As I begin the last 5 months of my term as Staff Council President I am thoughtful of what drew me
to this position of leadership. I believe that leadership is an obligation, not a choice. One cannot
complain about a situation, then go back to what they were doing, expecting others to fix the problem
and complaining again when the problem persists. Leadership is an opportunity to do for others and
to advance one’s education. Leadership has taught me diplomacy, compassion and that you will never
please everyone. When an action seems to be a “no-brainer”, that is when you really need to step back
and look at the issue from another angle.

Mentorship is the sister of leadership. A leader who doesn’t mentor is no leader. Having
power isn’t important. Giving power to others and encouraging them to lead is. A leader helps others
realize their strengths and abilities and supports their efforts to step out of their comfort zones and
lead on their own.

In May, our campus will elect a new Staff Council President and Vice-President. Our Staff
Council By-Laws require that the elected officers are permanent full-time or part-time employees at
the University of Vermont, who are not on probation at the time of election, whose jobs are part of
the University’s Career/Pay System, and who are not employed in the Staff Council Office. In
addition, the officer candidates must have at least six month of Staff Council experience within the
previous six years. If you feel the call to lead, please contact me at beth.walsh@uvm.edu or 656-9611,
or Jeff Bukowski, the Staff Council Administrator, at jeff.bukowski@uvm.edu or 656-4493 with any
questions that you may have. It is an enriching experience that you don’t want to miss.

Sincerely,

Beth R. Walsh, Staff Council President

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/~stffcnel/?Page=contactsheets.html
**Benefits – Rita Lemire, Chair**

The Committee discussed a communication from Barbara Johnson concerning tuition remission and how that the benefit is part of a planned analysis where it will be compared with other peer groups and state colleges. Nothing will change to the tuition remission benefit at the moment, and a representative from our committee will be included in the future review. We closed out three inquiries concerning tuition remission given that they do not deal with the current application, but raise questions about changing the benefit. We will be exploring a means of better explaining the benefits that staff currently hold rather than endorsing possible changes at this time.

**Communications – Joanne Montanye, Chair**

At the January 7th meeting, the Communications Committee continued work on the planned WRUV 90.1 radio spot and the “Spotlight on Staff” Staffline feature. More possibilities and publicity methods were suggested. A first draft was evaluated of a possible Staff Council mission statement, created by taking content and structure from the Staff Council Constitution and Bylaws and condensing the combined languages. Other discussions considered reviewing draft summaries of administration meetings to support the transparency and accountability goal from the SC retreat.

**Education and Professional Development – Todd Stewart, Chair**

The Education and Professional Development Committee met on Monday, January 11th. An initial discussion was undertaken by the Committee about updating the current committee charter that is in the by-laws. Several good ideas were discussed and further review and discussion will take place in the coming months.

**Employee Environment and Facilities – Michelle Smith, Chair**

The committee met on January 12, 2010. Transportation and Parking Services issues and contact sheets were discussed. Jim Barr, Director, T&PS and Sandy Thibault, CATMA, were invited to attend the February meeting. Marty Burrows will attend T&PSAC as a staff representative on Jan. 27, 2010. A Health and Wellness Survey is being finalized and will be reviewed at the February meeting. Greening Your Workplace presentations have not been requested, but are still being offered by the EEF Committee. Staff Council and the EEF Committee will be organizing Green Up Day at UVM on May 1, 2010. The EEF will be looking for staff volunteers to organize and to participate in this longstanding Vermont tradition – it is the 40th Anniversary of Green Up Day in Vermont.
**Internal Affairs - Sharone Mone, Chair**

The Internal Affairs Committee met in January and continued its discussion on Short Term Disability. As part of this ongoing conversation the Committee will seek out information from the Staff Council appointed Representatives on the University Benefits Advisory Committee (UBAC) who had discussed Short Term Disability in the past. The hope is that future work on this issue can be a collaborative effort. The Committee also reviewed a letter it has drafted to Human Resource Services regarding previous discussions on Shared Leave Pool.

**Recreation – Marie Tiemann, Chair**

The Recreation Committee met on January 21, 2010 and reviewed the activity on the ski ticket sales. Diane reported that the sales have netted an income of $234.00. Jim updated us on the status of the Casino Trip to Montreal on February 15th and reported that the bus is full and a waiting list is in place for a second bus. The net profit from this event is $97.00. The profit from any events are contributed towards the Champlain Valley Fair ticket discount and towards the Community Service Awards. Two awards have been distributed this year - $50.00 donated to Camp Ta Kum Ta; application submitted by James Read, and $50.00 donated to CHAMP; application submitted by Sue Tebbetts. We appreciate both individuals who provided service to these two charitable causes. The committee has placed a cap of $100 for all Community Service Awards for this fiscal year. Kathie Merchant volunteered to oversee the Champlain Valley tickets sales this year. Following discussion about making a specific binder for the Holiday Bazaar, the committee decided to make a binder for each major event. Each committee member will develop a binder for the event that they oversee. Marie proposed that the committee develop a survey to distribute to the staff on a campus wide basis to assist us with our purpose and with planning. Discussion ensued on questions to present on the survey and the members will continue to create the survey at our next meeting. Marie will make a request from Staff Council for ideas and suggestions for survey questions

**Rules & Election – Rob Rohr, Chair**

The Committee met in January to discuss the upcoming Elections for Staff Council President, Vice President, and Representatives. A revised draft of the Election Policy was reviewed and will be discussed again this month prior to the formation of a Nominating Committee for the positions of President and Vice President

**Salary & Budget – Mary Reilly, Chair**

The Salary and Budget committee met in January to discuss and finalize its Salary Raise Pool Recommendation for non-represented staff for FY11 (July 1, 2010 - June 30, 2011). Based on the total cost of salary increases last year and the financial challenges facing the University and our nation, a range of proposals were considered, including a single percentage increase for everyone, a graduated percentage increase based on salary levels, no increase, and an increase based on a dollar amount instead of a percentage. Ultimately the committee's recommendation was for an increase of $1,200 for all employees earning up to $75,000; and $750 for those earning greater than $75,000. The committee continues to ask that a consistent campus-wide performance evaluation process be a prerequisite for any designation of the raise pool for merit. It also requests a written response to these recommendations from both the Board of Trustees and the Administration.
Staff Council Call for Input

Campus Budget Update: Staff Council Request for Ideas

On December 15, 2009, President Fogel distributed a Budget Update to the University Community which provided further insight on UVM's current FY10 budget and the process intended to develop the FY11 budget.

You can read the complete communication on the President's webpage here: http://www.uvm.edu/president/?Page=letters/budgetupdate_Dec09.html

Jane Knodell, Provost and Richard Cate, Vice President for Finance and Administration will meet with each campus governance group to solicit ideas on how to address the issues impacting the FY11 budget.

To assist in this effort, President Fogel has called on all individuals "who wish to contribute to the budget deliberations" to do so through their particular governance body.

Staff Council is asking staff members to submit their questions, concerns, ideas, and suggestions regarding the development of the FY11 budget to Staff.Council@uvm.edu.

You may also submit anonymous hard copies through campus mail or the United States Postal Service to:

Staff Council Office
University of Vermont
313 Waterman
85 S. Prospect St.
Burlington, VT 05405

If you have any questions or concerns regarding this request, please contact the Staff Council Office at 802-656-4493.

Socially Responsible Investing Work Group

Call for Issues Regarding Moral, Social and Ethical Consideration in Investment and Shareholder Resolutions.

- For more information please read the January 21, 2010 communication from Richard Cate, Vice President for Finance and Administration. http://www.uvm.edu/~stffcncl/pdf/sriwg012110.pdf

All issues for consideration by the Work Group should be sent to Claire Burlingham, Controller via email at claire.burlingham@uvm.edu or by phone at 656-8356. Please be sure to include your phone and email contact information for follow up questions and to for notification of subsequent steps in the process.

All requests must be made no later than Friday, February 10, 2010.
Staffline  February 2010  Page 5

Staff Council Call for Nominations

Board of Trustees Audit Committee - Call for Nominations

The Staff Council is accepting nominations for one permanent non-represented staff member to serve on the Board of Trustees Audit Committee.

The Audit Committee is responsible for overseeing the quality and integrity of the University’s financial statements, ensuring institutional compliance with mandatory auditing standards, and evaluating institutional systems of risk assessment and internal controls.

The Committee will review and monitor progress on annual plans for audits and related services; select and interact with independent auditors; assess management’s response to audit findings; and evaluate the quality and effectiveness of institutional accounting procedures, the internal audit function, and institutional systems of risk assessment, internal control, and reporting.

For more information about Board of Trustees Audit Committee, please visit: http://www.uvm.edu/trustees/?Page=standing_com/audit/content.html&SM=submenu1.html

Click Here to Fill Out an Nomination Form

http://www.uvm.edu/~staffcnel/pdf/botauditnomination.pdf

Time Commitment:
One year term with the option of reappointment in March 2011. On average, this Committee meets once a month for 1.5 hours. The Representative is also expected to attend the three regularly scheduled Board of Trustees meeting held in May, October, and February.

Responsibilities:
The Audit Committee Representative will be expected to write a short summary after each Board of Trustees Meeting in May, October, and February for distribution among Staff Council and the UVM Staff Community. The Representative may also be requested to attend occasional Staff Council Meetings.

- Nominations are due no later than Friday, February 12, 2010
- All completed Nomination Forms should be sent to the Staff Council Office, University of Vermont, 313 Waterman Building, Burlington, VT 05405. You may also email your form to Staff.Council@uvm.edu or fax it to 802-656-8790
- An Appointment will be determined by the Staff Council President and announced during the week of February 15, 2010.
- The individual appointed will begin his or her term on Monday, March 1, 2010.
- Any questions or concerns should be directed to the attention of Jeff Bukowski, Staff Council Office Administrator at Staff.Council@uvm.edu or 802-656-8767
Clean Energy Fund Committee Appointment

The Staff Council is wishes to announce that Francis Churchill of Environmental Safety has been appointed by President Beth Walsh to the Clean Energy Fund Committee to serve a half year term with the option for reappointment in July 2010.

For more information about the Clean Energy Fund and its committee, please visit their website at: http://www.uvm.edu/~sustain/?Page=cef/cleanenergy.html&SM=cef/CEFmenu.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. We are willing to assist with writing a short piece on your behalf.
UVM employees, retirees and family members with UVM identification are eligible.

Available for purchase in the Staff Council Office, 313 Waterman
8am - 3:30pm M-TH and 9am - 1pm F

Only Cash or Check made out to UVM will be accepted

For more information, please visit www.uvm.edu/~stffcncl/?Page=dis_ski.html

- There are ZERO limitations on the vouchers
- NO black out dates
- The voucher is fully transferable (which means you can give it to anyone as a gift)
- All vouchers expire at the end of the 2009-2010 Ski Season

ALPINE LIFT COUPONS
- $10.00 OFF Adult and Youth ANY FULL DAY TICKET, ANY DAY

NORDIC TRAIL COUPONS
- $5.00 OFF Adult and Youth ANY FULL DAY TICKET, ANY DAY

ALPINE LIFT VOUCHERS
(FULL DAY, ANY DAY)
- ADULTS (19+) ~ $47.00
- YOUTH (6 – 18) ~ $37.00
Ages 5 and under & 70 and over are free

ALPINE LIFT VOUCHERS
(FULL DAY, ANY DAY)
- ADULTS (19+) ~ $38.00
- YOUTH (6 – 18) ~ $33.00
Ages 6 and under pay $10.00 at the Mountain
Women, Put Your Memory Complaints* to Good Use!
(* or your excellent memory)

The Clinical Neuroscience Research Unit at UVM and Fletcher Allen Health Care needs post-menopausal women age 50-60 to complete several brief questionnaires on memory, mood, & health. Call Sally Ross Nolan at 802 847-9488 or send an e-mail to sally.nolan@uvm.edu to receive the forms. We’ll pay you $25 for less than an hour of your time. We want to learn what you think about your memory!

Do you have an Unused or Broken Cellphone?
Want to get rid of it and help a worth cause?

Unused or broken cellphones can be donated at the UVM Police Services’ lobby at 284 East Avenue or the Davis Center Information Desks. These cellphones will be given to Women Helping Battered Women (WHBW) who will reprogram useable cellphones to provide families experiencing domestic violence. The damaged cellphones are recycled with the proceeds from recycling going to WHBW.

Any departments that have upgraded their cellphones and any individuals that have out-dated cellphones at home, please consider dropping them off at UVM Police Services or the Davis Center Information desks.

R.A.D. (Rape Aggression Defense) Training for UVM Women

A self-defense course is being offered through UVM Police Services for all UVM women. It is a 12 hour course designed to empower women, teach valuable defense skills, physical confrontation skills, and how to take control for yourself. You will learn how to use your mind, your voice, your body, and your skills in this course.

The first 3 hour class is lecture style to disseminate information regarding crime awareness and prevention. The next two 3 hour classes are focused on physical self defense techniques. The final class is a review of self defense techniques and simulation (optional) which consist of scenarios allowing the students to use their skills.

For more information, please visit the UVM Police Services website at www.uvm.edu/police (prevention services and safety & prevention) or you can go to the RAD home website at www.rad-systems.com

The enrollment is a minimum of 10 and a maximum 20 participants. Enrollment is FREE but REQUIRED.

The Spring Semester 2010 R.A.D. course will be offered on Sunday afternoons starting February 7th from 5:30-8:30pm. We will meet each Sunday for 4 weeks (Feb 14th 5:30-8:30 pm, Feb 21st 5:30-8:30pm and Feb 28th 5:30-8:30pm . The course will be held in room 217 of the Patrick Gym.

To enroll for the course or for more information, please contact Officer Sue Roberts at sue.roberts@uvm.edu or 802-656-8009.
HRS News and Notes
From UVM’s Human Resource Services

Mastering the Maze 2010
Our annual day of training for staff is scheduled for March 11. Registration will be online at www.uvm.edu/maze from February 18 through March 4. Highlights of this year’s program will include:

- Plenary Session: “The Changing Face of Student Life” with Patrick Brown
- Workshops, Films, Panel Discussions on Student Life and Culture
- Special Focus on Chinese Culture and Society
- Technology Training, Leadership Development, Health and Wellness, Diversity Issues, etc.

Expect to receive an e-mail with registration directions when registration opens on February 18.

580 Pounds of Groceries!
Many thanks to the staff, faculty and students who participated in last week’s MLK food drive. As a result of your generosity, 580 pounds of groceries were donated to the Chittenden Emergency Food Shelf to help those in need in our own community!

W2’s Have Been Mailed
W2’s were mailed out to home addresses during the last week of January. If you have not received yours, please check your home address in PeopleSoft Human Resources. Questions? e-Mail HRSInfo@uvm.edu or call 656-3150.

Check Your Address Here: Self Service > Personal Information > Home and Mailing Address

Health Assessment Extended through May
The Blue Cross and Blue Shield of Vermont Online Wellness Center provides a wealth of health-related information. Additionally, the online Health Assessment incentive program which has proven helpful to many among us has been extended through May 2010. Read more here.

New Team Lead
Following a careful search and interview process, Tara Messier has been promoted to the position of Team Lead of Learning Services. Tara has been a trainer with Learning Services for almost three years and prior to that worked with Project Catalyst. Within HRS she has been instrumental in coordinating diversity learning, establishing resources for English Language Learners and serving as the primary instructor for PeopleSoft Human Resource training, among other responsibilities.
UVM DEPARTMENT OF THEATRE
PRESENTS
GODSPELL

The Off-Broadway hit musical GODSPELL based on the gospel according to St. Matthew will close the UVM Department of Theatre’s 2009-2010 season running February 18-20 and 25–28. Originally conceived by John Michael Trebelak and with new music and lyrics by Stephen Schwartz the immensely successful musical broke new ground delivering such songs as Day by Day, All For The Best, All Good Gifts, Turn Back O Man and Save The People. GODSPELL marks the second musical production under the direction of Professor Gregory Ramos (Cabaret, Found a Peanut and La Ronde) and Musical Director Professor Thomas Cleary (Cabaret).

Tickets for GODSPELL will be $20 for Adults and $17 UVM Faculty/Staff/Alumni, Non-UVM Students and Seniors 55+. UVM Students will be $9. Group discounts are available for parties of 10 or more. The Box Office will open for phone and walk up sales January 20th but tickets are available now at www.uvmtheatre.org. Get tickets early as UVM Theatre musicals always sell out!

Opening Night is now on Thursday and a Saturday Matinee has been added to the first week run. All evening performances are at 7:30pm and the 1st Saturday and 2nd Sunday Matinees are at 2pm. For information on tickets and performances visit www.uvmtheatre.org or call the box office at 656-2094 after January 20th.
Campus News & Announcements

Staff Council Meetings

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<thead>
<tr>
<th>February</th>
<th>March</th>
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<tr>
<td><strong>Council Meeting:</strong> Tues., Feb. 2nd</td>
<td><strong>Council Meeting:</strong> Tues., Mar. 2nd</td>
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<td>12:05 - 1:30 p.m.</td>
<td>12:05 - 1:30 p.m.</td>
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<td>Davis Center, Livak Ballroom</td>
<td>Davis Center, Livak Ballroom</td>
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For a complete list of Staff Council Meetings, visit [http://www.uvm.edu/~stffcncl/?Page=meetingschedule.html](http://www.uvm.edu/~stffcncl/?Page=meetingschedule.html)

Staff Council Office Hours

Staff Council Office

313 Waterman

85 South Prospect Street

Burlington, VT 05405

Monday - Thursday 8am - 3:30pm

Friday 9am - 1pm

Spring 2010 Staffline

Submission & Distribution Schedule

<table>
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<tr>
<th>Edition</th>
<th>Submission Deadline</th>
<th>Distribution of Staffline</th>
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<tr>
<td>March</td>
<td>Friday, February 13, 2010</td>
<td>Monday, March 1, 2010</td>
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<tr>
<td>April</td>
<td>Friday, March 19, 2010</td>
<td>Thursday, April 1, 2010</td>
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<td>May</td>
<td>Friday, April 16, 2010</td>
<td>Monday, May 3, 2010</td>
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<td>June</td>
<td>Friday, May 14, 2010</td>
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<tr>
<td>Summer</td>
<td>Friday, June 18, 2010</td>
<td>Monday, August 2, 2010</td>
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Announcements

The Staff Council would like to extend its thanks to **Joan E. Kieran** for her dedication to our organization and congratulate her on the announcement of her retirement after 26 years at UVM. As Joan states, “It was my privilege to serve on the Staff Council from 2000-2004, primarily as chair of the Salary and Budget Committee and then President in my last year on the Council. I have enjoyed all my years at the University of Vermont, primarily as Stewardship Officer in Development and Alumni Relations, and I will miss all my colleagues and the faculty and staff I have met and worked with through the years. Best wishes to Staff Council members as you continue your good work on behalf of UVM staff.”