As I returned to campus after an absence of several years I was greeted with warmth by staff members across the campus and it immediately reminded me of how much I had missed you and UVM. The staff are here day in and day out 365 days a year making UVM function successfully. When I was provost, I used to do the orientation sessions for new employees and liken UVM to a small city and explain about its numerous parts, many of which even the faculty and students have no idea about. I wish to thank you for what you do to help our students learn and our researchers discover new knowledge, to make our campus safe, maintain our buildings and grounds, pay out checks, look after our benefits, and the hundreds of other things that happen every day.

While the faces are warm and friendly I also detect some pain and anxiety. I think I understand why. Part of my role here over the next few months is to help us be the community we aspire to be in Our Common Ground. A community that talks about challenges openly and truthfully and operates with respect and fairness. That I pledge to do. There has been much talk about budget challenges, and we do face some, as does virtually every other institution of higher education. We are well positioned, but we must not be complacent if we are to survive this dismal economy, maintain affordability for our students, invest where we need to, and be competitive in attracting and compensating our employees. To help us address our challenges, Provost Knodell has initiated a strategic initiatives project to look at new ideas for revenue generation and cost reduction and examine other approaches that will help us be stronger and deal with our long term financial challenges. In the coming weeks we will engage the campus in that effort and explore how we might make the operations of UVM better and more efficient.

Finally, as I have said many times over the last three weeks, we will move beyond our recent difficulties. We should be justifiably proud of who we are and what we do and I plan to remind our community, and the State of Vermont of that fact every day. I hope you will help me reinforce that message. For example, when people say UVM is not affordable for Vermonters, remind them that our tuition is less than the average cost of a Vermont secondary education and that one third of Vermont students paid no tuition or fees to come here.

Remind them that our 30,000 Vermont alumni teach their children, run Vermont’s businesses, and create jobs, grow their food, and heal them when they are sick.

Remind them that our economic activity is worth over a $1 billion annually and we are the 4th largest employer in Vermont. Tell them our researchers bring in over $130 million a year in grants and generate knowledge and inventions that improve our lives, protect the environment and helps drive the economy and jobs.

This decade will see economic challenges and change that will have immense impact on this state and its citizens. As that happens, higher education will become ever more important to our future than it is today. You – our staff - are essential to that dynamic. Thank you again for all that you do, and all that you continue to contribute to UVM.
A Note From Staff Council President Ida Russin

After the destruction that we witnessed this spring, it is difficult to comprehend that we are again reeling from the aftermath of flooding here in Vermont as a result of Hurricane Irene. There are many challenges ahead of us, but I know that our strong sense of community that defines us as Vermonters will get us through this.

As I did in the spring, I ask that you look around and see who in our UVM community might be in need of help. There are caring and committed staff in the Employee Assistance Program ready to talk with employees. The Staff Council itself, administers small interest-free Emergency Loans to staff employees for those in immediate need of monetary assistance. Let’s take the time to check in and make sure that our community and neighbors are safe and well.

I also want to take this opportunity to thank all those involved with Emergency Management here at UVM for their proactive preparations to keep students, staff, and faculty safe during the storm. We greatly appreciate the consistent sharing of information via multiple means of communication throughout this past weekend.

Interim President Bramley indicated in his August 31st communication to the University Community that “UVM as an institution and as a community of individuals is committed to providing help to the people and communities of Vermont on a sustained basis as they face the difficult challenges ahead in the months to come” and I would encourage you to consider accepting this call to action in whatever way you can. The smallest contribution can still have a significant impact.

For more information on how you can help, please visit the UVM Emergency Management Website http://www.uvm.edu/~emergncy/

Despite what we have all experienced earlier this week, I know that this is going to be a great year and I wish you all the best as we begin the fall semester.

Sincerely,

Ida M. Russin
Staff Council President
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 Monday, August 8, 2011 for its first official meeting. Introductions were made by all committee members and the Staff Council Mission Statement as well as the Committee Charge were reviewed. A list of work assigned to the committee for this upcoming Academic year was reviewed. This included but is not limited to the following:

- Job Elimination Process – Layoffs/Restructuring
- Post-Retirement Medical Benefits
- Compensation Increase Recommendation
- Same-Sex Partner Federal Tax Inequity
- Tuition Remission – Stability of Benefit
- Short-Term Disability Follow-Up

Through anonymous secret ballots cast by the committee members only, Rodman Cory was elected as Chair and Mark Hall as Vice Chair. Their positions will be confirmed by a vote at the Tuesday, September 6, 2011 Staff Council Meeting. Future meetings of the CBB have been scheduled for the 2nd Thursday of every month from 11 am to 12 noon. The next meeting will take place on Thursday, September 8, 2011 from 11 am to 12 noon at 109 S. Prospect St., Rm. 007. 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 http://www.uvm.edu/~stffcncl/?Page=cbb.html

OUTREACH, ASSESSMENT
AND UNIVERSITY ENGAGEMENT

The Outreach, Assessment, & University Engagement Committee (OAUE) met on Tuesday, August 9, 2011 for its first official meeting. Introductions were made by all committee members and the Staff Council Mission Statement as well as the Committee Charge were reviewed. A list of work assigned to the committee for this upcoming Academic year was reviewed. This included but is not limited to the following:

- Survey Results (Review the Report and see what specific tasks need to be taken on by this committee and assign issues to other appropriate committees)
- Survey Moving Forward
- Diversity and Inclusion efforts
- Creation of Staff Council Logo/Branding
- Spotlight on Staff piece for Staffline
- Staff Council Brochure updates

Through a show of hands cast by the committee members only, Susan Williford was elected as Chair and Laurie Juskiewicz as Vice Chair. Their positions will be confirmed by a vote at the Tuesday, September 6, 2011 Staff Council Meeting. Future meetings of the OAUE have been scheduled for the 3rd Wednesday of every month from 1 pm to 2 pm. The next meeting will take place on Wednesday, September 21, 2011 from 1 pm to 2 pm in the Staff Council Conference Room, 305 Waterman. You can send questions, concerns, suggestions and/ or ideas to the 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

*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 267are 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 Wednesday, August 10, 2011 for its first official meeting. Introductions were made by all committee members and the Staff Council Mission Statement as well as the Committee Charge were reviewed. A list of work assigned to the committee for this upcoming Academic year was reviewed. This included but is not limited to the following:

- Performance Appraisal – Standardization/Tracking/Efficiencies
- Transportation and Parking Services Issues
- Smoke Free Campus Initiatives
- Pedestrian Campus Initiatives
- Monthly Piece from TPS/Green Initiatives for Staffline
- Mentor Program for DFES
- Assign one member to be one of the Staff Reps on TAPSAC
- Meet with the Director of the Office of Sustainability (Gioia Thompson) once per semester to support Climate Action Plan initiatives

Through a show of hands cast by the committee members only, Sharon Mone was elected as Chair and Isis Erb as Vice Chair. Their positions will be confirmed by a vote at the Tuesday, September 6, 2011 Staff Council Meeting. Future meetings of the PPDOE have been scheduled for the 3rd Tuesday of every month from 11 am to 12 noon. The next meeting will take place on Tuesday, September 20, 2011 from 1 pm to 2 pm at 161 Billings Library (Center) – the conference room within HRS Learning Services. 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 Thursday, August 11, 2011 for its first official meeting. Introductions were made by all committee members and the Staff Council Mission Statement as well as the Committee Charge were reviewed. A list of work assigned to the committee for this upcoming Academic year was reviewed. This included but is not limited to the following:

- Holiday Bazaar
- Boston Bus trip
- Bulb Planting
- Staff Art Exhibit
- School Supply Drive
- Community Service
- Casino Bus Trip

Additional items to be listed or discussed include the following:

- Champlain Valley Fair Tickets
- Mall Trip/Shopping Trip

The committee also agreed to hold a Boston Bus Trip on Saturday October 22, 2011. More information about the trip including costs can be found in the Staffline and on the Staff Council website.

Through secret ballots cast by the committee members only, Marie Tiemann was elected as Chair and Karen Lemire as Vice Chair. Their positions will be confirmed by a vote at the Tuesday, September 6, 2011 Staff Council Meeting. Future meetings of the Social Committee have been scheduled for the 2nd Tuesday of every month from 10:30 am to 11:30 am. The next meeting will take place on Tuesday, September 13, 2011 from 10:30 am to 11:30 am at 109 South Prospect Street, Rm 007. You can send questions, concerns, suggestions and/or ideas 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.
The committee was pleased to witness ten years of careful planning come to fruition when the University broke ground on the Redstone Lofts project in May 2011. Construction is progressing as expected with occupation scheduled for Fall 2012. The project consists of two buildings, four and five stories tall, with a connector building for student amenities, called “the lantern”. It consists of 400 beds of apartment style housing for upper class students. Parking will be located on the ground, partially under the building. Bicycle parking will also be located under the building. The project will overlook the existing storm water pond.

Ongoing review of on-campus and off-campus University spaces will be continued in the Campus Master Plan Update (CMP) and the Open Space Inventory and Analysis (OSI). New orthographic maps will aid in analyzing over 80 documented open spaces for future use. The College of Agriculture and Life Sciences is collaborating with Sandia Labs on solar panels currently situated at the Miller Farm on Spear Street. The college is in the process of exploring a Master Plan for the use of that site.

As part of its ongoing commitment to environmental concerns the committee will be working with the University on both the Climate Action Plan and Clean Energy Fund. The Climate Action Plan calls on UVM to stand by its promise to achieve carbon neutrality by 2025. UVM now has a plan that lays out the process to accomplish that. This includes heat alternatives, offsets, and getting away from fossil fuels by 2020. This plan lays out the reality of what this entails, is on line, and will be presented to the Board of Trustees. The Clean Energy Fund is a student-generated, dedicated fund for alternative energy projects. The first project is the 17 trackers at the Aiken Forestry station on Spear Street. These generate 4 KW each for a total of 17% of power that Aiken (the on-campus building) will need, after its renovation. The building will come back on line in October 2013.

Curious about the Aiken Building renovations? Visit the Facilities and Design web link for more information: http://www.uvm.edu/~arch/?Page=projects/aiken.html&SM=currentprojectmenu.html

The Landscape Advisory Subcommittee was asked to look at bike rack issues and quickly concluded that bicycle transportation is much more complex than just rack placement. To appropriately integrate bicycles into the overall Transportation Plan, a Bicycle Master Plan will be created. In other bike news, students at the SGA are debuting a bike share project with 17 bikes at three hubs, Redstone, Davis Center and McCauley Hall on Trinity. Accountability will be tracked through the cat-card system; data will be collated and included in the Bicycle Master Plan.

Jim Barr of Facilities and Design is collaborating with Professor Mandar Dewoolkar, an engineer looking at pervious paving. They are looking into the possibility of pervious paving at the existing back lot near Ira Allen at Trinity Campus. Permeable paving surfaces are effective in managing runoff and restraining erosion.

Respectfully Submitted,  
Anne Marie Resnik  
Staff Representative on the Campus Planning Advisory Committee
Specific WG proposal work items included:

- Convening of a community input process for the Israeli Military divestment proposal. After hearing from many, very vocal community members both in support of, and opposed to the divestment proposal as written, a decision to table this proposal for the time being was advanced by the group. This decision was not simple and was the result of a desire to ensure equity in proposals where direct conflict between two parties is involved and where the line of victim/aggressor is not clear.

- The WG also reviewed current divestment actions and advanced a proposal to continue divestment from Companies contributing significantly to the development/manufacturing of Cluster Munitions for a term of 5 years as opposed to the previous annual term.

- The WG also reaffirmed a continuation of divestment from Sudan for another 1-year term.
  - Each of these proposals were forwarded to and subsequently approved by the Investment Sub-committee and the Budget, Finance & Investment Committee of the Board.

Additionally, the SRIWG underwent some strategic visioning regarding the future operational characteristics of the group. Several factors of the group’s current operation were considered including:

- Development of objective selection criteria to guide the WG’s decision-making process
- Strategies for development of an efficient model of proposal intake, review, community input and decision-making for individual proposals
- Communication strategy outward to the University Community
- Assurance of full-disclosure of any “conflict of interest” from WG participants when working on any given proposal
- Process for advancement/modification of proposals

In addition, the workgroup convened several discussions regarding ownership of proposals as well as consideration of proactive vs. reactive strategies for advancement of Socially-responsible investing strategies of the endowment overall.

- Ownership was discussed in reference to the interaction between authors of a proposal and the workgroup members with an eye toward developing a fair process for modifying and advancing a proposal
- The discussion of Proactive vs Reactive Socially-Responsible investing explored strengths and weaknesses of the current strategy (reactive to proposals brought forth) and possible proactive models (establishment of objective criteria from which to consider any future investments).

Respectfully Submitted,
Michael Moser and Francis Churchill
Staff Representatives on the Socially Responsible Investing Workgroup
The Staff Council would like to thank all members of the UVM Community who donated so generously to the School Supply Drive held this summer to benefit the Greater Burlington YMCA. Thanks to our donations children in Addison, Barre, Fletcher, St. Albans, and Winooski will be able to start the school year with new supplies. We donated 50 packs of crayons, 51 rulers, 151 notebooks, over 80 binders, and over 1,000 pencils just to name a few of the items.

We want to especially thank the Davis Center, Bailey/Howe Library, Dana Medical Library, and Physical Plant who graciously allowed us to use their spaces as drop off locations. We also want to acknowledge the collective donations given by Continuing Education and Human Resource Services which had a significant impact on our overall donations.

Thank you to Annette Mailhot, Jeff Senator, and Rose Laba for organizing the 7th Annual Staff Council Golf Outing on Friday, August 5, 2011. This year’s event was again held at the Links at Lang Farm and had over 40 staff, faculty, and retiree participants. As in past years, participants were able to purchase Mulligans to improve their game with the proceeds going to a local non-profit organization. This year’s Golf Outing raised $125 which was donated to the Chittenden Emergency Food Shelf to help others in our community.
University News & Announcements

Staff Council Holiday Bazaar
Sponsored by the Staff Council Social Committee

Thursday December 1, 2011
9:00 am — 4:00 pm
Grand Maple Ballroom
Davis Student Center

Fragrant evergreen wreaths, soft woolen garments, sparkling jewelry, scrumptious goodies
—all this and more awaits you at the Staff Council Holiday Bazaar.

UVM Staff, Faculty, Students, Alumni, and Retirees can participate by renting a table to sell their own
crafts or by donating handmade crafts or home-baked goods to the Social Committee table. All proceeds
from table rentals and the committee’s tables directly support Staff Council Social Committee events
such as Champlain Valley Fair ticket discounts, the Community Service Awards Program, and much,
much more.

UVM Staff, Faculty, Students, Alumni, and Retirees may rent 6 ft. tables for $30. A limited number
of tables are available and will be assigned on a first come, first serve basis. Individuals are responsible
for selling their own crafts, collecting any sales tax, and any loss or damage to their sale items. No mass
manufactured goods may be sold. Refunds will not be issued.

To reserve a table, return this form and a check made payable to UVM
to the Staff Council Office, 313 Waterman by Friday, November 11, 2011.
You may also email your completed form to Staff.Council@uvm.edu or fax it to 802-656-8790.

To see the table layout, go to http://www.uvm.edu/~stffcncl/?page=holidaybazaar.html
For more information, please call 802-656-4493 or email Staff.Council@uvm.edu

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TABLE RESERVATION
Deadline is Friday, November 11, 2011

Name: ________________________________ E-Mail: ________________________________

Work Phone: ____________________ Cell Phone: ___________________

Number of Tables to Rent: ______ at $30 each. Total Amount Enclosed: ____________

List your top three choices for table number locations:

( Please refer to the Table Layout.pdf found at http://www.uvm.edu/~stffcncl/?page=holidaybazaar.html )

Do you require an electrical outlet: ______ Yes ______ No

Describe items to be sold:

________________________________________________________________________

I will donate a craft or home-baked good(s) to the Social Committee’s Raffle/Bake Sale ______ Yes ______ No

Describe donated item(s):

________________________________________________________________________

For more information and a writeable .pdf version of the Table Reservation Form,
please visit http://www.uvm.edu/~stffcncl/?Page=holidaybazaar.html
University News & Announcements

Boston Bus Trip ~ Saturday, October 22, 2011
Sponsored by Staff Council Social Committee

The Staff Council Social Committee is once again sponsoring a day trip to Boston on Saturday, October 22, 2011. 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 leave Waterman parking lot at 7:00 am on Saturday morning, and arrive in Boston around 11:00 a.m. The bus will depart Quincy Market in Boston at 7:00 pm, arriving back at UVM at approximately 10:45 pm.

The cost is $36 for UVM employees and UVM retirees and $41 for all others. Complete the form below and return it with your check made payable to UVM, to the Staff Council Office, 313 Waterman Bldg, Burlington, VT 05405. The deadline for signing up is October 12, 2011. If you require accommodations, please contact the Staff Council Office at 656-4493 or by email at Staff.Council@uvm.edu.

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

Boston Bus Trip Saturday, October 22, 2011 Registration (One form per person)

Name: ________________________________ Staff/Faculty/Retiree/Guest

Dept. & Address: ________________________________

Work Phone: ____________________________ Cell Phone: ____________________________

Email: ____________________________

UVM Employee/Retiree Rate = $36: ________________

‘All Others’ Rate = $41: ________________

Total Amount Enclosed (checks Payable to UVM): ________________

Return your Registration and Risk & Release forms to the Staff Council Office, 313 Waterman, Burlington, VT 05405, along with your check payable to UVM, no later than Wednesday, October 12, 2011.

For more information and a writeable .pdf version of the Boston Bus Trip Registration Form, please visit http://www.uvm.edu/~stffcncl/pdf/bostonbustripform2011.pdf
University of Vermont Staff Art Exhibit

*Celebrate Staff! Celebrate Art!*

September 13 - October 1, 2011

Exhibit Reception
Tuesday, September 20, 2011
11:30 am - 1:30 pm

Dudley H. Davis Student Center
Livak Fireplace Lounge

*A Staff Appreciation Week Event with Light Refreshments*

*For more information, please visit [www.uvm.edu/~stffcncl/](http://www.uvm.edu/~stffcncl/)*

The first 400 staff attendees to the Exhibit Reception will receive a free water bottle compliments of the Staff Council in celebration of its 40th Anniversary at UVM. Each water bottle is BPA free and made in the United States.

Sponsored by the University of Vermont Staff Council & The Dudley H. Davis Center Art Team
University News & Announcements

2011 Great Escape Tickets are now available in the Staff Council Office.

UVM employees, retirees and family members are eligible
to purchase tickets, please visit the
Staff Council Office, 313 Waterman
M-TH 8am - 3:30pm and F 9am - 1pm
For more information, please call 802-656-4493 or email at Staff.Council@uvm.edu

Only Cash and Check Made out to UVM will be accepted.

This discount offer is part of the Staff Council Social Committee’s fundraising efforts

Discounted Ticket Prices:
Adults & Children: $29.00 ($45.99 + tax at the gate)
Children age two and under are free!
The parking fee per car is $12.00 at the Great Escape Park.

Operating Dates:
The Great Escape Park and Splashwater Kingdom have a limited operating schedule
now through June 14th. Daily operations begin June 15th through Labor Day,
September 5th.

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. UVM employees and retirees
may purchase tickets online through our own Six Flags site. These “print and go” one-
day tickets are $31.00 + tax = $31.54. There is a $5.00 processing fee per online order.

Additional information may be found by visiting www.sixflags.com

UVM’s Online Order Link for Six Flags:
Username: UVM
Password: SixFlags13
The Staff Council is pleased to offer UVM ‘regular’ employees, their spouse/domestic partner, and children discounted Season Passes as the following Ski Resorts. To order passes please complete the appropriate form and submit them with credit card information or a check (made payable to the Ski Resort) by the deadline stated (by resort). Add 6% tax to all prices listed. More information can be found here: [http://www.uvm.edu/~stffcncl/?Page=dis_ski.html](http://www.uvm.edu/~stffcncl/?Page=dis_ski.html).

Send applications for Bolton, Jay Peak and Sugarbush to the Staff Council Office, 313 Waterman Bldg, Burlington, VT 05405. **Smuggler’s Notch Passes can be purchased online**

Email or call us with any questions at Staff.Council@uvm.edu or call 656-4493.

### Bolton Valley Resort – [www.boltonvalley.com](http://www.boltonvalley.com)

**BOLTON VALLEY RESORT ORDER FORM**

**DEADLINE FOR ORDERING** – October 31, 2011

<table>
<thead>
<tr>
<th>Pass Type</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpine Adult Pass (18-69)</td>
<td>$499</td>
</tr>
<tr>
<td>*Alpine Youth (7-17) With an adult pass:</td>
<td>$159</td>
</tr>
<tr>
<td>Alpine Youth (7-17):</td>
<td>$279</td>
</tr>
<tr>
<td>Alpine Senior (70+):</td>
<td>$279</td>
</tr>
<tr>
<td>Alpine Child (6 &amp; under):</td>
<td>$25</td>
</tr>
<tr>
<td>Nordic Adult Pass (18-69):</td>
<td>$110</td>
</tr>
</tbody>
</table>

**JAY PEAK RESORT ORDER FORM**

**DEADLINE FOR ORDERING** – October 10, 2011

<table>
<thead>
<tr>
<th>Pass Type</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpine Adult Pass (19-54):</td>
<td>$569</td>
</tr>
<tr>
<td>Alpine Youth (6-18):</td>
<td>$259</td>
</tr>
</tbody>
</table>

**Smugglers’ Notch - ORDER ONLINE AT** [www.smuggs.com/corporate](http://www.smuggs.com/corporate)

**DEADLINE FOR ORDERING** - October 31, 2011

<table>
<thead>
<tr>
<th>Pass Type</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bash Badge Adult:</td>
<td>$95</td>
</tr>
<tr>
<td>Bash Badge Youth (6–18):</td>
<td>$75</td>
</tr>
<tr>
<td>Bash Badge Plus Adult:</td>
<td>$165</td>
</tr>
<tr>
<td>Bash Badge Plus Youth (6-18):</td>
<td>$145</td>
</tr>
<tr>
<td>The Hybrid:</td>
<td>$359</td>
</tr>
<tr>
<td>Alpine Adult Pass(19+):</td>
<td>$499</td>
</tr>
<tr>
<td>Alpine Youth Pass (13-18):</td>
<td>$339</td>
</tr>
<tr>
<td>Alpine Child Pass (6-12):</td>
<td>$279</td>
</tr>
<tr>
<td>Alpine (5 &amp; under):</td>
<td>$20</td>
</tr>
<tr>
<td>Alpine Senior Pass (70+):</td>
<td>$20</td>
</tr>
<tr>
<td>Family Pass (per adult):</td>
<td>$449</td>
</tr>
<tr>
<td>Family Pass (per youth):</td>
<td>$249</td>
</tr>
<tr>
<td>All Smuggs’ Season pass holders have free access to all X-Country trails &amp; free admission to the Fun Zone.</td>
<td></td>
</tr>
</tbody>
</table>

**Sugarbush Resort – [www.sugarbush.com](http://www.sugarbush.com)**

**SUGARBUSH RESORT ORDER FORM**

**DEADLINE FOR ORDERING** – September 14, 2011

<table>
<thead>
<tr>
<th>Pass Type</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult All Mountain (30-69):</td>
<td>$699</td>
</tr>
<tr>
<td>“For 20’s Pass” All Mountain (19-29):</td>
<td>$299</td>
</tr>
<tr>
<td>Youth All Mountain (7-18):</td>
<td>$429</td>
</tr>
<tr>
<td>Kids (6 &amp; under):</td>
<td>$25</td>
</tr>
<tr>
<td>- LCRCC Sugarbush Resort Adult Rate:</td>
<td>$839</td>
</tr>
<tr>
<td>(includes one child’s pass – ages 12 &amp; under) ONLY AVAILABLE THROUGH LAKE CHAMPLAIN REGIONAL CHAMBER OF COMMERCE</td>
<td>Contact <a href="mailto:adam@vermont.org">adam@vermont.org</a> using your UVM email. UVM employees are considered LCRCC members.</td>
</tr>
<tr>
<td>- All Sugarbush Resort order forms must be accompanied by a photocopy of the employee’s UVM Photo ID Card.</td>
<td></td>
</tr>
</tbody>
</table>

*MasterCard, Visa, AMEX, or Check made payable to the Resort are accepted as forms of payment. No orders will be accepted after the deadlines. Passes can be picked up at the resorts two weeks before the season begins at the resort.*
JAY PEAK GOLF FALL 2011

UVM Staff and Retirees benefit from discounted bulk rates when they purchase Jay Peak Golf Vouchers through UVM’s Staff Council Office. Rates include a round of golf (18 holes) and a cart.

ALMOST ANYTIME with cart
(7 days a week, not including Saturdays and Sundays before noon)
Retail: $79  UVM: $55

SATURDAY & SUNDAY AM with cart
(Before noon)
Retail: 99  UVM: $79

The Jay Peak Championship Course has received widespread acclaim from publications like Golf Digest, Golf Vermont and The Best of Northeast Golf. Each hole features 5 sets of tees allowing for all levels of play by adjusting the angle and length of the course from 5,000 yards to nearly 7,000 yards. Call (802)988-GOLF for tee-times. Click here, and go to their website for more information.

Pick up Golf Vouchers at UVM’s Staff Council Office, at 313 Waterman Building. We accept checks (made payable to UVM) or cash. If you have questions, please contact the Staff Council Office at 656-4493 or Staff.Council@uvm.edu.

This discount offer is part of the Staff Council Social Committee’s fundraising efforts.

Faculty/Staff Athletic Tickets

The University Of Vermont Department Of Athletics welcomes you back to the 2011-12 Catamount athletic season. As a University of Vermont faculty/staff member you are entitled to purchase athletic tickets for yourself and your significant other at a discounted rate with your valid ID. Faculty/Staff members may also purchase up to two additional discounted packages for dependent children. These tickets are for use with a valid UVM ID only and will not be accepted at the door without a valid UVM ID. Spouse and dependent children ID’s can be obtained in the Cat Card office. Thank you for all that you do in supporting our teams and helping to develop our student-athletes in and out of the classroom.

Men’s Hockey Season Tickets – Starting Monday, September 19th, 9:00am – Patrick Gym Ticket Office
Last Day to Purchase is Friday, September 30th
Faculty and staff have the opportunity to purchase discounted season packages before the general public. Those taking advantage of this opportunity will be seated first come first served. The cost of the package is $300 ($15 for 20 games).

Individual Games
There will be a limited number of single game tickets available October 10th at the regular price of $20 per game for adults and $15 per game for 17/under. Once individual tickets go on sale, the faculty/staff discount no longer applies for men’s hockey. A pre-sale for Victory Club members will begin October 3rd online at uvmathletics.com.

Women’s Hockey Tickets
Tickets can be purchased starting one hour prior to game time at the Gutterson Ticket Office. Tickets are $3 for faculty/staff and $5 for the general public. Advanced tickets can be purchased in the Patrick Gym ticket office during regular office hours.

Basketball Tickets – Will go on sale as soon as the schedule is released.
Discounted general admission tickets are available once individual tickets go on sale. Men’s basketball GA tickets are $10 for faculty/staff and for kids 17/under. Tickets are $12 for the general public. Women’s basketball GA tickets are $6 for faculty/staff and for kids 17/under. Tickets are $8 for the general public. Advanced tickets can be purchased in the Patrick Gym ticket office during regular office hours or online 24/7 at uvmathletics.com.

For more information: www.uvmathletics.com 656-4410 or 1-866-4CAT-TIX athletic.tickets@uvm.edu
Staff Appreciation Week 2011
UVM's Staff Appreciation week is September 19-23, with five major events:

- **The Social on the Green** will be on **Monday, September 19** with lunch served from 11:30 AM to 1:00 PM. All UVM staff are invited to join us under the tent in front of the Fleming Museum for a meal provided by the President's Office and University Dining Services. Enjoy the jazz ensemble, great conversation and a chance to win one of a number of raffle gifts. This year's celebration will be hosted by Interim President John Bramley and his wife Janet.

- **The Staff Art Exhibit Reception** *Celebrate Staff! Celebrate Art!* will be **Tuesday, September 20** from 11:30 AM to 1:30 PM in the Davis Center. The Art Exhibit will showcase the varied artistic talents of the UVM staff community and celebrate the Staff Council's 40th year of service at The University of Vermont.

- **The 10-Year Luncheon** on **Wednesday, September 21** at 12:00 noon in the Davis Center will honor those staff who are in their tenth year of service to the University. This meal, hosted by Provost Jane Knodell and Vice President Richard Cate is by invitation only and an RSVP is required.

- Join us for a **Wellness Walk** in memory of Emina Burak on **Thursday, September 22** at 12 noon. Meet at the Waterman Fountain on the University Green at noon to take the walk that Emina led for many years: College Street to Battery to Church Street and back up College to the Fountain.

- **The Staff Recognition Dinner** on **Friday, September 23**, at 5:30 PM at the Davis Center will honor those staff celebrating 15 or more years of service to UVM. This evening gathering, emceed by Vice President Gary Derr and hosted by Interim President John Bramley and his wife Janet, is by invitation only and an RSVP is required. (If you received an invitation, please help us out by sending in your RSVP soon.)

Questions about Staff Appreciation Week? e-Mail HRSInfo@uvm.edu.

Supervisory Learning Series
A new **Supervisory Learning Series will begin in October**. This comprehensive program of supervisory essentials is designed to offer a solid foundation for both new and experienced first-line supervisors. Complete program details and application forms can be found at: [www.uvm.edu/hrs/sls](http://www.uvm.edu/hrs/sls).

New Opportunity: **Financial Planning for a Secure Retirement**
HRS is developing a learning series entitled Financial Planning for a Secure Retirement. This series will debut this fall with a week of seminars and workshops from October 17 to 21. UVM’s retirement savings account vendors will offer a variety of presentations and will spend extra time on campus to meet with faculty and staff to discuss their retirement savings plans. More information will be sent out to campus in the near future.

Flu Shots
UVM will offer free flu shots for faculty and staff who are participating in the University’s healthcare plan. Dates and times will be as follows:

- Wednesday, October 12 from 7:00 AM to 2:00 PM in the Davis Center
- Thursday, October 13 from noon to 6:00 PM in Waterman
- Tuesday, November 1 from 7:00 AM to 2:00 PM in Waterman
- Thursday, November 3 from noon to 6:00 PM in the Davis Center

UVM’s Human Resource Services: Trusted Partner . . . Smart Solutions
Let Sodexo do the cooking! Dining on-campus offers healthy choices, convenience and great values. Consider a Faculty/Staff Meal Plan to take advantage of the savings. It pays to use points!

Whether you’re looking for a relaxing sit-down lunch at the Waterman Manor, a restaurant-style entrée at the newly renovated Redstone Unlimited or a quick bite on the go at the Davis Center Marketplace or Waterman Café, campus dining offers something for everyone all day long! We invite you to use these coupons to try something new and see what campus dining has to offer!

Visit our Faculty and Staff webpage at uds.uvm.edu/facultystaff.html or call the Meal Plan Office for more information. 802.656.2945.

Safe Streets Collaborative

Ever wonder what the deal is with bikes and stop signs? What about crosswalks – who gets to go and when? And what’s the best thing you can do to not get hit by a car at night?

Get answers to these questions and many more online at www.safestreetsVT.org, a project of Local Motion, UVM, and other partners. You’ll find the rules of the road in plain English, along with some resources for staying safe as you walk, bike, or drive around campus.

If you need a new bike helmet, a reflective vest, some bike lights, or any other safety gear, Local Motion can help! Click here to download a $6 coupon that is good at any of the outdoor shops in the area. Being visible is one of the most important things you can do to make sure you don’t become a statistic.

The bottom line is, safety is a two-way street. If you’re on foot and want cars to let you cross, do your part and make sure you’re visible. If you’re on a bike and want cars to give you space, try following the same rules as cars. And if you’re driving and want pedestrians to wait for the signal, play nice and don’t run the red light. Give respect to get respect: www.safestreetsVT.org.

CLICK ON THE COUPON FOR A PRINTABLE COPY

University News & Announcements

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Modern drama with timely topics, powerful parables of morality, a holiday family favorite and raucous Restoration comedy are what’s in store when the UVM Department of Theatre presents its 2011-2012 Season with discounted subscription packages on sale July 20th.

The season opens with STOP KISS, the award-winning play by Diana Son running September 29 – October 9. Directed by Gregory Ramos, STOP KISS is a poignant and funny play about the ways, both sudden and slow, that lives can change irrevocably. When Callie and Sarah unexpectedly fall in love, their first kiss provokes a violent attack that transforms their lives and the people in their lives in a way they could never anticipate. STOP KISS contains mature material not recommended for younger audiences.

THE GOOD WOMAN OF SETZUAN with parables of morality, good versus evil and human society takes to the Royall Tyler stage November 3 – 13th. Written by Bertolt Brecht with English translation by Eric Bentley and directed by Peter Jack Tkatch, THE GOOD WOMAN OF SETZUAN will be a theatrical event not to be missed. Patricia Clapp’s THE TOYS TAKE OVER CHRISTMAS returns for its 21st season of family fun December 3 & 4 with tickets going on sale October 19 and the season closes with THE BEAUX’S STRATAGEM, a raucous Restoration comedy by George Farquhar with adaptation by Thornton Wilder and Ken Ludwig (Lend Me a Tenor) running February 16 – 26th. Directed by Sarah Carleton, THE BEAUX’S STRATAGEM tells the tale of two young men from London who have lost their fortune and attempt to gain it back with a strategy to marry wealthy women.

Subscription packages are available by mail or on line at www.uvmtheatre for the three main productions and THE TOYS TAKE OVER CHRISTMAS tickets may be purchased early with a subscription. Subscription packages are $48 and under, single performance tickets run $18 – $7 and Toys tickets are $13 for all adults and $8 for all children. Discounts are available for groups of 10 or more for our main stage performances. ASL interpreted and Audio Description for the blind and hearing impaired are available at the Sunday matinee performances.

The box office will open for walk up, phone and single ticket sales September 8th.

For more information or to order subscriptions visit www.uvmtheatre.org or call 802-656-2094 after September 8th.
The UVM Lane Series is pleased to announce its 2011/2012 season, with diverse and varied offerings from classical music, to jazz music, to folk and world music. The Lane Series continues its tradition of bringing to Burlington some of the finest musicians in the world. This year’s noteworthy artists bring a wonderful mix of both tradition and innovation that will appeal to music-lovers of all genres, including Anonymous 4, Cuarteto Casals, Jaime Laredo and Sharon Robinson, Frederic Chiu, Regina Carter, Meklit Hadero, The Rose Ensemble, Harry Manx, Ljova and the Kontraband, and many more. The Lane Series is also partnering with the Flynn Center for the Performing Arts on four co-presentations, featuring Laurie Anderson, Le Vent du Nord and the Pine Leaf Boys, Mike Daisey, and Lunasa.

Lane Series subscriptions, which include tickets to three or more events and give purchasers a significant discount, are available only through September 20th. Full-price tickets to individual Lane Series performances go on sale beginning September 21st. The Lane Series will also be continuing its partnership with the Fleming Museum and UVM Film and Television Studies, for their second annual Film Series. This year’s Film Series theme is “International Women Directors” and will include screenings of Sex is Comedy, Blackboards, Rosenstraße, and An Angel at My Table. Memberships are available and include admission to all four films, pre-film lectures, e-previews, and more.

For more information on the UVM Lane Series or to order a brochure, please call the Lane Series office, 802-656-4455 or visit the new Lane Series website at http://www.uvm.edu/laneseries. For single ticket sales, beginning September 21, please visit http://www.flynncenter.org or call 802-86-FLYNN.
University News & Announcements

Are you thinking about starting or expanding your family?

IF YOU ARE A WOMAN:
- Between the ages of 18 and 40
- Plan to conceive in the next year
  AND
- Have never had a child before
  OR
- Have had preeclampsia in the past
  OR
- Have Type 1 diabetes
- Have personal or family history of hypertension or preeclampsia

THEN

We would like to speak with you. We are recruiting healthy women who wish to conceive for a study on preeclampsia. Preeclampsia is a disease of pregnancy, associated with high blood pressure and protein in the urine in pregnant women. It can be dangerous to both mother and baby. In this study, we will be looking at the way differences in body function can contribute to the development of preeclampsia.

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

If you are interested in participating, or would like to know more, please call (802) 656-0309 and leave your name and phone number. You can also email Carole McBride at carole.mcbride@uvm.edu

Sustainably-grown vegetables, herbs and flowers will be sold weekly in front of the Bailey/Howe Library, starting July 26th and continuing through September 27.

The farm stand will be open on Tuesdays from 2:30pm to 5:30pm.

On July 26th, seasonal offerings include summer squash, cucumbers, basil, scallions, an array of tender lettuces, and much more. Very soon, as the growing season progresses, shoppers can look forward to sweet corn, heirloom tomatoes, melons, potatoes, an array of sweet and hot peppers, and winter squash. Flower bouquets are also available weekly.

The Farmer Apprentice Program, through Continuing Education, is a 5-month intensive program designed to teach potential future farmers through hands-on experience in the field, classroom lecture, and field trips. The education is not limited to simply growing vegetables, but marketing them as well!

Please come and let us share the bounty with you!!

For more information on our program and students, visit our blog at learn.uvm.edu/farmerblog/
FEMALE EMPOWERMENT

Are you looking to learn how to use your mind, your voice, your body, and your skills in a self-defense course designed just for UVM women?

Here’s your opportunity!

12 hour class (in four, three hour sessions) FREE!!!

Two separate class times available.
Mondays 6-9 p.m. Wednesdays 6-9 p.m.
Beginning October 3, 2011

R. A. D. Rape Aggression Defense

Designed to empower women, teach valuable defense skills, physical confrontation skills, and how to take control for yourself.

Contact UVM Police Officer, Sue Roberts at sue.roberts@uvm.edu or 802-656-8009
University News & Announcements

DIVERSITY and EQUITY UNIT
WELCOME BACK BARBEQUES

Women’s Center
Thursday, September 1st
5:00 pm to 7:00 pm
34 South Williams St.

ALANA Student Center
Friday, September 9th
4:00 pm to 6:30 pm
Blundell House
342 South Prospect St.

LGBTQA Center
Saturday, September 10th
1:00 pm to 4:00 pm
Allen House
461 Main St.

STUDENTS, STAFF, & FACULTY ARE WELCOME TO ATTEND

DIVERSITY and EQUITY UNIT'S
9TH ANNUAL JAZZ BRUNCH

Featuring Jenni Johnson & Friends
October 16, 2011
11:00 AM - 1:00 PM
Grand Maple Ballroom - Davis Center

The Chief Diversity Office, Abenaki Outreach Program, ALANA Student Center, Center for Cultural Pluralism, LGBTQA Center, Women's Center, and Affirmative Action — invites you to join us for a feast of great food, conversations and JAZZ music.

This event is free for UVM students and children 10 and under; $10 per adult.
Please pre-register at alumni.uvm.edu/homecoming. Space is limited; so please register early.
For additional information, call (802) 656-2089.

Sponsored by the President’s Office, the Chief Diversity Office and the Diversity & Equity Unit
UVM Staff, Are you interested honing your management skills?

The School of Business has openings this fall in two excellent courses taught by Professor Barbara McIntosh

**BSAD 121/395** - Managing the Changing Workforce looks to the future and examines issues managers likely will face in 10 to 15 years. There is an emphasis on shifting labor market dynamics worldwide, employers’ policies and practices, changing employee expectations about employment, and the changing nature of work itself. Technology trends and the global economy are examined in depth. **This course may be taken at either the undergraduate or graduate level.** Graduate students will have additional assignments. Sophomore standing is required for the Undergraduate Course.

**BSAD 222** - Human Resource Management covers those topics every employee needs to understand. Staffing, employee development, compensation, and governance are examined in the context of current labor markets, evolving legal requirements, and emerging trends. Graduate or Undergraduate credit. Junior or senior standing is required to take the course.

Please email the School of Business Administration Student Services office at studentservices@bsad.uvm.edu for more information if you are interested in either course.
UVM Apple Sales begin September 2
at the UVM Horticulture Research Center

every Friday through October
10:00 AM to 4:00 PM

Available varieties will change each week as the ripening season commences. Apple pricing this year is $1.00 per pound for all fruit. Bulk orders and interdepartmental purchases are welcome. Proceeds from Apple Sales go to supporting research and education programs at the farm. Please contact Terry Bradshaw at tbradsha@uvm.edu or 658-9166 for more information.

In addition to our IPM fruit, we will also have our Certified Organic crop, available only while our limited supplies last. Certified Organic apples from the Hort Farm are the product of a major USDA-funded project led by Plant and Soil Science professor Lorraine Berkett.

Available varieties and approximate dates:
* Paula Red (9/02)
* Zestar! (9/02)
* GingerGold (9/02)
* Sunrise (9/02)
* McIntosh (9/02 through end of season)
* NY 74828 (9/02 through end of season)
* Silken (9/02)
* NJ 109 (9/02)
* Honeycrisp (few, get them 9/16 or 9/23)
* Gala (9/16)
* NY 75414 (Speckles) (9/16)
* Cortland (9/16 or 23 through end of season)
* Liberty (9/16 through end of season)
* Macoun (9/30 through end of season)
* Golden Supreme (9/30 through end of season)
* Empire (9/30 through end of season)
* Mutsu (second week of October)
* Northern Spy (second week of October, maybe after that)
“Connecting You With Transportation Choices”

CATMA is your resource to transportation options. UVM employees are eligible to participate in any of CATMA’s commuter programs. Once you register, you’ll automatically be enrolled in Emergency Ride Home and monthly restaurant drawings! These programs enable you to save time, money, and a chance to meet new friends. For further program information and registration, visit CATMA’s website.

- Confidential Carpool Matching Service
- Bike-Walk Reward Program
- Emergency Ride Home
- Information on Unlimited Access (FREE CCTA rides with UVM ID)
- Quick Links to CarShare Vermont, CCTA and LocalMotion
- Plus transportation resources, including Construction and Snow Ban Alerts

www.catmavt.org | 802-656-RIDE (-7433) | catma@uvm.edu

FREE Bike Commuter Workshop @ UVM Davis Center

“Sure, I'd bike to work sometimes, if it wasn't for ...”

We all have our reasons. The fact is, many of us would like to bike more often. Whatever is getting in your way, Local Motion and CATMA can help. Take our bike commuter workshop, and activate your commute today!

WHAT: "Getting Into Bike Commuting" Workshop
WHO: All employees of CATMA institutions
WHEN: Wednesday, September 21, 12:00 PM to 1:00 PM
WHERE: Chittenden Room, 4th floor of Davis Center
COST: Free!
TO REGISTER: Visit http://bit.ly/r1R9KS and fill out the online registration form

Sign up today for this FREE bike commuter workshop! In just one short hour, you will learn:
- What gear you need (and don't need) to stay safe and comfortable
- How to make sure your bike is in good shape for commuting
- How to map out a route that fits with your available time and comfort level
- How to "read" the street and ride safe under a range of conditions

Best of all, you'll come away with some FREE GEAR to outfit you right, plus access to one-on-one coaching to get you ready for your first bike commute. Don't miss this opportunity -- register today!

For more information, contact Katie Bailey at catma@uvm.edu or 656-7433 x1.

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The Vermont Cancer Center’s Breast Cancer Conference exists to serve the breast health needs of men and women in Vermont, New Hampshire, and northern New York who are interested in learning about the numerous ways to prevent, screen for, and treat breast cancer. Every year, the VCC commits itself to developing an enriching program to address the diverse needs expressed by patients, survivors, their families and friends, as well as the greater community interested in improving breast health.

To Register for the Breast Cancer Conference at http://vtbreastcancerconference.org/.

We are looking for volunteers for the 14th Annual Breast Cancer Conference (www.vtbreastcancerconference.org), taking place Friday, October 7 at the Sheraton. If you are interested in volunteering for all or part of the day, please contact Terry Caron (Terry.caron@uvm.edu, 656-2118). It’s a wonderful, uplifting day – come and join the fun!
**In Memoriam**

**Emina Maria Ibragic-Burak** passed away on August 9, 2011 after a tragic car accident. Emina's career at UVM spanned 28 years, and focused on Wellness. She spent her first ten years working with UVM's students as Director of the Student Wellness Program, and then transitioned to working with faculty and staff and focused on their Wellness Program. Many of us at UVM were touched by Emina's spirit and passion and we will miss her dearly.

Donations in memory of Emina can be made to Children of the Earth and mailed to 26 Baycrest Drive, South Burlington, VT 05403

A Wellness Walk in honor of Emina will be held on Thursday, September 22 at 12 noon. Meet at the Fountain on the University Green to take a walk Emina led for many years.

Our condolences go out to Emina’s family and friends.

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**Beth Wright**, a former Staff Council Administrator, passed away on August 7, 2011. Though retired in 2009, Beth maintained strong ties to the University. While at UVM, she developed many friendships, both personal and professional. She pursued and attained a Master’s degree, in education, at UVM, reflecting her love of learning. Beth walked a long road with cancer, and through her weblog, she touched, helped and supported many others who suffered from cancer. Her openness and positive point of view was a constant source of inspiration and strength to the many people she never met, but who faced similar challenges.

Donations in Beth’s memory can be made to the Beth Alice Wright Memorial Fund, University of Vermont, 411 Main Street, Burlington VT 05405 should you wish to make a personal contribution.

More information about Beth and her life can be found at [http://bethalicewright.com/](http://bethalicewright.com/)

Our condolences go out to Beth’s family and her many friends.
University News & Announcements

Staff Council Meetings

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

October
Council Meeting: Tues. Oct. 4th
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

Staffline
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.

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

ANNOUNCEMENTS

Do you have an announcement you would like to make in Staffline?

If yes, please let us know. Email Staff.Council@uvm.edu

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staff.council@uvm.edu
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Editor:
Jeff Bukowski
Editorial Assistant:
Diane Trono