days for Staff.

As former Staff Council President Mary Reilly put it so well “For most people on campus, Pat Gage was the Staff Council. Council presidents come and go, but Pat was always there when you needed her . . . Pat stood up for what she believed in, and she believed in us. We were so lucky to have her. She will be missed.”

Donations in Pat’s name may be made to the Vermont Chapter of the March of Dimes, 107 North Main Street #303, Barre, VT 05641-4133.

Lois Schuster, a former Assistant Controller, passed away on December 18, 2011. She received her bachelor's degree in accounting from the University of Vermont in 1986, while working here. She retired in 2010 from the University of Vermont having worked her way up to the position of assistant controller. She was active in the Bolton Valley Ski Patrol throughout most of her adult life. She enjoyed live theater, skiing, hiking, solving jigsaw puzzles, traveling to national parks, and visiting family.

A drop-in memorial gathering will be held from 11 a.m. to 1 p.m. on Saturday, Jan. 7, 2012, at the offices of The Physician's Computer Company in Winooski. Lois requested that donations, in lieu of flowers, be made to the VNA/ Vermont Respite House, Planned Parenthood of Northern New England, the Committee on Temporary Shelter, or The Nature Conservancy.

Announcements

Mary Lafayette, Assistant to the Controller, retired from the University of Vermont on December 3, 2011. Mary was a former Staff Council President who continued to serve on the organization’s Social Committee for many years. It was in this role that Mary single handedly organized the Council’s discounted ticket sales for the Champlain Valley Fair for many years, a huge endeavor with more than 800 tickets sold annually. In addition, Mary also oversaw the Staff Emergency Loan Fund until 2009 which gives staff employees interest free loans in times of unexpected financial duress.

Staff Council would like to thank Mary for all her efforts over the years and wish her a happy retirement.
University News & Announcements

Staff Council Meetings

January
Council Meeting: Tues. Jan. 3rd
12:05 pm to 1:30 pm
Livak Ballroom, Davis Center

February
Council Meeting: Tues. Feb. 7th
12:05 pm to 1:30 pm
Livak Ballroom, Davis Center

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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STAFFLINE
A publication of the
UVM Staff Council Office
313 Waterman Building
(802) 656-4493
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F 9am - 1pm
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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

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.

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