A New Direction for Commencement

As most of you are no doubt already aware, Commencement 2010 at the University of Vermont will bring a major change in our approach to the graduation ceremonies. Rather than the morning University-wide gathering followed by individual school and college graduation ceremonies in the afternoon that has become our norm, we will instead unite as one University for a single morning ceremony in which all of our graduates will receive their degrees. As in recent years, weather permitting we will gather on the Green, at the heart of the University, for this milestone event in the lives of the Class of 2010 and our entire institution.

Coupled with the symbolic significance of moving to a single graduation ceremony, there will be very significant financial savings, more than $170,000. Commencement is always a major undertaking, absorbing the attention of many of our staff in the months and weeks leading up to that single day. While this year’s shift will result in greater efficiencies, it also results in greater tests as we forge a shift in direction and tackle all the inherent challenges in anything new.

My thanks to all who have taken on these challenges and will continue to do so as we enter the final stages of the spring semester. I hope many of you will join me on Sunday, May 23, when we will gather as one University to celebrate the academic achievements and future successes of the Class of 2010.
Benefits – Rita Lemire, Chair
The Benefits Committee met on April 13. The main topic of conversation pertained to the newly announced Health Care Reform Bill and how it will affect our benefits. Available information was reviewed from a couple of websites. It was agreed that obtaining accurate and complete information on this topic may be difficult at this time. The Benefits Committee agreed that as a committee, we need to be informed but that we cannot be expected to be the experts on reform; therefore staff with questions should be referred to Human Resource Services.

Communications – Joanne Montanye, Chair
Committee members focused on three primary issues: how to generate features on staff members for the “Spotlight on Staff” section of Staffline; the coordination of promotional materials so they coincide with the timeline for upcoming elections; and the process by which summaries of the UVM Board of Trustees meetings that appear in Staffline are generated.

Employee Env. & Facilities–Michelle Smith, Chair
The Employee Environment and Facilities Committee met on Tuesday April 13 and discussed the continued planning and promotion of Green Up Day, which was held Sat. May 1 this year. Also coming up is Way to Go Week, the annual alternative commuting event, scheduled for the week of May 17. During this week think about the many alternative ways you can arrive at work while reducing your impact to the natural environment. Also discussed was the continuing liaison role that EEF can play in promoting Transportation and Parking Services many great programs that staff can take advantage of. Be sure to read T&PS's monthly installment in the Staffline! Lastly, many thanks to all of our committee members for their time, dedication, and hard work!

Education & Prof. Development – Todd Stewart, Chair
The Education and Professional Development Committee met on Monday, April 12th. The Committee continued discussion on the Mentoring Project. A letter of support has been drafted and being brought forth to the Staff Council. The Committee also took up discussion on future goals and activities. Several good ideas were discussed and more discussion will occur in the coming months.

Internal Affairs – Sharon Mone, Chair
Committee members reviewed bylaws and recently approved Staff Council Mission Statement. The Committee looked at wording of other Committee’s for consistency. The discussion centered on the role of the IA committee with respect to the Benefits Committee in particular. There are no proposed changes to the IA current bylaw charge. The conversation on Short Term disability will continue in May. Prior data collected and additional questions will be submitted to Barbara Johnson, Assoc. VP for HRS in advance of the committee’s May meeting in which Ms. Johnson will participate.

Recreation – Marie Tiemann, Chair
The Recreation Committee met on April 15, 2010. We reviewed the upcoming summer events and discussed the implementation. The Golf Outing is scheduled for Friday, July 30th with a rain date of Friday, August 6th coordinated by Annette Mailhot. Annette noted that several prizes are donated and awarded at the Golf Outing. A Montreal Bus Trip is scheduled for August 14th. Watch for the details next month. We drafted a new mission statement to be in alignment with the Staff Council mission statement and we will finalize it in May. Information about The Champlain Valley Fair tickets will be available in the June Staffline. Any employee who buys one or more tickets receives a free admission ticket. The admission ticket cost is covered by the Recreation Committee. Other upcoming events include a Boston Bus Trip in September and a Book Fair in October. If you or another staff member who you know would like to assist with any event in planning or organizing, please contact Marie Tiemann or the Staff Council office.

Rules & Election Committee – Rob Rohr, Chair
The committee did not meet in April

Salary & Budget – Mary Reilly, Chair
At its 4/15/10 meeting, the Salary & Budget Committee discussed whether to pursue the performance evaluation issue, and if so, how. The committee agreed on the need for more concrete data to determine the extent of the problem. Our discussion centered on the best way to reach the most staff, potential survey instruments (as well as other working groups on campus that could help), and the questions we would want the survey to ask. Realizing that evaluations have added importance when linked to merit increases, we concluded that a budget year without merit has the advantage of providing valuable time to work on this important issue. The survey would be expected to reach approximately 1,500 non-union staff.
Staff Council Open Forums
For Presidential and Vice Presidential Elections

Come meet the candidates and ask questions in advance of university-wide Elections held from May 7 - May 14, 2010.

Tuesday, May 4, 2010
12 noon to 1:30 pm
Livak Ballroom
Davis Center

Thursday, May 6, 2010
12 noon to 1:00 pm
Silver Maple Ballroom
Davis Center

Staff Council Presidential Candidates

Eric Hoefel
Enterprise Technology Services
Communications Professional
Eric.Hoefel@uvm.edu

Ida Russin
Graduate College
Student Support Specialist
Ida.Russin@uvm.edu

Staff Council Vice-Presidential Candidate

Michelle Smith
Capital Planning and Management
Green Building Coordinator
mmsmith@uvm.edu

For more information on the candidates, please visit our website at http://www.uvm.edu/~stffcncl/?Page=preselection.html or contact the Staff Council Office at 656-4493 or Staff.Council@uvm.edu

If you require special accommodations for the Forums, please contact the Staff Council Office by Thursday, April 29, 2010 at 656-4493 or Staff.Council@uvm.edu
**Staff Council Representative Election Results**

During the month of April, Staff Council held Elections for Representatives in several Units across campus for the 2010-2011 year. Because Staff Council staggers the terms of its Representatives, not every Unit holds elections every year. There are several units that still need Representation. If you are interested, please contact the Staff Council Office at 656-4493 or Staff.Council@uvm.edu.

### Representative Election Results

**School of Business Administration**
- Michelle Chapman

**College of Agriculture & Life Sciences**
- Shelley Jurkiewicz

**Continuing Education**
- Tracey Mauer

**College of Medicine**
- Carol Gross
- Patrick Hagan
- Julia Paradiso

**Division of Finance & Enterprise Services, AFS**
- Allen Josey
- Karen Lemire

**Division of Finance & Enterprise Services, ETS**
- Mary Parent

**Division of Finance & Enterprise Services, HRS**
- Yuliya Cruz

**Rubenstein School**
- Isis Erb

### Units Still in Need of Representation

**College of Medicine**
- Administration
  - One 3-year Representative Term
  - One 2-year Representative Term
- Basic Sciences
  - One 3-year Representative Term

**Student & Campus Life**
- One 3-year Representative Term
- One 2-year Representative Term

### Staff Council Committees*

There are eight Staff Council Standing Committees. You do not need to be an elected Representative to serve on these committees. The time commitment for each of these committees is approximately one hour per month.

- Benefits
- Communication
- Education & Prof. Development
- Employee Environment & Facilities
- Internal Affairs
- Recreation
- Rules and Election
- Salary and Budget

If you are interested in becoming a member, please fill out our Committee Membership Application or visit our Get Involved page for more information on how to participate.

*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.*
6th Annual Staff Council Golf Outing at The Links at Lang Farm

( Current and Retired Staff and Faculty are eligible to play )

Date: Friday, July 30, 2010 (rain date is August 6th)

Time: Registration begins at noon, play begins at 1:00pm

Includes

- Greens fees for 18 holes ( carts not included )
- Range balls
- Hors d’oeuvres
- Prizes

*** This year, you will be able to purchase Mulligans for One dollar. ***
All proceeds from Mulligan sales will be donated to the Chittenden Emergency Food Shelf

Register individually, as a two-person team, or a four person team. Play will follow a four-person scramble format. Teams will be assigned at the golf course on the day of play. Each participant must complete a registration form.

Return registration form and check for $32.00 payable to UVM to: Annette Mailhot, Bailey/Howe Library, 656-8035, by noon, Thursday, July 15, 2010. No refunds unless the event is cancelled.

For more information contact Annette.Mailhot@uvm.edu or Jeffrey.Senator@uvm.edu

Name: ___________________________________________________________________________________
Department:_______________________________________________________________________________
Phone: ____________________________ Email: ________________________________________________
Partner: __________________________________________________________________________________

Your Level of Play:

- Beginner:  
- Intermediate:  
- Advanced:  

________________________________________________________________________________________
Montreal Bus Trip

In the June edition of Staffline we will formally announce a Montreal Bus Trip tentatively scheduled for Saturday, August 14, 2010. Spend a day shopping, seeing the sights, or investigating a museum. Any questions can be sent to Staff.Council@uvm.edu

DISCOUNTS

802-862-3900

We offer 20% off our regular prices for UVM Staff, Faculty and Retirees. (Just show your UVM ID when you drop-off your car.) Odyssey Car Care is your one-stop shop for all your car detailing needs. Located at 397 Patchen Rd, So. Burlington. Pick-up and delivery available in the greater Burlington area, so please ask about our shuttle service.

We’re open Monday – Friday 8:30 am to 6:00 pm and on Saturday 8:30 am to 4:30 pm. Call 802-862-3900 or E-mail joes@odysseycarcare.com for an appointment and details.

In the June edition of Staffline we will announce our Staff Council Recreation Committee Discount on tickets to the Champlain Valley Fair to be held August 28 - September 6 2010. For more information, please visit our website at www.uvm.edu/~stffcncl/?Page=dis_cvf.html
University News & Announcements

The UVM Bookstore’s END OF SEMESTER SALE!

- 10% off of medical books and medical supplies
- 25% off of clothing, gift items, and supplies
- 10% off of the billings armchair

May 6, 7, 8, 10, 11
STORE HOURS
- Mon-Thurs: 8:00-5:30
- Friday: 8:00-4:30
- Saturday: 11:00-4:00
- Closed Sundays

NOT INCLUDED: SALE CARS AND GOODS, MAIL ORDERS, STANDARD CHAIR, SOFTWARE TEXTBOOKS, MAPS, PENS, PENCILS, ETC.

Courtyard Burlington Harbor Hotel

Special Savings for UVM Associates & Retirees

- Save 15% on Sleeping Rooms
  November 1st - April 30th (Excluding December 31st)
- Save 15% on Function Room Space
  May 1st - October 31st

Call 802.864.4700 Reference UVM Friends Rate

www.marriott.com/btvdt 802.864.4700

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University News & Announcements

The Scuffer
STEAK & ALE HOUSE

UVM Employee Discount
20% off Lunch Food Items*
10% off Dinner Food Items*
* full-priced food, dinner discount Sunday - Thursday
with your employee ID (no coupon necessary)

- Great steaks and famous burgers
- Prime rib 7 days a week
- Delicious seafood, fresh salads, and other healthy favorites
- All your favorite Vermont microbrews
- Outdoor seating

Serving Lunch, Dinner & Late Night Menu
148 Church St, Burlington
864-8451  http://thescuffer.com
The Staff Council distributed new PerksCards through Campus Mail in November 2008. Since that time, all new employees have received a PerksCard with their Orientation materials. If you did not receive a PerksCard or have lost yours, please visit the Staff Council Office, 313 Waterman or contact us at 656-4493 or Staff.Council@uvm.edu.
Benefits Open Enrollment in May
The University's Benefits Open Enrollment period will begin on Monday, May 3 and end on Friday, May 28. Apart from an approved life change event, this is the only time to make changes to the medical, dental, life and long-term disability insurance components of your benefits package.

To check your benefits, log in to PeopleSoft Human Resources and navigate to:

Self Service > Payroll and Compensation > Benefits > Benefits Summary

Questions? e-Mail HRSInfo@uvm.edu or call 656-3150.

Changes to Benefits
It is clear that our healthcare costs are climbing, but it is also clear that UVM and our vendors are working hard to manage our costs. Again this year our healthcare premium costs are much lower than had been projected. As usual, vendors are making the typical changes to classes of prescription medications and the like, however, we are keeping the same overall coverage that we've enjoyed—and even adding a few improvements.

We included as much helpful information as possible in the Open Enrollment Benefits Summary that was highlighted in the memo we sent to campus on Wednesday, April 27. If you have not read the benefits summary, we suggest that you look it over, paying particular attention to the information presented in the green text boxes. Highlights of improvements coming July 1, 2010 include:

- The copay for mammography and colorectal cancer screening will be no greater than the copay for a visit to your primary care physician.

- Behavioral health services will have the same copays, coinsurance and deductibles as medical services. Also, out-of-network substance abuse and mental health services will enjoy the same copays, coinsurance and deductibles as out-of-network medical services.

Flexible Spending Account Changes
The final healthcare bill that came out of Congress stipulated key changes to FSAs:

1. Over-the-counter medications will no longer be reimbursable without a prescription, beginning January 1, 2011.

2. Beginning January 1, 2013 you will be allowed to withhold a maximum of only $2,500 for tax exempt medical reimbursements rather than the current $5,000. (Plan ahead!)

UVM’s Human Resource Services: Trusted Partner . . . Smart Solutions
Healthcare Reform

Many folks have questions about the new Patient Protection and Affordable Care Act. Please recognize that the outworking of many of the provisions of this landmark legislation are still being discussed. Additionally, be aware that:

- Key changes are being phased in over a period of several years
- Most changes won’t take effect for UVM until July 1, 2011 at the earliest

Children’s Health Insurance Program

Healthcare provisions enacted during the previous administration have led to expanded eligibility rules for Medicaid and the Children’s Health Insurance Program (CHIP). If you are eligible for health insurance coverage through your employer but are unable to afford the premiums, most states (including Vermont) have premiums assistance programs.

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a state which provides assistance, contact your state Medicaid or CHIP office to find out if you qualify.

If you or your dependents are not currently enrolled in Medicaid or CHIP and you think that you might be eligible for either of these programs, contact your state Medicaid or CHIP office or dial 1-877-KIDS-NOW or visit www.insurekidsnow.gov to find out how to apply.

New Trainer in Learning Services

Following a careful search, Learning Services is pleased to announce that Benny Cole will join the Learning Services Team as a trainer, beginning Monday, May 3.

In addition to a history of collaborative work with Human Resource teams, Benny has PeopleSoft experience and a strong background in the design and delivery of a variety of learning programs. He also has experience in and a passion for Diversity Management and Organizational Development. Please join us in welcoming Benny to UVM.

Nursing Mothers Rooms

As an officially-recognized breastfeeding-friendly workplace, UVM has a workplace policy for nursing mothers and specific rooms set aside for their use. (Rooms are currently designated in the Davis Center and Patrick Gymnasium, as well as DeLehanty Hall, Given and the Ira Allen Chapel.) For more information and a variety of helpful links, visit the nursing mother’s page on the WorkLife Balance area of the HRS web site.

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

### Transportation and Parking Services

We will soon be announcing employee parking permit renewal information. Please do not apply until we announce the procedure as your application will not be processed. We will communicate further information via your UVM e-mail address and our website: [http://www.uvm.edu/tps/](http://www.uvm.edu/tps/)

The Transportation and Parking Services Advisory Committee (TAPSAC) will soon be making a final decision on the method to be used in turning the current Zone Orange parking lot (Jeffords Lot) to a Zone Green parking lot. If you have specific questions or concerns, please contact Staff Council appointed Representatives Pam Carter (Pam.Carter@uvm.edu) or Marty Burrows (Marty.Burrows@uvm.edu).

The variety of employees and departments represented have been an asset to our committee in assisting to make this decision. We deeply appreciate the time taken to volunteer on our committee. We are always looking for staff representation for our Transportation and Parking Services Advisory Committee and Traffic Board of Appeals. If you are interested in serving, please contact the Staff Council Office at [Staff.Council@uvm.edu](mailto:Staff.Council@uvm.edu)

Commencement 2010 is quickly approaching. Our department is looking for approximately 20 persons to assist us with our part of the excitement. All you need is commitment, helpfulness and a smile.

If you are interested in obtaining more information on volunteer opportunities for TAPSAC or Commencement 2010, please e-mail me at [Mary.Provost@uvm.edu](mailto:Mary.Provost@uvm.edu).

Mary Provost  
Customer Service Supervisor

### May is bringing on the green!  
Get your green on and...  

Ride your bike, walk or take the bus. This is the season to renew your efforts to use alternative modes of transportation -- for fun, for fresh air and exercise, for reducing pollution, traffic, and carbon emissions. Way To Go week, the annual alternative commuting event, has been scheduled for the week of May 17. For greening and cleaning up your bike, free introductory bike maintenance workshops are held every Tuesday at Ski Rack ([www.skirack.com](http://www.skirack.com)). Local Motion also has a bike maintenance series underway as well as traffic safety skills training, plus lots of other interesting information for bikers and walkers. Visit their web site ([www.localmotion.org](http://www.localmotion.org))!

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### GREEN UP DAY!

Thank you to the students, staff, faculty, & community members who helped with Green Up Day! Special thanks to Marty Burrows of the Residential Learning Community Department and the Staff Council Employee Environment & Facilities Committee for organizing the Green Up Day Hub in Burlington Ward 1 which includes the UVM campus.
Have you considered joining a Physical Education class this summer? Improve your fitness with a cardio challenge or weight training class, take tennis, or learn to sail. Whether you want to learn a new activity or practice a familiar one, there are many offerings available. Obtaining a spot in the classes is no longer a problem so check out the offerings on the Continuing Ed website: www.uvm.edu/~summer then enter PEAC in the subject drop down box. Join us for some summer fun and activity."

Help Camp Ta Kum Ta through the Pepsi Refresh Project

By voting everyday until the end of the month, you can help the Camp earn $250,000 in grant money to build new cabins at its South Hero location.

http://www.refresheverything.com/CampTaKumTa
Act, Sing, Dance, Draw, Paint, Learn!
As a UVM staff member, your tuition remission gives you the opportunity to learn a new skill, nurture your mind and body, and engage your creativity. Taking a UVM class also gives staff an opportunity to get closer to our students and faculty: it’s a great way to do something special for yourself and enhance your commitment to UVM. Consider one of these exciting summer classes:

ART
- The Re-Photographic Document
- Seminar: Sculpture & Photography
- Mixed Media with Pastels
- Beginning Drawing for the Non-Art Major
- Comics: Drawing a Narrative
- Jewelry Perspectives
- Clay: Wheel Throwing
- Painting

DANCE
- Hip-Hop Dance
- Argentine Tango

FILM
- Films of Stephen King
- Screenwriting I
- Film Noir & Hardboiled Fiction

MUSIC
- D1: Latin Jazz: Culture and Performance
- Festival & Event Management
- West African Drumming
- Exploring Songwriting
- Beginning Group Lessons: Piano
- Beginning Group Lessons: Guitar

THEATER
- Acting 1: Intro to Acting
- Musical Theater Performance Intensive with Bill Reed
- D2: Identity Thru Performance

Many other courses are available, including special intensives. Check out http://www.uvm.edu/~summer/ for a full list of courses.

Photo: Grammy-award winning Arturo O’Farrill will be a guest faculty member for the Latin Jazz Intensive this July

Should you have any questions or need assistance with registration, please contact Susie McFeeters at 800.639.3210 x 1 or via e-mail at susan.mcfeeters@uvm.edu.
Vtrim Women’s Fitness Weekend with the YMCA
Friday June 11, 2010-Sunday June 13, 2010
Camp Abnaki, North Hero Vermont

Who Should Attend?
- Past and present Vtrim participants and their friends
- YMCA members and their friends
- Women interested in weight loss
- Women interested in trying out new fitness activities
- Women interested in creating a motivating fitness plan

A weekend fitness program that is close to home, but feels miles away.

A Typical Day
7:00-8:00am - Dynamic Walk/Run
8:15-8:45am - Breakfast
9:00-9:45am - Injury Prevention*
10:00-10:50am - Les Mills Body Pump
11:00-11:50am - Boot Camp Fitness
12:00-12:45pm - Lunch
1:00-1:45pm - How to Dress for Comfort and Performance
2:00-3:00pm - Willpower and Grace
3:15-5:00pm - Dynamic Stretching/Kayaking
5:15-6:00pm - Stress Management*
6:00-7:00pm - Dinner
7:00-8:00pm - Evening Activities
8:00pm - Sunset Yoga by Campfire

Activities noted with * are educational discussions

Registration Information
Prices:
Day Participant - $429.00
(does not include overnight accommodations)
Double or Triple Overnight Occupancy* - $499.00
(2 or 3 people in a cabin)
Single Overnight Occupancy* - $599.00

Includes

To Register or For More Information
Visit: www.uvm.edu/vtrim/fitness or www.gbymca.org
or
Call us: 802.656.1425
More than forty years in UVM's Office of Institutional Studies, 33 of them as director, have earned Fred Curran status as something of an institution in and of himself. Interim Provost Jane Knodell's memo to the campus community with the news of Curran's retirement in June captured the career of the man who helped define the University through numbers.

"Fred's numbers," as we so often call them," wrote Knodell in her email, "have guided countless decisions and initiatives that have shaped the university over the past four decades," adding that "his patience, good humor, integrity, and dedication have helped bridge many a gap that data alone could not."

Curran is every bit the numbers wonk as evidenced by the fact that all of the flat surfaces in his office and two large computer screens cascade with data; his recollection of the precise percentage drop in out-of-state admissions yield that corresponded with UVM's elimination of football in 1974; and expressed love of a "favorite graph" that tracks historical U.S. events and UVM enrollments from the Civil War to the Great Depression to the Energy Crisis. But he also is a dedicated birder, a student of the World War I era, a passionate Catamount sports fan, and to hear his friends in a local reading society known as "The Neighbors" tell it, a talented and amusing actor.

Curran says he "liked the sound of the job and liked the look of Vermont" when he came to Burlington in 1969 to interview for a position as institutional studies analyst. In little more than a year he was assistant director of the office, then became director several years after that, drawn into the work in an era when the university would change significantly and careful analysis of data would help guide that evolution.

One gets a sense for the advance in technology Curran has been part of when he recalls programming in COBOL or FORTRAN and using key punch -- "doing sorts of cards and hoping the machine didn't eat them" -- to run data. Curran has met the growing faculty and staff needs for data through the years with a staff that rivals him in UVM longevity. Keith Couto is in his 38th year at UVM; Paul Beebe, his 31st; Nguyen Bach, his 20th; and Hasmik Manuelyan is the short-timer in her fifth year.

By Thomas Weaver

Fred Curran — who’s been analyzing and documenting UVM’s facts and figures for more than 40 years in the Office of Institutional studies — will retire this June (Photo: Sally McCay)

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

Staff Council Meetings

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

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

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

Staffline
Submission & Distribution Schedule

<table>
<thead>
<tr>
<th>Edition</th>
<th>Submission Deadline</th>
<th>Distribution of Staffline</th>
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<tr>
<td>June</td>
<td>Friday, May 14, 2010</td>
<td>Tuesday, June 1, 2010</td>
</tr>
<tr>
<td>Summer</td>
<td>Friday, June 18, 2010</td>
<td>Monday, August 2, 2010</td>
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</tbody>
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A new schedule for Staffline will be available in the June Edition.

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