A Note From Staff Council President Ida Russin

It’s March 1st, and I’m not at work today. I’m at my town meeting in Cambridge, Vermont. The University allows supervisors to grant release time to those employees whose towns hold meetings during the daytime, who can arrange their workload accordingly, and who provide documentation of their attendance. The tradition of holding Town Meetings throughout our state is something special about Vermont. Allowing employees an opportunity to participate in these meetings is something special about UVM.

It’s not unlike the way Staff Council operates. It’s very much a privilege that staff members from all over the university are able to participate in Staff Council. We’re happy that staff who choose to participate can vote, create positive change, improve working relationships and environments, and advance their personal and professional lives through our organization. We hope that you have the opportunities to participate in areas that interest you and that Staff Council continues to play a role in advocating for these opportunities and on matters important to staff well-being.

Like many of you, I was saddened when I heard that this March would not bring with it our familiar “Mastering the Maze” workshops. I can assure you that this was not an easy decision for the Human Resource Services staff and the organizing committee to make, and that they stand committed to offering opportunities for personal and professional development even above what they regularly offer through Learning Services. Just because we won’t have the official Maze Day, doesn’t mean we can’t take one lunch hour during spring break to reconnect across campus.

So get out there and reconnect with those who you might normally only see once a year at Maze day! After all, much of what happens at Town Meeting and at Staff Council are a sharing of ideas and making connections. Maze day in whatever fashion or title will be back, and we’ll be participating once again. That’s just another thing that’s special about UVM.

Sincerely,

Ida M. Russin, Staff Council President
Benefits – Nelson Sears, Chair

The Staff Council Benefits Committee discussed the difficulty in understanding UVM’s Tuition Remission Policy. Tuition Remission Benefits are complex due to the variety of employment statuses among UVM staff; tax implications at the Masters level; in-state versus out-of state tuition; and the forms needed. Human Resource Services (HRS) is currently revising the language for additional clarity along with updating the Staff Handbook.

The Benefits Committee is currently drafting a letter of support, for approval by the Staff Council, to the President’s Commission on LGBT Equity. The letter supports their recommendation for a tax-offset benefit to address the inequity in taxation on the fringe benefit portion between an employee’s spouse in a same-sex marriage which is considered income, and the tax exemption for an employee’s spouse in an opposite-sex marriage where the amount paid by UVM is considered a fringe benefit and subsequently, not taxed as income.

The next meeting is scheduled for Tuesday, March 8, 2011 in the Staff Council Conference room, 305 Waterman from 11:00am-12:00pm.

Communications – Joanne Montanye, Chair

The Communications Committee met Thursday February 10, 2011, and discussed the current status in event planning for the Staff Council 40th anniversary, and the next steps for each project. One of the founding members of the original Staff Council has graciously consented to an interview about those beginning times, and we drafted a letter to him of confirmation and thanks. We received updates on the most recent BOT meeting and the staff survey development, and determined that extra communications to staff on those topics are not necessary just yet. Our next meeting is scheduled for Thursday, March 3, 2011 from 9am-10am in the Staff Council Conference Room, 305 Waterman.

Employee Environment and Facilities – Michelle Smith, Chair

In February, the EEF Committee began communicating with the manager of the Grounds Department to discuss the possibility of a gardening initiative in honor of the 40th anniversary of Staff Council. We continued discussion of several recent agenda items as well. The Admissions office is working with the Office of Sustainability as a test case for implementing the "Greening Your Workplace" program, currently available online (http://www.uvm.edu/~sustain/?Page=education/workplace.html&SM=education/educationmenu.html). Our committee is following up on recent communications with TAPSAC and the Traffic Board of Appeals, both of which do not appear to have convened thus far this academic year. Our February meeting wrapped up with a discussion of several facilities issues, including the timeliness of sidewalk plowing during the recent snowstorms and the need for traffic calming measures at the exits of Gutterson and Jeffords parking lots, where there have been several safety concerns. Our next meeting is scheduled for Tuesday, March 8, 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 met on Monday, February 14, 2011. The postponement of Mastering the Maze was discussed. The committee will send a letter to support and encourage this development opportunity for next year. We look forward to working with Learning Services in the future on other endeavors. The next meeting is scheduled for Monday March 14, from 2:30 – 3:30pm in the Staff Council Conference Room, 305 Waterman.

Internal Affairs – Sharon Mone, Chair

The Internal Affairs Committee did not meet in February. Our next meeting is scheduled for Wednesday, March 9, 2011 from 10:30am-11:30am in the Staff Council Conference Room, 305 Waterman.

Rules & Election Committee – Beth Walsh, Chair

The Rules & Election Committee did not meet officially in February because we did not have a quorum. Our next meeting is scheduled for Tuesday, March 15, 2011 from 12 noon – 1:00pm in the Staff Council Conference Room, 305 Waterman.

Salary & Budget – Carol Gross, Chair

The Salary and Budget Committee did not meet in February. Our next meeting is scheduled for Thursday, March 17, 2011 from 11am – 12 noon in the Staff Council Conference Room, 305 Waterman.

Social – Marie Tiemann, Chair

The Social Committee met on February 17, 2011. Diane reported on the ski ticket sales activity and also provided a status of the Casino Trip to Montreal scheduled on February 21st. She reported that the bus is full and we expect this to be another highly successful, fun event. The members unanimously approved a $25 award to Special Olympics submitted by Karen Lemire who participated in the Penguin Plunge fundraising event. Thank you, Karen for your enthusiasm and participation in this charitable cause. As a reminder, we allocated $200 towards Community Service Awards in January for the calendar year. The committee also reviewed the details for Great Escape tickets for the 2011 season and we will continue our discussion of the price and distribution at our next meeting. Karen provided information on the details for a trip to Ausable Chasm. The members decided to schedule a bus trip in June and further details will be announced in April. The committee continues to keep the Staff Council 40th Anniversary celebration on our radar and we will be assisting in the event planning in the coming months. Our next meeting is scheduled for Thursday, March 17, 2011 from 12 noon - 1pm in the Staff Council Conference Room, 305 Waterman.
Staff Council at the Board of Trustees Meeting

Board of Trustees Meeting: February 4 - 5, 2011

Under the authority of the President of the University of Vermont, the Staff Council is charged with listening to, pursuing, and responding to the ideas and opinions of staff employees; conveying these ideas and opinions to the University administration; advising the President of the University (or his/her representatives) on all subjects that affect staff employees; informing employees on issues and policies affecting them. At each Board of Trustees meeting the Staff Council reports to the campus community on the issues affecting staff employees and the current work of the organization.

Staff Council President Ida Russin’s Board of Trustees Report

The Staff Council provides a report for each Board of Trustees meeting that is prepared by the Staff Council President. This report highlights issues that are important to staff as well as significant accomplishments or initiatives of the Council.

To read the full report, please click on the following link:
http://www.uvm.edu/~stffcncl/pdf/bot020411.pdf

Staff Council FY 2012 Salary Raise Pool Recommendation

Each year the Staff Council puts forth a recommendation to the administration regarding a salary pool increase for non-represented staff. This recommendation is developed with our Salary & Budget Committee who consult with members of the Administration in its preparation. The recommendation is then reviewed and voted upon by the entire Staff Council and presented to members of the Administration and the Board of Trustees at the February meeting.

To read the full recommendation and an explanation, please click on the following link:
http://www.uvm.edu/~stffcncl/pdf/fy12rec-exp.pdf

You can also find information on page 6 of this edition of Staffline

Staff Representative Summary and Comments on Board of Trustees Standing Committees

The Staff Council appoints staff members to serve one year terms on the following three Board of Trustees Standing Committees: 1. Audit, 2. Budget, Finance, and Investment (BFI), 3. Educational Policy and Institutional Resources. After each Board of Trustees meeting, these representatives provide short summaries with further explanations regarding the business of a specific Standing Committee.

To read the full summaries provided by the staff representatives on the Board of Trustees Standing Committees, please click on the following link and refer to pages 2-4:
http://www.uvm.edu/~stffcncl/pdf/bot020411.pdf
Thank You

The Staff Council would like to thank Kit Ardell, Rodman Cory, and Shari Langlois for their years of service on Board of Trustees Standing Committees. Kit, from Student Financial Services and Rodman, from Human Resource Services have served together on the Budget, Finance and Investment Committee for the past three years. Shari, from Risk Management has also served three years on the Educational Policy and Institutional Resources Committee. We greatly appreciate their dedication to these posts and providing a staff perspective to important discussions on matters that impact the entire University.

Board of Trustees

Budget, Finance and Investment Committee Representative Appointments

Staff Council would like to congratulate Jesse Bridges, Assistant Athletic Director, Athletics and Eric Hoefel, Change Consultant, Business Process Reengineering Team, on their appointments to serve a one year term as the new staff representatives on the Board of Trustees Budget, Finance and Investment Committee. Their terms begin March 1, 2011.

Board of Trustees

Educational Policy and Institutional Resources Committee Representative Appointment and Reappointment

Staff Council would like to congratulate Lesley Boucher, Access Services Supervisor, Dana Medical Library on her appointment to serve a one year term as the new staff representative on the Board of Trustees Educational Policy and Institutional Resources Committee. Her term begins March 1, 2011. Lesley joins Amanda McIntire, Employee Advisor, Human Resource Services who has been reappointed for another term.

Board of Trustees

Audit Committee Representative Reappointment

Marie Tiemann, Endowment Accountant, University Financial Services, has been reappointed to serve another one year term on the Board of Trustees Audit Committee. There is only one staff representative position for this committee. This will be Marie’s second term fulfilling this responsibility.
On February 2, 2011, the Staff Council submitted its recommendation for the FY 2012 Salary Pool Increase on behalf of non-represented staff. Each year our Salary & Budget Committee works closely with the Administration to learn about the university’s budget and make an educated and informed recommendation. Once fully discussed and debated at the Committee level, the recommendation is then brought to the full Staff Council for a vote of approval. The recommendation is then distributed to members of the Administration and the Board of Trustees in advance of the February Trustees meeting. This recommendation was distributed to staff on February 3, 2011 via our monthly Representative updates to units.

To read this recommendation in its entirety and a further explanation of the process taken and proposals investigated, please visit the Staff Council website at www.uvm.edu/~stffcncl/pdf/fy12rec-exp.pdf

President Fogel responded to this recommendation on February 11, 2011. You can read his response here: http://www.uvm.edu/~stffcncl/pdf/dmfmemotosc021111.pdf

If you have any questions or concerns, Staff Council would greatly appreciate hearing them. Please contact Staff Council via email at Staff.Council@uvm.edu or use our Contact Sheet option at http://www.uvm.edu/~stffcncl/?Page=onlinecontactsheets.html

For more information about the FY 2012 Budget Planning process, please visit http://www.uvm.edu/budgetplanning/

FY 2012 Budget Opportunities Survey

All members of the University community are encouraged to think creatively about the budget for the upcoming fiscal year. Suggestions, ideas, and comments are welcome, as noted in the February 2, 2011 communication to campus from Provost Knodell and Vice President Cate. Please use this online, anonymous survey to provide your suggestions on how to reach a balanced budget. The survey may be completed multiple times and will remain open until May 2011.
Staff Council President Ida Russin charged an Ad Hoc Committee on October 14, 2010 with the task of creating a Staff Council Survey that could be used to better understand the issues important to non-represented staff employees at the University of Vermont as well as evaluate the effectiveness of the Council itself. The intention behind the survey’s creation was to find ways to proactively improve the work of the Council.

To read this charge in its entirety, please click on the following link: [http://www.uvm.edu/~stffcncl/pdf/adhoesurvey101410.pdf](http://www.uvm.edu/~stffcncl/pdf/adhoesurvey101410.pdf)

The Staff Council Survey is almost ready for electronic distribution among non-represented staff as early as the end of March 2011. The survey takes between 10-15 minutes to complete. We hope that you will take the time respond to the survey so that we can identify new and better ways to advocate on the behalf of non-represented staff at UVM.

If you have any questions, concerns, or require more information, please contact the Staff Council Office at (802) 656-4493 or email us at Staff.Council@uvm.edu

Staff Council will hold elections in April for Representative positions in several Units/Divisions across the University Community.*

Serving on Staff Council is a wonderful opportunity to strengthen your leadership skills, create long lasting relationship with colleagues, work toward positive change, and contribute to larger conversations on issues that impact staff and the entire University community.

More information about elections will be available in the April Edition of *Staffline*.

In the mean time, to find out more about Staff Council and how you can get involved, please with our website at [http://www.uvm.edu/~stffcncl/?Page=getinvolved.html](http://www.uvm.edu/~stffcncl/?Page=getinvolved.html) to see how you can be a part of this organization.

If you have any questions, concerns, or require more information, please contact the Staff Council Office at (802) 656-4493 or email us at Staff.Council@uvm.edu

* Those staff who belong to UE Local 267 are not permitted to participate on Staff Council at the request of their union.
University News & Announcements

Discounted Ski and Ride Vouchers

NOW AVAILABLE

UVM employees, retirees and family members with UVM identification are eligible to purchase Ski and Ride Vouchers.

To purchase Ski and Ride Vouchers, please visit the Staff Council Office at 313 Waterman. The office is open 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.
University News & Announcements

DISCOUNTS

Special Chamber Music Ticket Offer: Buy 1 ticket to two different chamber music performances and receive a FREE ticket to a third performance, OR buy 2 tickets to one performance and receive a third ticket FREE. Please call for details. Limited-time offer.

To take advantage of this special offer or for more details, please call 802.656.4455

Quatuor Diotima, string quartet. ............. 1/28
Chamber Orchestra Kremlin ................. 2/4
Shanghai String Quartet .................... 2/18
Handel and Haydn Society ................. 3/25
Cuarteto Latinoamericano, string quartet. ........ 4/1
University News & Announcements

Adventure Day Camp
is back this Summer!

ADC is for children ages 5 - 11 years old. Your child’s days will be filled with fun activities ranging from swimming to arts & crafts, team building, innovative games and much more! Field trips are scheduled throughout the Summer as well.

Registration is now open online. Register early to secure your spot!

www.uvm.edu/recreation/adc

field trips/events
Each week, a field trip or special event is planned for the campers. Typically these events will take place on the Thursday of the session week. Examples of our field trips and events may include:

- ECHO Lake Aquarium
- Oakledge Park
- Shelburne Farms
- Ben & Jerry’s Factory
- Carnival Day

contact
Larry Mellingor
Associate Director - Programs
Campus Recreation
802.656.7703
larry.mellingor@uvm.edu
UNIVERSITY NEWS & ANNOUNCEMENTS

DATE: March 6, 2011
TIME: 8:00 AM TO 5:00 PM
WHO: All UVM Employees (Staff and Faculty)

EVENT DESCRIPTION:
Come and experience skiing at Sugarbush Resort, Lincoln Peak. This Ski Day event is one not to miss! Event starts at 8:00 a.m. At 3:00 p.m. join us at Timbers Restaurant for a private après ski party, complete with free hors d’oeuvres and cash bar. All season pass holders will receive one free drink.

Members of the Lake Champlain Regional Chamber of Commerce AND THEIR EMPLOYEES qualify for the $15 rate which includes a ski ticket to Sugarbush and the Après Ski Party; spouse rate is $53 and child to age 17 is $43, which includes the ski ticket and Après Ski Party.

Since UVM is a member of the Chamber of Commerce, all UVM employees can enjoy this discount. All Chamber members with a season pass to Sugarbush may attend for FREE. For this event, you must pre-register. There will be no registration the day of the event. Registration deadline is Friday, March 4 at noon. You may pick up your tickets and store bags in the Sleeper Room at the Gate House Lodge (upstairs).

DIRECTIONS:
Southbound directions from Burlington: take I-89 south to Exit 10 Waterbury. Follow Route 2 south through Waterbury to Route 100 South. Follow 100 South through Waitsfield. Turn right onto the Sugarbush Access Road (look for the Sugarbush Resort Area sign).

To register for this event, click http://www.vermont.org/cwt/External/WCPages/WCEvents:EventDetail.aspx?EventID=1607

Wondering About Your Memory?

Who said they were going to bring dessert?
What did I come in here for?
When was I supposed to be at the dentist?
Where did I put those documents?
Why do directions seem more complicated?

If you are a post-menopausal woman between the ages of 50-65 and want to help us learn more about memory, you may be eligible to participate in a research study being conducted at the Clinical Neuroscience Research Unit at UVM.

Monetary compensation up to $400.

Want to find out more? Call Sally Ross Nolan, M.S. at 802 847-9488 www.uvm.edu/~cnru
Benefits Fair—Save the Date

The Benefits Fair is scheduled for April 28, 2011. Mark the date on your calendar; more information will be published in early April. (Remember: Open Enrollment for UVM Benefits occurs during the month of May.)

Flexible Spending Account Reminder

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

New Supervisory Learning Series

The schedule has been posted for two new Supervisory Learning Series being offered in the near future: a regular session beginning in April, and an intensive session slated for the end of July. This series, first offered in the fall, aims at the ongoing development of first-line supervisors. Learn more about this opportunity and find the application forms on the HRS web site.

Health Assessment Team Challenge

UVM has launched a new Health Assessment for faculty, staff and retirees! Join our new UVM Health Matters: Health Awareness Team Challenge—an incentive program designed to encourage UVM faculty and staff to complete Blue Cross and Blue Shield’s online Health Assessment. (You can take the Assessment as an individual, but Teams and Team Leaders are eligible for cash prizes just for participating.) Read more details online.

Retirement Savings Plan Information Sessions

For benefits-eligible faculty and staff who are not yet participating in the UVM Retirement Savings Plan, HRS hosts regular information sessions. Attendees will learn about the plan options and become better prepared to make informed investment choices. Reservations are not required and attendees will be able to enroll in a plan near the end of the session, if they so choose. See our web site for a schedule of upcoming sessions.

Retirement Savings Plan One-on-One Opportunities

For benefits-eligible faculty and staff who are already involved in the UVM Retirement Savings Plan, individual retirement plan counseling sessions with the vendors are available by appointment only. To set up a one-on-one counseling session for your retirement plan, please make an appointment directly with the appropriate vendor. See our web site for contact information.

Navigating HRS on the Web

There is a SEARCH box in the header of every HRS web page that returns hits within HRS only. Use this as a convenient way to search for forms and information within the HRS web world.

HERS Institute Opportunity

HRS will sponsor two women to attend the Higher Education Resource Services Institute at Wellesley College next fall. The Institute is open to both faculty and staff who are committed to higher education. Learn about the Institute and the selection process here.

UVM’s Human Resource Services: Trusted Partner . . . Smart Solutions
Dear LGBTQ&A Members of UVM's Community,

Recently you received a notice from University Communications telling of the death of UVM faculty member Kurt Pickett. The name might not have been familiar to some of you. Dr. Pickett had only been here in Vermont and at UVM a few short years. If you had met Kurt, even once, you would have remembered him. Kurt engaged conversation, and seemingly all of life with an intensity, energy, and focus that demanded the same in return.

The university's memorial and the text of his obituary describe outstanding contributions to his department and field, the esteem of his colleagues and students, and his instrumental role and ongoing commitment to the Philadelphia Center, the HIV/AIDS service organization he began serving while only a teenager.

Kurt Pickett was no less intense or passionate about actively engaging all that it meant to him, to be a gay member of the UVM community. He reached out to the LGBTQA Center more than once to discuss issues affecting LGBTQ people at UVM, or to volunteer to participate in a planning process. He answered the President's request that he serve on the Commission on LGBT Equity. Kurt showed up to meetings, even as his illness claimed more and more of his health, prepared to treat the business at hand with the same seriousness and intensity of focus. He spoke up regularly on the topic of HIV/AIDS awareness, and on that and many other topics, Kurt was willing to be a lone voice, challenging assumed notions and the status quo. Kurt subjected any decision at hand to careful analysis with an insistence that could be intimidating at times. He pointed out when things were not as neat or clear or nice as they might seem, and subjected every issue to unsympathetic critique.

Despite many gains in recent years in the relative openness and visibility with which LGBTQ people are able to lead their lives, the public acknowledgment of LGBTQ role models and heroes, both of the larger-than-life and the everyday variety, continues to be almost non-existent. Society and our institutions remain in transition regarding LGBTQ issues. The safety and comfort that some, not all, LGBTQ people feel, even here in our relatively affirming community, remains partial and fragile. There are still too many among us who sense too much risk to step into the fray, to be out and engaged in bringing about needed changes in our society. When a person makes the choice that Kurt did to step into that fray, the LGBTQ people whose interests he served must take note.

Kurt's influence on campus will be felt for some time, but not nearly long enough. A second gay man (Glen Elder less than two years ago, and now Kurt) has been taken from our community too soon. Each person lost leaves behind a space, where some things they were bound to achieve or accomplish will never be, and others will only come to pass if someone else takes up where their work left off. One way to honor the life of another is to see to it that the things they cared about continue to move forward.

Several people have been in contact with the LGBTQA Center about making a joint gift to the Philadelphia Center in Kurt's honor. We will be collecting checks made out to the Philadelphia Center in whatever amount you find appropriate through March 20th, at which time we will send them together to the Philadelphia Center with instructions that the gift be in Kurt's name.

In Solidarity,
Dot Brauer
Director, LGBTQA Center

A Memorial Service will be held on March 26, 2011 in Ira Allen Chapel. Donations can be sent in Kurt’s name to the Philadelphia Center in lieu of flowers. The LGBTQA Center will also collect donations for this organization on behalf of the UVM community until March 20th.

Philadelphia Center
2020 Centenary
Shreveport, LA 71104
Phone: 318-222-6633
http://philadelphiacenter.org
University News & Announcements

Vermont Business Center

How can you apply the best of an MBA program to your workplace—without devoting the time to a degree program?

The University of Vermont, Vermont Business Center offers professional seminars in Leadership and Management. These seminars provide participants with a toolkit based on UVM's core MBA curriculum.

You'll learn how to strengthen your business acumen, lead cross-functional teams and enhance your strategic thinking and decision-making. You'll prepare yourself for advancement and increased responsibilities while you network with other professionals and build business connections. There is something for everyone in terms of non-profit, for-profit, public and private sectors.

UVM employees, alumni, and their families are eligible for a 20% discount on VBC seminars.

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

Here is what is happening in February and March:

Feb. 18 - Strategic Marketing Management and Application, 8:30 a.m.-4:30 p.m. Bring your business' marketing ideas and challenges, and you'll learn how to develop and manage marketing strategies in order to create value for your customers.

March 4 - Developing Sales and Tactics for Growth, 8:30 a.m.-4:30 p.m. This interactive course will look at what value is, how to create it and how to build a sales plan based on it.

March 18 - Financial Analysis for Strategic Decision Making, 8:30 a.m.-4:30 p.m. Use financial analysis methods to recognize opportunities for your business' improvement and understand the relative significance of opportunities that come your way.

Interested in boosting your career? Learn more about the program and register now...

UVM Recycling Says "Drink It or Sink It"

Here's a simple tip on how you can help reduce waste costs for the University, and make the job of custodial services a little less messy: Do not dump leftover beverages (e.g., coffee, soda, ice) into the trash cans or recycle bins in your building.

Informal waste audits of University trash have shown that as much as 4% by weight of our total waste is "liquid." This adds extra weight and mess to the loads carried out by Custodial staff. It also adds up to 26 tons to UVM trash each year, potentially costing $2,300 annually. Excess moisture in trash also exacerbates the anaerobic conditions in a typical landfill that create methane - a potent greenhouse gas contributing to climate change. Not a good thing.

It's equally important to keep liquid out of the recycle bins too. Leftover beverages in the recycle bin can spill onto and contaminate paper. Even if you cap your leftover soda in the bottle, it means that a worker at the recycling plant has to uncap the bottle and drain it before it can be recycled into something new. Not a pleasant task for the worker.

So remember, Drink it or Sink it. Keep the trash dry. Drain out leftover liquids and ice into a nearby sink, your house plant, or on the ground outside.

Erica Spiegel
UVM Recycling

How can you apply the best of an MBA program to your workplace—without devoting the time to a degree program?
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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**Transportation and Parking Services**

**HANDICAP PARKING**

The University of Vermont, Department of Transportation and Parking Services (TPS) provides and manages accessible parking spaces throughout the campus. TPS follows the guidelines set by the ADA (Americans with Disabilities Act) when designating accessible parking spaces. The University of Vermont also complies with the State of Vermont Statute as mandated in Title 23, Section 403a “Special registration plates and placards for people with disabilities”. Below you will find links to the State of Vermont’s requirements and UVM’s provisions for accessible parking on campus.

When it comes to use of accessible spaces, often there are facts that may not be well known or understood. Listed below are some frequent points of interest:

- Any vehicle displaying a valid Handicap License Plate or Placard/Hang-Tag may park in any legitimate parking space on campus with the exception of all Reserved / Special Permit Spaces, Service Vehicle Spaces, Lined out areas or Fire Lanes.
- Not all persons who need accessible parking need van accessible spaces. Please be courteous and allow those who require the use of a designated handicap van access to the Van Accessible Handicap Spaces.
- Although we do not currently charge a fee for Handicap parking, we do require that all UVM Faculty/Staff/Students/Affiliates and Vendors register their official handicap permits/tags with us to ensure in proper enforcement.

For additional detailed information regarding accessible parking rules and regulations please visit the web sites below:

- State of Vermont, Statutes Annotated: Title 23 Section 304a
- University of Vermont Handicap Parking

John A. Casey, Sr.,
Parking Operations Manager
Bakers & Other Kind People Needed!
Support the Dismantling Rape Culture Conference, April 12, 2011!

The 6th annual Dismantling Rape Culture Conference needs tasty treats for a bake sale to be held during the conference on Tuesday, April 12. Homemade or store bought goodies, or donations of fresh fruit (apples, bananas, oranges, grapes) are welcome. This is an easy way to support campus efforts to end gender-based and sexual violence.

Food donations can be dropped at Student Life (Davis Center - Room 310) anytime on Monday, April 11, or before 9am on Tuesday, April 12.
For more information about the conference, visit http://www.uvm.edu/~women.

To help us plan for the bake sale, PLEASE email Jill.Hoppenjans@uvm.edu and let her know you're planning to contribute.
(You don't have to know exactly what you're bringing when you email Jill.)
Thank you!
Dinner and a Movie for Faculty and Staff

The Class

Monday, April 4, 2011
6:00pm to 8:30pm
Waterman Manor
RSVP required at ccp@uvm.edu

This is a French drama film directed by Laurent Cantet. Its original French title is *Entre les murs*, which translates literally to “between the walls.” It is based on the semi-autobiographical account of François Bégaudeau’s experiences as a French language and literature teacher in an inner city middle school in Paris, particularly illuminating his struggles with “problem children” Esmerelda, Khoumba, and Souleymane. The film stars Bégaudeau himself in the role of the teacher. The film received the Palme d’Or at the 2008 Cannes Film Festival, making it the first French film to do so since 1987.

Co-Sponsored by ALANA & US Ethnic Studies, Center for Cultural Pluralism, Chief Diversity Officer and Women & Gender Studies
For more information contact Amanda Flores at afl1@uvm.edu
The next film in the Spring Social Justice Film Series will be *Codes of Gender* on Wednesday, March 2nd at 12 noon in Rm. 204 Allen House and at 7pm in 216 L/L Commons.

**Spring 2011 Social Justice Film Series:**

American Who? Issues on Social and Cultural Identity

**Thursday, February 3—Brothers and Others**

After the tragic 9/11 event, Brothers and Others vividly documents how fear and paranoia can result in the passage of reactionary governmental policies that compromise civil liberties and endanger the human rights of immigrants and citizens for years to come.

**Thursday, February 17—A Hero in Heaven**

This is the story of Michael Levin, an immigrant from the United States and a soldier killed in 2006 during the clashes with Hezbollah. He was the personification of the word ‘hero’ because of his ultimate sacrifice for the Jewish State and the Jewish people.

**Wednesday, March 2—Codes of Gender**

Join communication scholar Sut Jhally in a discussion about advertising and gender. The film looks beyond advertising as a medium that simply sells products, and beyond analyses of gender that focus on issues of surface objectification and beauty, taking us into the two-tiered terrain of identity and power relations.

**Wednesday, April 6—In God’s House**

Asian American lesbians and gay people have been largely invisible in Christian churches. Some Asian American churches silence the issue of fear of division and conflict. This thought-provoking film tells a story: that of Asian American Christian lesbians and gay people, their pastors, and their parents.

**Wednesday, April 27—Do Colectas**

This documentary examines the struggles of Hispanic gay and lesbians coming out to their parents, especially in a culture that places value on “family tradition.” It uncovers how Latino families are replacing the deep roots of homophobia with even deeper roots of love and tolerance.

Co-Sponsored by the Office of the Chief Diversity Officer. For more information contact Amanda Flores at aflores1@uvm.edu or (802) 656-7990 or visit us at http://www.uvm.edu/~/cpuvm

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**Codes of Gender**

Join communication scholar Sut Jhally in a discussion about advertising and gender. The film looks beyond advertising as a medium that simply sells products, and beyond analyses of gender that focus on biological difference or issues of surface objectification and beauty, taking us into the two-tiered terrain of identity and power relations.

Co-Sponsored by the Office of the Chief Diversity Officer and the Center for Cultural Pluralism. For more information contact Amanda Flores at aflores1@uvm.edu

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The next film in the Spring Social Justice Film Series will be *Codes of Gender* on Wednesday, March 2nd at 12 noon in Rm. 204 Allen House and at 7pm in 216 L/L Commons.
University News & Announcements

Vermont Women in Higher Education
Annual 2011 conference

Balance U
Navigating the waves of life

Killington Grand Resort, VT
March 25th
preconference March 24th

Workshop Topics Include:
- Leadership
- Career Planning
- Branding For Success
- Financial Planning
- Wellbeing

Keynote Speaker
Lydia L. English, PHD

Dr. English was the Director of the Mellon Mays Undergraduate Fellowship Program, a portfolio of 44 Colleges and Universities in the U.S. and South Africa charged with increasing the number of minority students continuing on for doctoral degrees in the Humanities and Social Sciences.

www.vwhe.org
**University News & Announcements**

### Staff Council Meetings

#### March
Council Meeting: Tues. Mar. 1st
12:05 pm to 1:30 pm
Davis Center, Livak Ballroom

#### April
Council Meeting: Tues. Apr. 5th
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](http://www.uvm.edu/~stffcncl/?Page=meetingschedule.html)

### Staffline Submission & Distribution Schedule

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### Announcements

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=contactsheet.html](http://www.uvm.edu/~stffcncl/?Page=contactsheet.html)

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**Staffline: March 2011**

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