Although you may know that UVM is taking a close look at its program of medical benefits for retirees, you may not know why, or what it means for you. We can shed light now on only the first question. Possible answers to the second will not be developed until late September as part of a process of community discussion, expert consultation, and consideration by the Board of Trustees.

Right now, UVM pays about $11 million yearly as the employer share of health insurance for UVM retirees. An accounting rule in effect since 2008 requires us to record as an annual expenditure an additional $26 million per year. As these charges escalate each year, they will reduce the net assets of the University. Arguably, they threaten its financial viability.

Known as GASB-45, the new rule requires governments and public universities to acknowledge the full cost of benefits over the lifetimes of employees. The Governmental Standards Accounting Board (GASB) establishes standards for accounting and financial reporting for U.S. state and local governments. We must follow GASB rules; public universities that do not cannot receive federal grants and contracts.

How real and how big is the problem for UVM? What can we do to make it less so while honoring UVM’s people-centered human resources philosophy and principles? Those questions have been put to the University Benefits Advisory Council (UBAC) in order to advance this discussion transparently, with broad community input, toward an administration recommendation and Board decision. In addition to considering the report of the UBAC, we will of course follow the usual and specific channels applicable to various classes of employees with regard to any adjustments in benefits.
Welcome to academic year 2010-11! I wish all staff could attend an orientation that equals the first year student experience that UVM offers each new class. How much fun would it be to spend a “Week of Welcome” with movies, bowling, crafts, snacks, and henna tattoos? While these students get accustomed to their new community, it is the dedicated work of staff whether in academic departments, registration, billing, parking, housing or student services, that plays a large role in creating positive experiences for all UVM students.

As the new Staff Council President, my job is to help to make your experiences as a staff member better. This might mean that Staff Council will seek more opportunities for professional development, or that we will be at the table during important discussions about our benefits. And it will mean good clear communication to all staff. There is no doubt that the discussion of Post-Retirement Medical Benefits is first on our list this year. We are pleased and appreciative that the executive level administration and University Benefits Advisory Council implemented our recommendations regarding the initial discussions. We believe that this will prove to be a very transparent process and you can be assured that Staff Council will be present and involved in these discussions.

I’ll be working with Staff Council members this year on developing a collective vision, allowing each Staff Council Representative to create realistic goals that respond to the current needs of staff. Please know that even though I work in a shared office environment without doors, my “door” is always open. I am completely available by phone, email, or if you just want to drop by, and you can always contact the Staff Council Office too. I look forward to also carrying on the tradition of former Staff Council President Beth Walsh to do outreach, and see you in your own areas. I look forward to seeing you on and around campus.

Sincerely,

Ida M. Russin
Staff Council President
Hello fellow Staff members!

It’s that time of year yet again; the dog days of summer are here, students are returning, and the blueberries are almost falling off their branches!

I would like to say thank you for all of you who elected me as your Staff Council Vice President; I am very much looking forward to supporting Ida, representing you, and helping to find solutions for your concerns. I’d also love to hear about the aspects of working at UVM that you enjoy, to ensure that they have longevity and so we can share our successes with each other.

A few issues that I’m looking forward to being involved with are the promotion and understanding of what it means to staff for UVM to work toward becoming a more pedestrian-oriented campus; the Post Retirement Medical Benefits conversation, and working to make sure that staff continue to be represented on all appropriate existing committees which make recommendations and decisions that affect the UVM community.

As with Ida, my door is always open (although I don’t actually have one either!) and my inbox is usually accommodating- feel free to contact me anytime!

Best,

Michelle M. Smith
Staff Council Vice President
Staff Council Call for Nominations

Traffic Board of Appeals

Staff Council is now accepting nominations for three (3) staff members to serve one year terms on the Traffic Board of appeals for Transportation and Parking Services. The deadline to complete a nomination form has been extended to Friday, August 13, 2010.

PURPOSE
The Traffic Board of Appeals adjudicates appeals from students, faculty, staff and visitors who have received tickets and/or have been towed for violation of the UVM Parking Rules and Regulations on the UVM campus.

MEMBERSHIP
The Traffic Board of Appeals is composed of faculty members (appointed by the Faculty Senate), staff members (appointed by UVM Staff Council) and students (appointed by the Student Government Association). These members elect a chair from the Faculty or Staff. The appointment is one year continuous, unless a Traffic Board of Appeals member resigns or completes his/her association with UVM. At that time, the appropriate body will appoint a replacement. Each Board member is empowered and responsible to designate an alternate when he/she is absent. A member of the Department of Transportation and Parking Services will service as ex-officio member.

SCHEDULE OF MEETINGS
The Traffic Board of Appeals will meet at least once a week during the academic year to hear all appeals which have not previously been settled by Parking Services. Normally, appeals for traffic violations during the summer period will be heard in September.

QUORUM
Three members of the Traffic Board of Appeals constitute a quorum. The chairperson will vote only when there is a tie vote.

AUTHORITY
The Traffic Board of Appeals has the authority to excuse the individual from the payment of a fine or tow if it finds mitigating or extenuating circumstances. The rules and regulations to be considered are those which are in existence at the time the traffic/parking violation was committed. The Board does not have the authority to alter the dollar amount of any specific fine established under

TIME COMMITMENT
- One year term with the possibility of reappointment.
- This Committee meets at least once a week during the academic year.

By appointing three individuals, it is Staff Council’s hope that the time commitment for duties on the Traffic Board of Appeals will be shared.

Nominations have been extended and will be accepted until Friday, August 13, 2010 and an appointment will be announced in mid August.

IMPORTANT INFORMATION
- Nominations are due no later than Friday, August 13, 2010
- All completed Nomination Forms should be sent to the Staff Council Office, University of Vermont, 313 Waterman Building, Burlington, VT 05405. You may also email your form to Staff.Council@uvm.edu or fax it to 802-656-8790
- An Appointment will be determined by the Staff Council President and announced in mid August
- Any questions or concerns should be directed to the attention of Jeff Bukowski, Staff Council Office Administrator at Staff.Council@uvm.edu or 802-656-8767
Transportation and Parking Services

We have Updated our Website for You!

Please Bookmark us and visit us at www.uvm.edu/tps for current TPS Updates.

And check back often for the latest information on campus transportation, parking permit and parking lot management issues that concern you.
UNIVERSITY BENEFITS ADVISORY COUNCIL

Staff Council Report on
Post-Retirement Medical Benefits Review
By Beth Walsh

As a Staff Council Member-at-Large, I was able to attend two University Benefits Advisory Council (UBAC) meetings in July on Post-Retirement Medical Benefits. The first meeting, on July 16th, included a brief presentation from Richard Cate, Vice President for Finance and Administration, and a more extensive presentation by representatives from the actuarial firm Hewitt Associates LLC.

VP Cate reviewed the information presented to the Board of Trustees (BOT) in May on the cost of post-retirement medical benefits for current retirees and employees. At age 65, retirees are eligible for Medicare. At this time, the University plan ends and a Medicare Gap plan is put in place to cover expenses not covered by Medicare. The University continues to contribute a percentage of the premium, with the retiree paying their share (currently at 14%). The Medicare Gap plan is much less expensive than the regular insurance plans. However, a high expense to the university is for those employees who retire before age 65 and Medicare eligible.

Hewitt reviewed national trends in post-retirement medical benefits for private sector employers as well as higher education. Hewitt’s study looked at such information as the prevalence of employer-sponsored retiree, health programs, types of retiree medical coverage offered (subsidized, uncapped/capped, access-only, none), employer sponsored retiree health programs for both private sector and Higher Education. NOTE: Since an argument was made to only compare UVM with other Higher Education institutions, information from the private sector will be minimalized in this review.

In a review of 32 different industries, Universities ranked 2nd with all benefits valued at 107% (or 7% above average). Approximately 62% of universities had employer subsidized pre-65 and post 65 coverage (vs. approx., 5% that had no coverage at all). Also 93% of universities offer pre-65 retirees the same active medical plan as current employees, while only 36% offer the same plan post-65. The UVM retiree medical plans provides no dollar cap, with an average premium subsidy of 86% (UVM retirees contribute 14% of medical plan premiums). UVM, for the most part, is very generous. UVM is in the 87th percentile for pre-65 retirees and 86th percentile for post-retirees in comparison to other like universities.

The representatives from Hewitt reviewed various considerations that must be looked at when proposing to change medical insurance benefits for retirees. The representatives discussed how they would like to keep current retirees at the status quo, but revise the retirement benefit for future retirees that would address their needs and be sustainable over time.

Find Information
And Voice Your Concerns

Are you concerned about potential changes to Post-Retirement Medical Benefits? Not sure about what’s being reviewed? Have a comment, question, concern and/or suggestion?

You can find more information regarding the review process by visiting the University Benefits Advisory Council webpage here: http://www.uvm.edu/hrs/?Page=unibac/intro.html

Although you can now send your comments and questions about the review of Post-Retirement Medical benefits directly to the UBAC at ubac@uvm.edu, you can still contact the Staff Council with your concerns. Names and identifying information will remain confidential, but your comments will be sent to members of the Administration and the UBAC on a regular basis throughout this review.

You can contact the Staff Council on Post-retirement Medical benefits by email at Staff.Council@uvm.edu or through our contact sheet vehicle here: http://www.uvm.edu/~stffcncl/?Page=contactsheets.html

You can find information about Staff Council’s response to this matter by visiting our website at http://www.uvm.edu/~stffcncl/?Page=post-retirementmedicalbenefits.html

This Report continues on page 7
They also talked about some of the different options currently in place across the nation, such as access only plans (where retirees are allowed to join the group coverage at their own expense), capped employee contributions (rather than % of premium cost), and the no-cap system that is currently in place at UVM. The representatives explained that, while 57% of the Fortune 500 companies that were surveyed offer access only plans, Higher Education institutions usually (61%) have a no-cap system. Some companies offer higher subsidies to employees with more years of service. The representatives from Hewitt also explained that when we purchase an insurance policy from a company that coordinates the insurance, the university spends more money than if UVM were to coordinate medical insurance itself.

The representatives from Hewitt discussed the various strategies of change (changes in Plan Design = low to moderate impact to expenses, changes in eligibility = moderate to high impact, and changes to the amount that the employer contributes to the premium costs = greatest impact). They talked about possible categories to consider when rolling out any changes, such as those not yet hired, newly hired, mid-career employees, retirement-eligible, and those already retired. Some of the other divisions to consider include a pre-65 plan and a post-65 plan.

The meeting on 7/22/10 was a meeting of the subcommittee, Health Insurance Working Group (HIWG). HIWG identified a number of areas of which they will ask the representatives from Hewitt to elaborate on in more detail. These included getting a list of peer and aspirant institutions for benefit comparison as well as finding out the monetary impact to UVM based on changes proposed (i.e. what kind of change would give UVM the most for its money while creating the smallest impact on employees and retirees?) Barbara Johnson, Associate Vice President for Human Resource Services, agreed to develop and distribute a list of peer institutions to HIWG members so that the group can consider total compensation offered by these institutions, including retirement plans, insurance, salary, etc. The term “subsidy” was discussed and it was agreed that the term contribution or share would better reflect the % of premium paid by the employer. The point was that employees accepted other aspects of employment due to the retirement package being offered when they were hired (i.e., lower salaries). The group wondered what kind of affect the changes due to the country’s Health Care Reform would have and whether there were other changes that might also affect insurance costs.

A Health Savings Plan was also discussed. This might not be good for the lower paid employees who would have to contribute a percentage of their pay to the account. Many might choose not to contribute because they might feel that they cannot afford to take home less pay. Also, if individuals do not have much knowledge about investing, or the market takes a downturn during a time when the employee needs to withdraw money for health care, this may not be in the employee’s best interest. We must also keep in mind that a small percentage of the lower paid employees’ paychecks won’t amount to very much, and healthcare is very expensive.

It was suggested that one change might be a requirement that an employee retire after the age of 65, to avoid the expensive pre-65 plan. Some concern was expressed pertaining to the recruitment and retention of top quality faculty if that change were to be made, but similar consideration to recruitment and retention of staff was not discussed at length. The work group discussed only 4 categories of employees, lumping the newly hired with the mid-career employees.

In my opinion, there should be at least 7 categories of employees and that perhaps the age of the employee should also come into play when rolling out the changes that are sure to come. Younger employees will have more time to accrue savings than their older colleagues. The 7 categories that I envision are 1) not yet hired, 2) newly hired – less than 3 years, 3) mid-career – 3 to 8 years, 4) UVM career employees – 8 to 12 years, 5) lifetime employees – more than 12 years, 6) eligible for retirement, and 7) already retired. I also believe that employees over the age of 50, should receive some special consideration, since their employment choices might have been different if they had known that their retirement benefits would be substantially changed. Many UVM employees have accepted lower salaries due to the anticipated retirement benefits. I also believe that an age requirement for retirement of 65 is perfectly reasonable and would have very little effect on faculty and staff recruitment and retention. The life-span of US citizens has been greatly expanded by the advances in medicine, technology and nutrition and changes in employment should change accordingly.

Thank you to Debbie Stern and Kelly Circe for their continued service and diligence on the UBAC. I will not be able to attend the August meetings, but hope to receive updates from Staff Council members in attendance and will plan to attend any future meetings.
The committee expanded the Site Planning and Design Review process with the formation of a CMPC Review Subcommittee to provide preliminary review and approval of smaller more timely projects. In fall 2009, three projects were approved and implemented, University Heights Residential Learning Complex Greenhouse Edible Gardens, a student run initiative, Davis Center Mural, a temporary mural by Professor Mary Haggerty with Art Department students, and a new standard cigarette disposal receptacle which was distributed across campus.

The committee resolved there should be a formal final approval document once the CMPC recommends approval of a project. CPS should prepare a form or check off for senior administration approval or sign off. Then there will be written confirmation of final UVM approval for any given project.

The 2009 Class gift of a landscape design plan for the Davis Center Oval has been amended to incorporate the principles of the Campus Master Plan. The inclusions of functional requirements to the design were circulation, visibility, and provision for grounds continued maintenance of the area. CMPC unanimously approved the landscape design, also obtaining Davis Center staff approval.

The Rubenstein School of Natural Resources, Aiken Building renovations began June 1 and are slated to be finished by fall 2011. Construction fencing has been installed around the building; walking paths nearest the Greenhouses have been blocked. As the third building on the Davis Center oval, Aiken has gone from a “background” building to one of the major buildings seen from the Davis Center Oval and Main Street. An illustration of the finished renovation can be found here: http://www.uvm.edu/rsenr/files/RSENRalumSpring10Web.pdf

The Landscape Advisory Subcommittee approved creation of a UVM Bicycle Users Group, (BUG) in response to student, staff, and faculty issues. Creating safe and responsible bicycle use on, to and from campus can contribute to UVM’s overall transportation plan, improve congestion and reduce parking needs as well as improve air quality and public health. The UVM entity responsible for transportation and parking, Transportation & Parking Services (T&PS), has the most knowledge, control and interest in these issues. Therefore the recommendation is that the BUG be formed as a subcommittee of the T&PS Advisory Council (TAPSAC). The CMPC welcomes input and ideas on its web page here: http://www.uvm.edu/~plan/?Page=ideas.html&SM=ideasmenu.html

From June through August 13 upgrades to the Quad and Terrill will include site/civil work on the walkways in the Bailey/Howe Quad. Asphalt walkways will be completely replaced with new concrete; a new bike storage area will be created and existing drainage issues will be addressed. The south side of Terrill will receive an extension of a retaining wall; a new pad for roll off recycling bins; the demolition of an abandon chiller pad. A new “turnaround for service vehicles will be constructed as well. There will be some excavation for the new sidewalks, and new concrete will be installed. This will involve some noise and some general construction dust. There will be construction vehicles parked on the grass adjacent to the quad. All lawn areas will be restored. Pedestrians are advised to follow all signage on site as walks will be detoured.

Respectfully Submitted,
Anne Marie Resnik
Staff Council Appointed Representative
SOCIALLY RESPONSIBLE INVESTING WORK GROUP

- The Committee voted unanimously to approve the Reaffirm Divestiture from Sudan, Resolution for Divestment from Sudan.

- Recommend Divestiture from Companies Manufacturing or Distributing Cluster Munitions and/or Military Items Containing Depleted Uranium for recommendation to the full Board.

- The Work Group has heard a proposal, presented by Professor Ian Stokes and student Benjamin Silverman, recommending divestment from companies directly or indirectly supplying weapons to the Israeli military until such time as the Israeli military leave Palestinian territory and airspace, and end its blockade of Palestinian territory. The group continues to deliberate on this issue.

- UVM Research Associate/Lecturer Gary Flomenhoft presented a proposal recommending UVM adopt the Norway Government Pension Fund - Global ethical criteria for their own screening of investments.-no follow-up, no action taken.

- UVM student John Zirkle submitted a proposal recommending divestment from companies that are involved in genetic patenting and patented genetically-modifying crops companies whose products may lead to genetic contamination, harmful human health side effects, oppression of poor farmers, limited and unreasonably expensive medical treatment options, and curtailed genetic research due to patents.

- Three proposals were presented by the university community during the academic year, including two that were on opposing sides of the same issue. SRIWG recognized the need to develop a process around soliciting university community input on proposals. The work group will review best practices of other universities and develop a recommendation.

- The workgroup has been discussing possibility of developing a screen or set of guidelines that would act as a “ground truth” for future decision-making. Several external screening mechanisms were reviewed and utilized in efforts to understand “best practices” as well as specifics related to individual proposals.
  - EIRIS contact regarding filters for SRI.
  - Presbyterian Church divestment procedures
  - Stanford student resolutions

- Overall, we feel that it is important to continue developing a SRI set of screens that guide UVM's investments to support the overall values (“Our Common Gorund”) for the institution. This would encourage future investment strategy and potentially serve to gradually wind down investments deemed non-SR over time. This would represent a proactive (rather than reactive) SR investment strategy for UVM and in my mind, the culmination of the work of this group.

Respectfully Submitted,
Michael Moser
Francis Churchill
Staff Council Appointed Representatives
The Clean Energy Fund (CEF) is a $10 assessment on each student every semester that was established by the student body to offset the initial cost of renewable and “clean” energy projects that support the campus and University mission. Management of the fund (entering its 3rd year in 2010-2011), is overseen by a committee of undergraduate students, graduate students, staff, faculty and alumni.

There were two significant highlights for the CEF committee this year.

1. The CEF approved the first round of funding for energy projects totaling $256,669. These projects include $174,669 for:
   - Building dashboards to display energy use in University Heights North & South, Votey and Given;
   - Solar Tracker panels to be installed at 705 Spear Street;
   - Solar array at Miller Research (Equine facility);
   - Passive solar hot-water system at Slade Hall;
   - Smart grid research and solar tracker installation at Votey;
   - Additional courses to support energy auditing, sustainable transportation and renewable energy; and
   - An assessment of the potential for Trinity Campus to meet its energy needs with biomass fuels.

2. The CEF developed a timeline for 2010 – 2011 that can efficiently meet the needs of applicants to the fund as well as using the fund to leverage external resources to assist in project development.

Additional information about the fund or these projects can be found at UVM’s Office of Sustainability website:

http://www.uvm.edu/~sustain/?Page=cef/cleanenergy.html&SM=cef/CEFmenu.html

Respectfully Submitted
Francis Churchill
Staff Council Appointed Representative
Boston Bus Trip ~ Saturday, September 18, 2010

Sponsored by Staff Council Recreation Committee

The Staff Council Recreation Committee is once again sponsoring a day trip to Boston on Saturday, September 18, 2010. We provide the transportation to and from the city, and you choose what you want to do. The opportunities are endless—wonderful shopping, dining, theatre, museums. The bus will be leaving the Waterman parking lot at 7:00 am on Saturday morning. The bus will leave Quincy Market in Boston at 7:00 pm, bringing everyone back to UVM at approximately 10:30 pm.

The cost is $34 for UVM Employees (including retirees) and $39 for Non-UVM Employees. Complete the form below and return it with your check payable to UVM to the Staff Council Office, 313 Waterman. The extended deadline for signing up is Friday, September 3, 2010. If you require accommodations, please contact the Staff Council Office at 656-4493 or by email at Staff.Council@uvm.edu.

The Recreation Committee reserves the right to cancel any event. Deposits will be refunded only if the event is cancelled. Limited space is available and is reserved on a first-come, first-serve basis.

Boston Bus Trip Saturday, September 18, 2010 Registration

Name:________________________________________
Dept.:_______________________________________
Work Address:________________________________
Phone:_______________________________________ Email:_____________________________________

UVM Employee at $34, Sub-Total:________________
Non-UVM Employee at $39, Sub-Total:____________
Total Amount Enclosed (checks Payable to UVM):________________

Return this form to the Staff Council Office, 313 Waterman with your check payable to UVM no later than Friday September 3, 2010.

For a printable version of this reservation form, please visit the Staff Council website at the following link: http://www.uvm.edu/~stffcncl/pdf/bostonbusflyer091810.pdf
University News & Announcements

Montreal Botanical Gardens Tour
Monday, September 13, 2010

You will not want to miss this day tour to one of the world’s top garden attractions, the Montreal Botanical Gardens, and a chance to see their famous Chinese lantern display. Leaving the Horticulture Research Center in So. Burlington (behind Heritage Ford off Rte. 7 south) at 8am, returning around 7pm, we'll travel in a Premier luxury coach. This tour is sponsored by Green Works, the Vermont Nursery and Landscape Association, with collaboration from the Kings Garden at Fort Ticonderoga and UVM Extension.

Refreshments will be served going and coming, and the videos on the bus will give you an overview of these gardens -- the second largest in the world-- and show you the development of them on the way up, and showcase other gardens including ones from England on the way back. The tour price includes admission to the greenhouse conservatories and gardens. Lunch may be purchased at the gardens, or you may bring your own. Keep in mind the mileage alone (figured at the federal rate) if you drove would be more than the total price of this tour, would entail dealing with Montreal traffic, and wouldn't even include parking and gardens admission, as well as the chance to meet and learn from others with garden interests--all part of this tour.

This tour is timed to coincide with the Chinese lantern display. This display of hundreds of hand-made silk lanterns is of course stunning at night, but is even more colorful and easily seen in daylight. In addition to the lanterns strung along walks, each year the main display represents a new theme and new lanterns, some floating in the pond, some over 10 feet high. This display is found throughout the largest Chinese garden outside China (done in the style of the Ming Dynasty), where you'll also find the largest Penjin (Chinese bonsai) collection in North America. Nearby you'll find the modernistic Japanese garden, tea room and bonsai collection; and many specialty gardens such as rock garden, perennials, roses, design ideas, trees and shrubs. The 11 greenhouses have changing seasonal displays, and extensive collections of plants such as orchids, begonias, ferns and cacti. Included is a free tram ride with commentary around the gardens.

Any family or friends interested in joining you? Send in your registration NOW in order to guarantee seats on this relaxing, comfortable and educational tour which usually sells out early.

--------------------------------------------------------------------------------------------------------------------------
Montreal Botanical Gardens Tour Registration--September 13, 2010
--------------------------------------------------------------------------------------------------------------------------

Address ______________________________________________________________________________________
phone __________________________  email________________________________________________________
Attendee names:   ____________________________________
________________________________________
____________________________________
________________________________________

Required for border crossing will be one of the following: U.S. passport, passport card, or Enhanced Drivers License. If you need to obtain one of these, please allow at least 4 to 6 weeks

Enclosed is my check (payable to "VNLA") for ___ persons at $75 per person ($65 per person for Green Works members and Vermont Master Gardeners), for a total of $_______. Tour cost includes luxury motor coach, refreshments throughout the trip, and admission. Confirmation and further details will be provided prior to the trip. Return registrations by August 30 to: Leonard Perry, Dept Plant and Soil Science--UVM, Burlington, VT 05405. Questions? leonard.perry@uvm.edu
CCTA Bus Route to Williston Village

If you live near the village of Williston, you might want to consider taking the CCTA bus to UVM. There are 2 morning pickup times in the Village and you get dropped off at University Heights. There are also 2 pickup times in the afternoon from University Heights back to the Village. Even taking the bus once a week can save you money because it is free with your UVM CATcard ID. Instead of hassling with the traffic, you can sit back, read the paper or just relax and enjoy the ride. Consider taking the bus!

For more information on the Williston Village and all other bus routes, please visit the CCTA website.

A Beautiful Day on The Links

The 6th Annual UVM Golfing Event was held on Friday, July 30th. There were a total of 36 people who got out and enjoyed a beautiful day on the Links at Lang Farms. It was an extra special day for Jack Drake who got a hole in one on the 13th hole. Congratulations Jack – a great job.

The Committee would also like to thank the many departments and outside vendors who donated prizes to our event.

I would also like to thank Rose Laba, Jeff Senator, Patty Redmond and Tish Boldwin - without their help and support this event could not happen.

Annette Mailhot
Member of the Recreation Committee

VINEYARD OPEN HOUSE
At the University of Vermont Vineyard

Friday, August 20, 3:30-5:30PM
UVM Horticulture Research Center,
65 Green Mountain Drive, South Burlington.

Visit the research vineyard and see eight varieties of cold-hardy wine grapes and eight varieties of table grapes. Learn about growing grapes in Vermont.

Free and open to the public.
For more information and directions visit:
http://pss.uvm.edu/grape/UVMvineyard/UVMvineyardhome.html

Directions to the farm from campus: The HRC is located behind GE Healthcare (formerly IDX) and the Heritage car dealerships off Shelburne Road. Follow Spear Street South to Swift Street, take a right at the light and continue to Shelburne Rd. Turn left on Shelburne Rd / route 7 South and travel 1.5 miles. Turn left at the traffic light onto IDX Drive. Travel .3 miles on IDX Drive and turn left onto the Horticultural Research Center access road.
Tickets for The Great Escape & Splashwater Kingdom are now available in the Staff Council Office
313 Waterman, 85 South Prospect St., Burlington VT 05405
M - Th: 8am - 3:30pm & F: 9am - 1pm
Please call 802-656-4493 or email Staff.Council@uvm.edu

Discounted ticket prices:
Adults & Children: $26.00 ($40.99 + tax at the gate)
Children age two and under are free!

The parking fee per car is $10.00 at the Great Escape Park

Operating Dates:
- The Great Escape Park opened May 8th - weekends only and opens for daily operation June 16th through Labor Day, September 6th.
- Splashwater Kingdom is now open through September 6th

If you are unable to stop by the Staff Council Office during our business hours to purchase your tickets, you may now order tickets online. New this year, UVM employees and retirees may purchase tickets online, through our own Six Flags site. These “print and go” one-day tickets are $26.00 + tax = $26.46. There is a $5.00 processing fee per online order.

UVM’s Online Order Link for Six Flags:
Username: UVM
Password: SixFlags13

Additional information may be found by visiting www.sixflags.com
The UVM Department of Theatre announces its 2010-2011 Subscription Season filled with gender-bending time travel, a classic re-envisioned, a mistaken identity comedy and a 20th anniversary when it presents Cloud Nine by Caryl Churchill, A Doll's House by Henrik Ibsen, and William Shakespeare's Twelfth Night. The Toys Takes Over Christmas returns celebrating 20 years at the Royall Tyler.

Cloud Nine, an audacious, award-winning British comedy by Caryl Churchill wraps gender-bending characters and outrageous portrayals of sexuality in thought-provoking satire placed in both Victorian Africa and modern day Great Britain. Directed by Sarah Carleton Cloud Nine will contain mature material not recommended for younger audience members as well as brilliant, witty dialogue and runs September 30 through October 10.

In A Doll's House Nora appears to be a perfectly happy housewife, devoted to her family without a care in the world. But what past secrets does she hide? What steps did she once take to save her perfect life and marriage? Although she desperately tries to hide the truth all is revealed on this Christmas Eve and Nora's world is about to explode! Henrik Ibsen's classic is re-invented for the 21st century with adoption and direction by Gregory Ramos in this breathtaking and imaginative production. With themes that question gender relations and women's rights, the play is as provocative today as ever and runs November 4 - 14.

The season closes with one of the most widely performed comedies Twelfth Night by William Shakespeare and directed by Peter Jack Tkatch. The Duke is in love with Olivia who is in love with the Duke's messenger, who is really Viola, who is in love with the Duke and disguised as a boy. Did we mention that she has a twin brother? Mix in some rowdy characters and anything can happen when Shakespeare's beloved cross-dressed comedy comes to life on the Royall Tyler stage running February 17 – 27, 2011.

The Toys Take Over Christmas returns to celebrate 20 years of holiday joy for the whole family! Written by Patricia Clapp the story of who is the greatest toymaker and all of the loveable toys along with a visit from everyone's favorite North Pole native will come to life December 4 & 5 at 10am, 2pm & 6pm at the Royall Tyler.

UVM THEATRE ANNOUNCES 2010-2011 SUBSCRIPTION SEASON

HOW TO ORDER

Subscription packages are $39-$48 for the three main stage productions and subscribers get the added benefit of ordering Toys tickets early. Subscriptions go on sale July 19 and are available by mail or on line at www.uvmtheatre.org. The Box Office opens and single performance tickets go on sale by walk up, phone and on line on September 7. Toys tickets go on sale to the general public October 18th. Performances are Thursday -Saturday at 7:30pm and every 1st Saturday and final Sunday at 2:00pm. ASL interpreted and audio descriptive performances are available during the Sunday 2:00pm performances. All performances are wheelchair accessible. For more information on UVM Theatre's 2010-2011 Season or to be added to the mailing list visit on line at www.uvmtheatre.org.
**Staff Appreciation Week**  
September 20-24, 2010

Mark your calendars for this year's annual Staff Recognition Week.

**Social on the Green**, Monday, September 20
All UVM staff are invited to a picnic hosted by President Daniel Mark Fogel and Rachel Kahn-Fogel, under the tent in front of the Fleming Museum.

**Ten-Year Luncheon**, Wednesday, September 22
Staff celebrating 10 years of service to UVM will be honored with a luncheon hosted by Interim Provost, Jane Knodell. By invitation only.

**Staff Recognition Dinner**, Friday, September 24
Staff celebrating 15 years or more of service to UVM will be honored with a dinner in the Davis Center’s Grand Maple Ballroom. By invitation only.

For questions regarding Staff Appreciation Week, contact Rodman Cory in Human Resource Services.

---

**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.

---

**Professional Certificate in Leadership and Management**

Register now for the Vermont Business Center’s popular Professional Certificate in Leadership and Management. The certificate features highlights from UVM’s core MBA curriculum, and provides a much-needed management toolkit, including the key concepts, vocabulary and analytical tools essential for effective management and strategic decision-making. The certificate is made up of a series of one and two-day seminars that meet twice per month on campus October through January.

A 20% discount is available for this non-credit certificate to all UVM affiliates and their families. For more information call 656-2085 or www.uvm.edu/~vbc/
**University News & Announcements**

---

**Staff Council Meetings**

**August**  
Council Meeting: Tues. Aug 3rd  
12:05 pm to 1:30 pm  
Waterman, Memorial Lounge

**September**  
Council Meeting: Tues.  
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>
</tr>
</thead>
<tbody>
<tr>
<td>September</td>
<td>Friday, August 13, 2010</td>
<td>Wednesday, September 1, 2010</td>
</tr>
<tr>
<td>October</td>
<td>Friday, September 17, 2010</td>
<td>Friday, October 1, 2010</td>
</tr>
<tr>
<td>November</td>
<td>Friday, October 15, 2010</td>
<td>Monday, November 1, 2010</td>
</tr>
<tr>
<td>December</td>
<td>Friday, November 12, 2010</td>
<td>Wednesday, December 1, 2010</td>
</tr>
<tr>
<td>January</td>
<td>Friday, December 10, 2010</td>
<td>Monday, January 3, 2011</td>
</tr>
<tr>
<td>February</td>
<td>Friday, January 14, 2011</td>
<td>Tuesday, February 1, 2011</td>
</tr>
<tr>
<td>March</td>
<td>Friday, February 18, 2011</td>
<td>Tuesday, March 1, 2011</td>
</tr>
<tr>
<td>April</td>
<td>Friday, March 18, 2011</td>
<td>Friday, April 1, 2011</td>
</tr>
<tr>
<td>May</td>
<td>Friday, April 15, 2011</td>
<td>Monday, May 2, 2011</td>
</tr>
<tr>
<td>June</td>
<td>Friday, May 14, 2011</td>
<td>Wednesday, June 1, 2011</td>
</tr>
<tr>
<td>Summer</td>
<td>Friday, June 17, 2011</td>
<td>Monday, August 2, 2011</td>
</tr>
</tbody>
</table>

---

**ANNOUNCEMENTS**

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

Congratulations to **Betsy Bahrenburg** of the UVM Substance Abuse Treatment Center on the birth of her first grandchild **James Vernon Bahrenburg** on April 21, 2010.

A note of thanks and gratitude to **Margaret “Candy” Battey** for 30 years of loyal service to the University of Vermont.

---

**CONTACT STAFF COUNCIL**

Do you have an idea, suggestion or concern you would like the Staff Council to know about or investigate? If yes, consider filling out a Staff Council Contact Sheet to let us know. Contact sheets can be found on our website at  
www.uvm.edu/~stffcncl/?Page=contactsheets.html

---