In the weeks ahead, we enter a critical period in the annual admissions cycle. High school seniors and their families will be visiting or revisiting campus for Admitted Student Visit Days. Last week I spent one evening calling admitted students, answering their questions and encouraging them to come and visit campus. Their experience during these visits will usually determine whether they chose to join the University of Vermont’s Class of 2016 or whether they select one of the other fine institutions offering them admission.

The visit days are an opportunity for open houses in academic units, presentations on financial aid, tours of our residence halls and other facilities. But they are also an opportunity for something less tangible, but just as important—a chance to get a feel for this place and our people. This, I’m pleased to say, is a strength for the University of Vermont. Students who elect to enroll often say that a sense of welcome helped to tip the balance in UVM’s favor.

While the roles of Admissions staff, Deans offices etc. in these activities are critical, so are all of you. Often it is the kind word, the help with directions, taking the time to answer a question, a ready smile that makes the difference. Those are the things that combine to create an impression of this outstanding community. You make this the great place that changes lives and helps our students on a journey to realize their potential. Thank you - let’s bring in a great new class.
Staff Council Committee Reports

If you are interested in participating on a Standing Committee*, please visit 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/.

COMPENSATION, BENEFITS AND BUDGET

The Compensation, Benefits and Budget Committee (CBB) met on February 9, 2012. The first portion of the meeting was a discussion with Barbara Johnson, Associate Vice President of Human Resource Services, concerning data sets used for salary increase recommendations where UVM is at the median when compared to New England publics, public ivies, and institutional peers that draw from the same student pool. The Committee also discussed the need for more open communication and education around total compensation, in particular for employees who are not utilizing tuition remission.

The Committee intends to write a letter concerning the positive experience of being included in the budget process, but also speaking to the issue of zero percent raises and the increasing cost of living. This may include data from the Staff Council survey from last year to highlight that salary compensation is important to staff, in addition to the benefits received from UVM. A draft should be reviewed and edited at the committee meeting in April.

The Committee’s next meeting will take place on Thursday, March 15, 2012 from 10:30 am to 12:00 noon at 109 South Prospect in Room 107. 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 www.uvm.edu/~stffcncl/?Page=cbb.html.

OUTREACH, ASSESSMENT AND UNIVERSITY ENGAGEMENT

The Outreach, Assessment and University Engagement Committee (OAUE) did not meet in February.

The next meeting will take place on Wednesday, March 21, 2012 from 1:00 to 2:00 PM, Staff Council Conference Room, 305 Waterman.

You can send questions, concerns, suggestions, and/or ideas to the OAUE 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.

Save the Date
Friday, July 27, 2012
8th Annual Staff Council Golf Outing at The Links at Lang Farm

*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, February 20, 2012.

The committee discussed the three recommendations that Chief Diversity Officer Wanda Heading Grant made to the Board of Trustees in light of the 2011 Campus Climate Survey results. These included 1.) Conduct Focus Groups, 2.) Develop a Comprehensive Diversity Professional development plan for faculty, staff, students, and administrators, and 3.) Benchmarking. The committee spent time discussing ways in which it could support or be involved in the development of the staff component of the Comprehensive Diversity Professional Development Plan.

The committee plans to continue its discussion about Performance Appraisals at its March meeting.

The next meeting will take place on Tuesday, March 20, 2012 from 11:00 am to noon in 161 Billings Library (Learning Services Conference Room). 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=ppdoe.html.

SOCIAL COMMITTEE

The Social Committee met on Tuesday, February 14, 2012 where they approved the January 2012 minutes. Agenda items for this meeting included ski voucher sales update, the President’s Day bus trip to the Montreal Casino, the New York City/Broadway bus trip in April, the North Conway Shopping bus trip in June, future planning, and other business. Ski vouchers continue to sell, but are down significantly for lack of snow in Chittenden County. The Staff Council Office has sold only three seats on the New York City bus trip, scheduled for April 14-15, 2012. Green Mountain Tours is responsible for selling the remaining seats. The bus trip to North Conway for Shopping has been confirmed for June 9th and the annual Staff Council Links at Lang Farms Golf Outing has been confirmed for July 27th. Save the date notices for both these events will appear in the March edition of Staffline. The Staff Council’s Discounts and Events webpage has been updated to reflect new discounts and changes to existing vendor discounts.

The Committee continued discussions regarding future possible events including recreational sports event, mixers, a dinner cruise, and a Lake Monsters outing.

The next meeting is scheduled for Tuesday, March 13, 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.

Save the Date
Saturday, June 9, 2012
Shopping Bus Trip to Outlets in North Conway, NH
University News & Announcements

Staff Council Quick Survey

On February 22, 2012, E. Thomas Sullivan, J.D. was announced as the 26th President of the University of Vermont. Staff Council wanted to know what words of advice staff had for our new leader to assist him in his new role as well as what staff hoped our President-Elect would accomplish during his time at UVM.

Staff Council invites you to take part in a two question anonymous survey where you can share your thoughts for President-Elect E. Thomas Sullivan, J.D.. All responses will be collected and summarized to help present staff well wishes and perspectives to our new University leader.

You can access this survey here and it will run from March 1 until Friday, March 16, 2012 at 11:59pm


Staff Council Leadership

Since the Staff Council became a more representative body with members from every Unit/College at UVM, our organization and its leaders have seen their roles and involvement greatly expand. Staff Council plays an integral part in providing staff voices and perspectives on major initiatives within the University, most recently with the Presidential Search Process and the Strategic Initiatives Project (SIP).

Staff Council’s President and Vice President regularly meet with members of the Administration where they have the opportunity to present staff issues and help to establish more transparent and collaborative processes that actively seek input from staff to find solutions that have the best interest of the University and the UVM community.

We have created a webpage that highlights just some of the ways in which Staff Council and its leaders have access to members of the Administration to provide insight to the needs and concerns of UVM staff.

http://www.uvm.edu/~stfcncl/?Page=staffcouncilpresident.html&SM=staffcouncilpresident.html
University News & Announcements

Staff Council at the Board of Trustees

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 and Additional Comments

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/bot020312.pdf

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 3-6 of the .pdf:
http://www.uvm.edu/~stffcncl/pdf/bot020312.pdf

University Communications Article on the Board of Trustees Meeting

University Communications distributed an article through UVM Today on February 8, 2012 which summarized the Board of Trustees meeting. This article includes the Consent Agenda which highlights the items voted on by the Board of Trustees at the Committee of the Whole meeting on February 4, 2012.

To read the article, please click on the following link:
http://www.uvm.edu/~uvmpr/?Page=news&storyID=13179&category=ucommall
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 Staff.Council@uvm.edu
Communications Update

Much of the communication that you were receiving from HRS through Campus Updates on the FacultyStaff listserv is now being sent through the University’s News You Should Know newsletter. Please be aware of this change and check the News You Should Know every Monday for important updates from HRS.

EDU@UVM Almost Here! March 6, 7 and 8

See the website for all the information: www.uvm.edu/edu.

Sure, it’s getting late and some sessions are full, but there are still some great opportunities available for professional development. Take a good look—or another look—at the offerings that span a broad variety of topics and areas of interest, then sign up to join us for a couple of workshops and a plenary session. Workshops are offered over the course of three days to make it easier for folks on campus to get away for slices of time here and there.

Questions? e-Mail edu@uvm.edu.

Retirement Savings Account Workshops

Take advantage of newly-scheduled hands-on workshops from both TIAA-CREF and Fidelity Investments. These brief sessions are designed to provide staff with an overview of the tools and resources available online through each of our retirement savings account vendors. Attendance is by registration only. See the list of dates and registration information. Questions? e-Mail HRSinfo@uvm.edu.

HERS Institute Application Invitation

Human Resource Services is pleased to continue UVM's long tradition of investment in the lives of women by paying the tuition and fees to send selected staff and faculty to the annual Higher Education Resource Services (HERS) Institute at Wellesley College. Interested? Read all the details.

New Learning Services Class Registration System

HRS Learning Services has transitioned to a new class registration system. All registrations for Learning Services’ classes are now made through PeopleSoft HR's Self Service. This system has a number of advantages for both employees and supervisors. Instructions for using the system are available on the HRS web site.

Labor Union Activity Update

The University provides relevant information on union activity through the Informed Choice website (www.uvm.edu/informed). Topics addressed there include workplace guidelines, compensation and benefits, election process and general representation issues. If you have questions, e-mail Informed@uvm.edu.

Save the Dates

You might wish to mark the following dates on your calendar:

♦ Benefits Fair, Thursday, April 26
♦ Financial Planning for a Secure Retirement, November 12 to 16

UVM’s Human Resource Services: Trusted Partner . . . Smart Solutions
University News & Announcements

MARCH 29 & 30, 2012

Donna Brazile
In Celebration of Women’s History
Veteran Democratic Political Strategist and Author

THE BLACKBOARD JUNGLE

Keynote Kickoff
Thursday, March 29, 2012
University of Vermont
Ira Allen Chapel
4:00 p.m. – 5:00 p.m.
Free and Open to the Public

Please join us for our 5th Annual Blackboard Jungle Symposium on March 29-30, 2012. I am pleased to announce that our 2012 Keynote Kickoff speaker will be Donna Brazile, Veteran Democratic Political Strategist and Author. She will speak on Thursday, March 29, 2012 at 4:00 p.m. in Ira Allen Chapel. The Keynote Kickoff is free and open to the public.

Friday’s full day of Symposium panels and workshops are designed to address the challenges and emerging approaches used to shape conversations, critical thinking, action and research regarding multiculturalism and diversity.

Keynote Speakers

Dr. David Gibson
David Gibson recently served as Associate Research Professor of Education at Arizona State University and directed the Continuous Improvement efforts of the Equity Alliance at ASU.

Dr. Patricia Hill Collins
Distinguished University Professor of Sociology at the University of Maryland, College Park

SYMPOSIUM
MARCH 30, 2012
Teaching to Cultural Diversity: A Realm of Possibilities

THE UNIVERSITY OF VERMONT
DUDLEY H. DAVIS CENTER
BURLINGTON, VERMONT

REGISTRATION & FEE REQUIRED
$20 fee for UVM Employees and $50 for Non-UVM
For more information visit the website: www.uvm.edu/president/diversity/blackboardjungle

Organized by the Chief Diversity Office
To request a disability-related accommodation, please contact Conference and Event Services at 802-656-5665

For more information visit the Blackboard Jungle website at http://www.uvm.edu/conferences/blackboardjungle5/

- Our Friday breakfast keynote speaker will be Dr. David Gibson, who recently served as Associate Research Professor of Education at Arizona State University and directed the Continuous Improvement efforts of the Equity Alliance at ASU.

- The luncheon keynote speaker will be Dr. Patricia Hill Collins, Distinguished University Professor of Sociology at the University of Maryland, College Park.
Start Your Plants in the UVM Greenhouse Facilities

Get a jump on spring by starting your own seedlings for your home garden in our greenhouses. We provide soil, containers, and labels. We water, fertilize, and protect your plants from insects and diseases.

Why? We make growing fun and easy. You can grow your favorite, new, hard-to-find, or heirloom varieties. We like working with people who have never gardened before as well as experts.

When? Anytime starting February through June 2012.

How? Sign up by contacting us at greenhouses@uvm.edu. You provide the seed; we provide the space (10 ft² that's enough for over 100 small pots or thirty-nine 6 packs). $70 for the first month; $35 each 2 week period afterward. Share the space with a friend to save even more! We will have a limited number of “organic” spaces at our Spear Street facility. The cost for this space is $80 for the first month and $40 for every 2 week period afterward.

Contact UVM Greenhouse Facilities personnel
Call: 656-0465
e-mail: greenhouses@uvm.edu

mailing address: Greenhouse Facility, Jeffords Hall, 63 Carrigan Drive, Burlington, VT
**University News & Announcements**

**Adventure Day Camp**

**VWHE**

**Vermont Women in Higher Education**

Mark Your Calendars!

2012 Vermont Women in Higher Education Conference

"VWHE Strong: Renew, Regrow, Rebuild"

March 22nd and 23rd
Killington Grand Resort
Killington, Vermont

Keynote speaker
Jane Lindholm
Host of VPR's Flagship newsmagazine
Vermont Edition

Pre-Conference Keynote speaker
author Joni Cole

For more Information, please visit
http://www.vwhe.org/
University News & Announcements

Save the date for the seventh annual

Dismantling Rape Culture Conference

Thursday, April 5, 2012
8 AM - 4:30 PM
Dudley H. Davis Center, UVM

Online registration is required. Registration will open March 1. Free for UVM students, faculty, and staff. $20 for community members.

Questions?
Contact Sarah Warrington
(802) 656-2925 or sarah.warrington@uvm.edu
www.uvm.edu/~women/drc.html

Sponsored by the UVM Women’s Center, Chief Diversity Office, Department of Student Life, Residential Life, and Inter-Residence Association

Keynote Speaker:
Marta Sanchez
survivor, author, activist, & visual artist

How have you been impacted by rape culture?
Rape culture affects us all.
How will you make change to shift rape culture?

Volunteer Bakers & Other Kind People Needed!

Bakers & Other Kind People Needed! Support the Dismantling Rape Culture Conference, April 5, 2012! This is a great way to support campus efforts to end gender-based bias and sexual violence. The 7th annual Dismantling Rape Culture Conference needs tasty treats for a bake sale to be held during the conference (Thursday, April 5). Homemade treats, store-bought goodies, or donations of fresh fruit are all welcome.

Food donations can be dropped off at Student Life (Davis Center, Room 310) on Wednesday, April 4, or on the 4th floor of the Davis Center by 9am the morning of the conference. To help us plan for the bake sale, please e-mail Patricia.Rascon@uvm.edu or Sophie.Blanco@uvm.edu and let us know what you are planning to contribute (you don't have to know exactly what you are bringing when you e-mail us). Thank you!

For more information about the conference, visit http://www.uvm.edu/~women
University News & Announcements

Are you thinking about starting or expanding your family?

IF YOU ARE A WOMAN:
Between the ages of 18 and 42 and plan to become pregnant in the next year

☑️ Never had a child before, or
☑️ Have diabetes or hypertension, or
☑️ Had preeclampsia, or
☑️ Have a family history of hypertension or preeclampsia

THEN
Researchers at the University of Vermont would like to speak with you. This study will examine risk factors for preeclampsia, a disease of pregnancy.

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

The 
UNIVERSITY
of VERMONT

If you are interested please call 802-656-0309 for more information.

Business Savvy Prepares Your Student for Success

Geared toward non-business majors, BSAD 101: Business Savvy, provides students with valuable career experience, business skills, networking opportunities – and a paycheck. In this intensive two-week summer program, your student will earn 6 credits; prepare for a paid internship; develop interviewing, business etiquette, and decision-making skills; learn job-search strategies, effective communications and team building. Students connect with business professionals; develop career goals and gain a basic understanding of accounting, finance, marketing, human resources, management and strategy. Register now while there’s still room. This popular program fills up quickly!

More information at uvm.edu/summer/savvy, bsavvy@uvm.edu or (802) 656-2085.
University News & Announcements

Staff Council Meetings

March
Council Meeting: Tues. Mar. 6th
12:05 pm to 1:30 pm
Livak Ballroom, Davis Center

April
Council Meeting: Tues. Apr. 3rd
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

Staff Council Meetings

Submission & Distribution Schedule

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Spotlight on Staff Submissions

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

Simply email Staff.Council@uvm.edu with “Spotlight on Staff” in the subject line and tell us about it.

We are willing to assist with writing a short piece on your behalf.

Follow us on: Facebook | Twitter

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

ANNOUNCEMENTS

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