THE YEAR AHEAD

The 2010-11 year holds great promise, particularly in our efforts to improve the student experience and to increase the coherence, quality, and accessibility of our academic programs. Our continued success will require sustained vigilance, innovation, cooperation, and hard work. We must not fear to see what is, and to tell it. As rapidly as UVM is advancing, other colleges and universities are intent on gaining competitive advantage. As we accelerate, others are kicking into high gear to run past us or to pull even further ahead. One thing is clear—we cannot stand still, or even rest content with our current impressive rate of progress. We have to pick up the pace. It is an ongoing challenge, and I know we are up to the task.

I encourage each and every one of us to speak proudly of our University of the Green Mountains—never to hesitate to lift the bushel under which UVM’s light might otherwise be hidden. In the local community, in professional meetings, in the grocery store, wherever we go, there are opportunities to tell the UVM story—the quality of the academic experience we offer students, the importance to Vermont of our service mission, the increasing power and effectiveness with which we are matching up UVM’s capabilities with the most pressing problems facing our nation and the world, and the rising distinction of our research, scholarship, and creative activity. Similarly, we have opportunities every day to provide help and support to our students and visitors, whether by simply providing directions, giving a student helpful advice, or just asking, “How are you doing today?” These are simple things, yet they speak volumes about the zest we have for being part of a vibrant, caring, welcoming community.

Together, we have much to do, and much of which to be proud. As always, you have my heartfelt thanks for all you do for UVM.
**Staffline: October 2010**

**Staff Council Committee Reports**

**Benefits – Nelson Sears, Chair**

The Benefits Committee was updated on the UBAC Post-Retirement Benefits process and stressed the importance of participation from all UVM staff. The Committee also discussed issues of inconsistent explanations/determinations of the Tuition Remission Benefit including where to direct questions in Human Resource Services and confirming accuracy of information received. A funding recommendation was agreed to be put forth to the Executive Board by the Committee in support of an off-set taxation benefit to address the financial inequality for same sex couples.

**Communications – Joanne Montanye, Chair**

At their September 2, 2010 meeting, the Communications Committee welcomed Karen Lemire as a new member. We targeted specific information for the “Spotlight on Staff” feature for the next few Staffline publications. Also discussed were a “history project” as part of the 40 year Anniversary event, ways to gather more ideas, collaborating with other committees, and setting a timeline structure from which to work and define specific tasks.

**Employee Environment and Facilities – Michelle Smith, Chair**

The EEF Committee spent a good deal of time discussing several topics related to ways to support UVM becoming a more "pedestrian campus." Transportation and Parking Services (T&PS) has recently established, through the T&PS Advisory Committee (TAPSAC), a subcommittee named the Bicycle Facilities Advisory Subcommittee. There is representation from 11 different units on campus, all which contribute a different perspective and knowledge base in dealing with bicycle related issues on campus. Stay tuned for further updates regarding this new committee!

With all the changes to health care in mind, we also discussed ways that we can continue to promote health and wellness activities. Ideas included everything from a weekly walk open to whomever can attend, to an on-campus plant identification walk, having off-campus professionals provide lunch-time workshops on knowing and using the proper equipment for the right sport (including clothing and how your sneakers fit!), collaborating with the Campus Recreation Department to promote existing programming, and accepting your ideas about what you might like our committee to help facilitated for you! Please feel free to write to Michelle Smith (MichelleM.Smith@uvm.edu) if you have any ideas.

Lastly, the EEF is still supporting a program to assist staff members to compost their food scraps in their departments, and if you have questions re: how to do so, you may contact Allen Josey (Allen.Josey@uvm.edu) for more information.

**Education and Professional Development – Todd Stewart, Chair**

The Education and Professional Development Committee met on September 13th. The Committee agreed to wait for the results of the upcoming HRS Learning Services Campus Wide Learning Needs Assessment to help set goals for the upcoming year. The Staff Mentor Connection proposal is currently under consideration in the President’s Office.
Staff Council Committee Reports

Internal Affairs – Sharon Mone, Chair

The committee is looking into the Cell Phone Allowance Guidelines and associated Practices and Procedures in order to respond to a Contact Sheet regarding the reimbursement rate and subsequent tax implications for the employee. Our next meeting is October 13, 2010.

Rules & Election Committee – Beth Walsh, Chair

The Rules and Elections committee met on September 21st and elected Catherine Symans as Vice-Chair. The committee made revisions to the Presidential Election Policy Statement and Procedure and discussed the Lime Survey Software that is being used by the University and will likely make Staff Council elections easier to conduct. The committee also discussed Roberts Rules of Order, Standing Committee reorganization possibilities and the best way to keep all committee members aware of By-Law changes.

Rules and Elections is looking for more members from the staff of the University. Members do not need to be elected Staff Council Representatives. In fact, committees may include faculty, retirees, students and staff who are not members of the Council. Rules and Elections meets on the 3rd Tuesday of each month, usually from 11:00 to 12:00 in Waterman 305. The committee recommends changes to the Staff Council Constitution and Bylaws, recommends policy updates as appropriate, and oversees the election of Council members, as well as Staff Council President and Vice President. If you would like to participate on the Rules and Elections committee (or any other SC standing committee), please fill out the Committee Membership Application or contact the Staff Council Office at 656-4493 or Staff.Council@uvm.edu, or Rules and Elections committee chair, Beth Walsh at beth.walsh@uvm.edu.

Salary & Budget – Carol Gross, Chair

The Salary and Budget Committee met on Thursday, September 16th from 11:00 a.m.-12:00 p.m. in 427A Waterman. Guests were Richard Cate, Vice President of Finance and Administration, Ted Winfield, Associate Vice President Financial Analysis and Budgeting, Barbara Johnson, Associate Vice President Human Resources. They attended the meeting to provide budget insight for our discussion and recommendation for the FY2012 salary pool. State of Vermont appropriation for UVM is not yet known so no concrete budgets can be developed at this time. There are two scenarios. One is if the state funds at the level we are hoping and expecting and the other is if they cut our appropriation. The committee will do its best to formulate a recommendation based on the information we have available. A recommendation must be provided to the Staff Council Executive Committee by December, 2010, the full Staff Council for the January, 2011 meeting and to the Board of Trustees for their February meeting.

Social – Marie Tiemann, Chair

The Social Committee met on September 16, 2010. Diane reported that the Boston bus trip had #? Of seats sold for the trip on Saturday, September 18th. The original plan for the Book Fair was scheduled in October, but the logistics with the vendor are not workable and we are considering having this event in March. We spent time reviewing the plans and tasks for the Holiday Bazaar being held on December 2nd. We are sharing the duties, and will work on recruitment of volunteers for the day of the event and begin obtaining raffle prize items. Marie reminded the committee to begin brainstorming about the Staff Council 40th Anniversary and that we will collaborate with the Communications Committee on planning events.
In his September 28, 2010 communication, President Fogel announced those individuals appointed to the search committee that will conduct an internal search to fill the position of Provost and Senior Vice President. To read the entire communication click here.

Staff Council would like to thank Patricia Corcoran, Assistant Dean, College of Arts and Sciences and Jon Reidel, Communications Officer, University Communications for stepping forward and agreeing to serve on this search committee. Staff Council hopes to assist Patricia and Jon in whatever way is appropriate within the parameters of their duties.

Below, please find the complete list of individuals serving on the Provost Search Committee.

<table>
<thead>
<tr>
<th>PROVOST SEARCH COMMITTEE FALL 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Rex Forehand</strong>, Heinz and Rowena Ansbacher Professor of Psychology and Distinguished University Professor, College of Arts and Sciences, Search Committee Chair</td>
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<tr>
<td><strong>Patricia Prelock</strong>, Professor of Communication Sciences and Disorders and Dean, College of Nursing and Health Sciences, Search Committee Vice Chair</td>
</tr>
<tr>
<td><strong>Saleem Ali</strong>, Professor of Natural Resources, Rubenstein School of Environment and Natural Resources</td>
</tr>
<tr>
<td><strong>Alison Armstrong</strong>, Library Professor, University Libraries (elected by Faculty Panel)</td>
</tr>
<tr>
<td><strong>David Barrington</strong>, Professor of Plant Biology, College of Agriculture and Life Sciences (elected to Faculty Panel)</td>
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<tr>
<td><strong>Richard Cate</strong>, Vice President for Finance and Administration</td>
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<tr>
<td><strong>Beverly Colston</strong>, Director, ALANA Student Center</td>
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<tr>
<td><strong>Patricia Corcoran</strong>, Assistant Dean, College of Arts and Sciences (Staff Council nominee)</td>
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<tr>
<td><strong>Rosemary Dale</strong>, Clinical Professor of Nursing, College of Nursing and Health Sciences</td>
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<tr>
<td><strong>Moustapha Diouf</strong>, Associate Professor of Sociology, College of Arts and Sciences</td>
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<tr>
<td><strong>David Dummit</strong>, Professor of Mathematics, College of Engineering and Mathematical Sciences</td>
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<tr>
<td><strong>Michael Giangreco</strong>, Professor of Education, College of Education and Social Services (elected by Faculty Panel)</td>
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<tr>
<td><strong>Thomas Gustafson</strong>, Vice President for Student &amp; Campus Life</td>
</tr>
<tr>
<td><strong>Bryce Jones</strong>, Undergraduate Student (SGA nominee)</td>
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<tr>
<td><strong>Mary Lou Kete</strong>, Associate Professor of English, College of Arts and Sciences (elected by Faculty Panel)</td>
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<tr>
<td><strong>Scott McCarty</strong>, Graduate Student, Master of Public Administration Program (Graduate Student Senate nominee)</td>
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<tr>
<td><strong>Julia Michel</strong>, Undergraduate Student (SGA nominee)</td>
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<tr>
<td><strong>Fayneese Miller</strong>, Professor and Dean, College of Education and Social Services</td>
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<tr>
<td><strong>Mark Nelson</strong>, Professor of Pharmacology and Distinguished University Professor, College of Medicine</td>
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<tr>
<td><strong>Robert Parsons</strong>, Extension Professor, UVM Extension (elected to Faculty Panel)</td>
</tr>
<tr>
<td><strong>William Pendlebury</strong>, Professor of Pathology, Neurology, and Medicine, College of Medicine (elected by Faculty Panel)</td>
</tr>
<tr>
<td><strong>Mark Plante</strong>, Associate Professor of Surgery, College of Medicine</td>
</tr>
<tr>
<td><strong>John Reidel</strong>, Communications Officer, University Communications (Staff Council nominee)</td>
</tr>
<tr>
<td><strong>Mercedes Rincon</strong>, Professor of Medical Immunology, College of Medicine (elected to the Faculty Panel)</td>
</tr>
<tr>
<td><strong>Donna Rizzo</strong>, Associate Professor of Computer Science, College of Engineering and Mathematical Sciences</td>
</tr>
<tr>
<td><strong>Thomas Vogelmann</strong>, Professor and Dean, College of Agriculture and Life Sciences</td>
</tr>
</tbody>
</table>
| **Chun Zhang**, Assistant Professor of Business Administration,
Call for Issues on Socially Responsible Investing

The Board of Trustees policy on Socially Responsible Investing requires the solicitation of input from the University community twice each year. On behalf of the Budget, Finance, and Investment Committee (BFI) of the Board of Trustees, I am offering the University community the opportunity to submit issues for consideration involving *endowment specific investments affected by moral, social and ethical considerations*. The Board has adopted the following:

**POLICY STATEMENT ON MORAL, SOCIAL AND ETHICAL CONSIDERATIONS IN INVESTMENT AND SHAREHOLDER RESOLUTIONS**

The primary objective of investment by the University is to provide a satisfactory return on investment for the support of University operations based upon the Prudent Investor Rule; however, the University’s policy of fiscal prudence shall not preclude the consideration of moral, ethical and social criteria in determining companies in which to invest.

The University will take an active role on request in pursuing shareholder resolutions through proxy resolutions and other means in order to further its goal of investing in firms that produce safe and useful products in accordance with moral, ethical and social criteria.

The University has followed a practice of requiring significant research and deliberation in considering any action affecting the endowment, with actions taken only on the most compelling issues that were clearly aligned with UVM values. As a result, Board resolutions for action have only been passed on a very select number of issues, including South Africa, sale and advertising of tobacco products, discrimination in employment based on sexual orientation, genocide in Sudan, divestment from companies engaged in cluster munitions and depleted uranium and proxy voting in favor of climate change action. There are two mechanisms through which the University may take a position on an issue -- either through divestment of the stock of certain companies or through the votes the University may make on shareholder resolutions raised at company annual meetings.

If you believe that there are issues of social concern that may potentially be addressed through the University’s endowment specific investment(s) or proxy voting action(s), these may be brought to the Budget, Finance and Investment (BFI) Committee.

In considering whether an action is appropriate, please consider if the issue is of great moral, social, or ethical concern, and if it is an issue that requires UVM action given the University’s stated values outlined in “Our Common Ground”.

Individuals or groups raising an issue are asked to provide information and research supporting its relevance to UVM's mission and values. If additional research or investigation is needed, the Chair has appointed a permanent Socially Responsible Investing Work Group (SRIWG) comprised of Trustees, faculty, staff, students, and administrators who meet at a minimum of twice annually to review submitted issues and supporting information. The Work Group would return its findings and recommendations to the Investment Sub-Committee and in turn to the BFI Committee for consideration and recommendation to the full Board of Trustees. Proposals submitted during the fall semester will be evaluated and considered by the Work Group during the spring 2011 semester, in order to allow the Work Group to concentrate on updating administrative procedures during the Fall 2010 semester.

Please forward to University Controller Claire Burlingham via e-mail at claire.burlingham@uvm.edu (656-8356), by **October 15, 2010**, issues for consideration by the Work Group and include your phone and e-mail contact information.
These past weeks have been difficult for UVM staff and faculty alike. The discussion of changing post-retirement medical benefits has brought the UVM community together in many discussions. It seems it doesn’t matter if you’ve been at UVM for a couple of years, or 40 years, it’s equally distressing to know that your retirement benefits may be changing. Many staff have sent their comments and concerns to the Staff Council and/or directly to the University Benefits Advisory Council (UBAC). The Staff Council office and I have reviewed each of these in detail, and would like to highlight the common themes we are hearing from staff. They are:

- We would like staff to be grandfathered into a plan based on our date of hire. Changes to benefits should impact future hires, not current staff.
- There is fear, worry, and anxiety about our security after retirement.
- We feel there should be flexibility in any changes, in consideration of years of service to UVM.
- We feel the promise of benefits should not be broken.
- Some staff members feel they cannot trust the information related in discussions and the evaluation process that has been underway.
- We have an awareness of local industry experiences that in some cases, reinforces the distrust.
- We would like to remind the administration to remember benefits as a way to keep UVM competitive so we can recruit top quality staff & faculty.
- We want the same benefits for all – represented or non-represented – from the President on down.
- We acknowledge the responsibility for maintaining our own health & wellness, and we participate in wellness events when provided opportunities to do so, but there are always unexpected illnesses and accidents for which we rely on health insurance.

When the UBAC was charged by President Fogel on May 29, 2010 to review and discuss the projected long term impact on the UVM budget of post-retirement medical benefits, they were given clear guidelines to “identify and examine options for adjustments to the program that reasonably balance its financial impact on the University and the needs of future retirees.”
The UBAC was not asked to make a recommendation - rather, their task was to “generate an advisory report that includes possible program adjustment scenarios, with associated pros and cons of each.” (You can read the entire charge here) Prior to this charge, not many in our community were aware that a University Benefits Advisory Council even existed as it did not have a website or regularly announce its meetings.

When Staff Council became aware of this planned review, we communicated to the UBAC the importance of transparency, openness, and the need to educate the UVM Community. (You can read our communication here) The UBAC took our concerns seriously and implemented all of our suggestions.

From the very beginning, Staff Council has felt that the review process has been extremely attentive to the needs and concerns of all employees and retirees. In addition to our two appointed staff representatives on the UBAC, several members of the Staff Council have attended each meeting and have been impressed by the breadth and depth of the conversations as well as the openness to ideas and public comment. While we believe that there has been an increase in transparency and openness at the University on many issues and initiatives, we also recognize that there is still a lot of work to be done in order for our community to have confidence in decisions that are made by our leaders. Large scale changes should not happen in isolation and we hope that the review of Post-Retirement Medical Benefits highlighted for our community the necessity for change to be well communicated and planned. The approaches or models that the UBAC discussed and presented to President Fogel in their draft advisory report are complex, but we encourage everyone to review them, as they have an impact on the entire UVM community. You can find the report on the UBAC website here. The UBAC has also extended its comment period to October 4th. You can send your additional questions and concerns directly to them at ubac@uvm.edu for incorporation into the report.

Your comments will be presented anonymously (without your name attached). Please know that you can also contact the Staff Council at any time with a question or concern regarding Post-Retirement Medical Benefits by emailing us at Staff.Council@uvm.edu. The UBAC’s final advisory report to the President will soon be posted, and Staff Council will still be here advocating for staff at every step of the way through this process. We will be in touch as these matters are further discussed.

STILL HAVE QUESTIONS OR CONCERNS? STAFF COUNCIL WANTS TO KNOW!

You can find more information regarding the review process and the draft advisory report sent to President Fogel by visiting the University Benefits Advisory Council webpage here: http://www.uvm.edu/hrs/?Page=unibac/intro.html

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/~stfcncl/?Page=contactsheets.html

You can find information about Staff Council’s response to this matter by visiting our website at http://www.uvm.edu/~stfcncl/?Page=post-retirementmedicalbenefits.html
Staff Council Holiday Bazaar
Thursday, December 2, 2010
9 a.m. to 3:00 p.m.
Grand Maple Ballroom
Davis Student Center

Attention UVM Staff It is that time of year again to begin planning for our annual Holiday Bazaar. This is a great opportunity to showcase and sell your own beautiful locally handmade products and artwork to the UVM community or to donate a homemade craft or baked good for the Staff Council Social Committee Table.

If you would like to rent a table or make a donation, please visit our website for more information at:
http://www.uvm.edu/~stffcncl/?Page=holidaybazaar.html

All proceeds from table rentals and the committee’s tables help support Staff Council Events such as bus trips, Champlain Valley Fair Ticket discounts, and much much more.
University News & Announcements

SKI PASS DISCOUNTS for UVM EMPLOYEES*

UVM’s Staff Council has been asked to extend the deadlines for Discounted Ski & Ride Season Passes for UVM employees at Bolton Valley and Sugarbush Resorts. Bolton Valley has removed all deadlines for their Corporate Season Passes with NO price changes. Sugarbush has announced a deadline of December 14, 2010 with NEW discounted rates.

To order passes, please complete the appropriate form and submit the application with payment information or a check (made payable to the Ski Resort) by the deadline stated (by resort).

Send applications for Bolton, Jay Peak and Sugarbush to the Staff Council Office, 313 Waterman Bldg, Burlington, VT 05405. Email or call us with any questions at Staff.Council@uvm.edu or call 656-4493.

Bolton Valley Resort – www.boltonvalley.com
NEW – NO DEADLINE FOR ORDERING!!
(Add 6% tax to all prices)
Alpine Adult Pass (18-70): $449
Alpine Youth (7-17) When purchased with an adult: $149
Alpine Youth (7-17): $199
Alpine Senior (70+): $199
Alpine Child (6 & under): $25

Jay Peak Resort – www.jaypeakresort.com
DEADLINE FOR ORDERING - October 11, 2010
(Add 6% tax to all prices)
UVM Adult Pass (18-70): $529
UVM Junior Rate (6-17): $239

Smugglers’ Notch – ORDER ONLINE ONLY AT www.smuggs.com/corporate
DEADLINE FOR ORDERING - October 31, 2010
(Add 6% tax to all prices)
Bash Badge Adult: $89
Bash Badge Youth (6 – 18): $69
Alpine Adult Pass: $489
Alpine Youth Pass (13-18): $329
Alpine Child Pass (6 - 12): $269
Alpine (5 & under): $20

Sugarbush Resort – www.sugarbush.com
NEW DEADLINE FOR ORDERING –December 14
(Add 6% tax to all prices)
- Paying Sugarbush by Credit Card? If yes, click on UVM’s Ski & Ride Website for more information.

UVM Adult Rate – all mountain pass (no restrictions): $799
UVM Youth - all mountain (7-18): $459
Kids (6 & under): $25

* 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.
University Benefits Advisory Council

After working hard all summer on the post-retirement medical benefits issue, the University Benefits Advisory Council has submitted its advisory report to the President. Many thanks to the Council members for their devotion to the challenging task which has been before them.

The public comment period has been extended through Monday, October 4 so that as many as possible from the University community have the opportunity to read the report and add their comments. The report has been passed on to the administration as a draft and comments received through Monday will be added to the report.

There is a variety of background material available, along with all the meeting handouts, the approved minutes and the draft advisory report . . . all found at www.uvm.edu/hrs/ubac.

Staff Appreciation Week 2010

We had a wonderful Staff Appreciation week again this year—awesome weather and great events. We enjoyed a great jump in attendance at the Social on the Green (approximately 1,100 staff!), and the 10-Year Luncheon and Staff Recognition Dinner were wonderful gatherings that were well-attended. Many thanks to the President and other senior administrators who made these celebrations possible, as well as to the Staff Appreciation Planning Team for their hard work and devotion to details.

We’ve had folks share some wonderful thoughts about improving Staff Appreciation Week next year. If you’d like to add your feedback to the mix, please speak with one of the Planning Team members—or just stop them in the hall to express your appreciation for a job well-done:

Barbara Benton, David Blatchley, Jeff Bukowski, Diane Cummings, Dianna Dion, Michael Lane, Scott O’Brien, Leslie Parr, Barb Stebbins, Catherine Symans, Holly Zanes.

Raffle prizes from the Social on the Green are in the Staff Council Office. Gifts for 20 and 25-year honorees who have not yet received their gifts are in 228 Waterman.

Recent General Interest Memos

General interest memos from HRS that are sent on the FacultyStaff listserv are now available on the HRS web site. Check near the bottom of the main menu, under the heading Recent Memos.

Successful Aging Workshop Series

We have seven exceptional offerings in a great new Successful Aging workshop series offered at noon on Wednesdays between October 6 and November 17. See the WorkLife website to register. The list of topics:

Welcome to Medicare and Medicaid
Housing Options
Care for the Caregiver
Caring for Elder Parents at Home or at a Distance

Communicating with the Elders in Your Life
Long-Term Planning
Age-Related Changes in Memory

Get the Latest Updates

Stay current on the latest HRS news on Facebook or Twitter. If you need background on how we use these services or are looking for guidance to get set up, visit the Social Media Overview page on the HRS web site.

UVM’s Human Resource Services: Trusted Partner . . . Smart Solutions
The UVM Department of Theatre
Opens 2010 Season with Award Winning Satire *CLOUD 9*

The UVM Department of Theatre opens its 2010-2011 Season with the award winning comedy *CLOUD 9* by British playwright Caryl Churchill running September 30 – October 10 at the Royall Tyler Theatre.

*CLOUD 9* wraps gender-bending characters and outrageous portrayals of sexuality into thought-provoking satire. Political and sexual oppression are explored in a time-twisted structure from Victorian Africa to modern Britain exploding with brilliant wittiness to stretch your imagination.

Directed by Sarah Carleton (*Compleat Female Stage Beauty, Eurydice, You Can’t Take it With You*), the cast is comprised of students from the UVM Department of Theatre including; Alex Koch, Tommy Grassey, Chad Bigelow, Hannah Brown, Rose McDonnell, Melody Martin, Andrea Underhill and Oliver Solomon. Scenic Design is by Jeff Modereger, Costume Design by Martin Thaler, Lighting Design by John B. Forbes and Composition and Sound Design by Joel Abbott.

Tickets run from $18 and under and discounts are available for Seniors 55+, UVM Faculty and Staff, Non UVM and UVM Students and groups of 10+. Performances run September 30 – October 2 and October 7 – 9 at 7:30pm and October 2 & 10 at 2pm. American Sign Language and Audio Description are provided during our Sunday, October 10 performance at 2pm. Box Office hours are 11am – 4pm Monday through Friday and 2 hours before all performances. Tickets can be purchased at the box office, by phone at 802-656-2094 or online anytime at [www.uvmttheatre.org](http://www.uvmttheatre.org).

The 2010-2011 season continues with *A DOLL’S HOUSE* by Henrik Ibsen, original adaptation and directed by Gregory Ramos and runs November 4 – 14 and the season will close with William Shakespeare’s Twelfth Night running February 17 – 27. Tickets are available for both productions at the Box Office or on line at [www.uvmttheatre.org](http://www.uvmttheatre.org).

The 2010-2011 season concludes with *Twelfth Night* running February 17 – 27. Tickets are available for both productions at the Box Office or on line at [www.uvmttheatre.org](http://www.uvmttheatre.org). The Toys Take Over Christmas returns to celebrate 20 years at the Royall Tyler December 4 & 5 at 10am, 2pm and 6pm. Tickets for Toys go on sale October 18.
University News & Announcements

Translating Identity Conference

October 9, 2010
9:00 am—Evening Entertainment
University of Vermont
Davis Center

Conference Registration and Attendance are FREE
Keynote Speaker: Jamie Clayton of VH1’s TRANSform Me.

For more information on the conference and to register, please visit http://www.uvm.edu/~tic/

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 Tracey Maurer at 656-4681 or visit http://www.uvm.edu/vbc/

National Day
on Writing

Writers at the University of Vermont will join thousands of writers and teachers across the country in celebrating the second National Day on Writing.

Events and exhibits spanning several weeks (Sept. 29th—Oct. 20th) point to the importance of writing as a means of expression and means of learning and build up to October 20, 2010, the official National Day on Writing.

This year’s events highlight the history and influence of John Dewey, Teacher, Philosopher and UVM alumnus.

For more information visit http://www.uvm.edu/wid/ndowpress.pdf

CANDLE LIGHT VIGIL for LGBTQ YOUTH

Outright Vermont, LGBTQA Center at UVM, UVM’s Free2B, and other UVM groups are co-hosting a candlelight vigil on Monday, October 4th at 8pm to honor the lives and mourn the loss of 5 youth that have committed suicide in the past three weeks. We will also honor the lives of other youth lost to suicide that didn’t make the national news.

This event will mark the start of Suicide Prevention Week. Join us at UVM’s Allen House, 461 Main Street in Burlington, on Monday, October 4, at 6pm for a discussion with Jan Donley and at 7:30pm for the candlelight vigil. We will walk from Allen House to the Green, where the vigil will start at 8pm. Youth needing transportation should contact Outright Vermont at (802) 865-9677 or email info@outrightvt.org.
Champlain Adaptive Mounted Program is looking for volunteers to help out with our riding program. Champ is a non-profit organization that offers horseriding therapy to anyone with special needs. We need volunteers over the age of 14 that are willing to walk beside our riders while they are mounted on the horse as a safety precaution. Or, if you’re not comfortable around horses, we need someone to greet our riders and help with some record keeping for the lessons. If you’re looking for a great workout, there are stalls that need to be cleaned or other outside maintenance. This is a great way for High School or College age students to do Community Service.

Our Fall session begins on Monday September 13 and runs for 8 weeks. We will also have group lessons on Wednesday’s and Saturday afternoons. If you could please help out for 1 hour or more a week we would really appreciate it. Please contact Sue Tebbetts at Sue4Champ@gmail.com with any questions or times that you could help out.

Volunteer Opportunity

C.H.A.M.P.
Champlain Adaptive Mounted Program

Transportation and Parking Services

Looking for alternate ways to commute to UVM?

Check out the new CCTA Williston Express bus, Route 1V - Williston Village. You get direct service during the morning and evening commute between downtown Burlington and Williston Village - relax on your way to and from work while you read a book or visit with coworkers and neighbors. You save gas and the environment at the same time, and it is free with your UVM ID.

“As a Williston resident I have used it and really enjoyed the experience.”
- Susan Williford

For more information visit http://www.cctaride.org/

How about CarShare Vermont? This organization has a network of cars (2 are located behind Morrill Hall on the UVM Campus). You need to sign up, reserve and then drive.

For more information visit http://www.carsharevt.org/

Now that staff are getting into the swing of the new academic year we are getting many inquiries concerning the Zone Green wait list. Except for the continued release of spaces in the Given area, we are unable to determine eligibility for other areas until mid October. Notifications are made through your UVM e-mail account.

In our continued effort to automate visitor parking, for the ease of campus visitors and hosting departments, we have reconfigured three major visitor areas. The smaller College Street Visitor Lot continues to use a “Pay and Display” system, while the larger visitor areas at Jeffords Lot and Gutterson Lot use a “Pay By Space” system. All three systems take cash and credit cards, as well as department-issued codes. For further information, or to request a validation code for a visitor, please visit us at www.uvm.edu/tps.

Mary Provost
Customer Service Supervisor
**University News & Announcements**

**FALL 2010**

**Womyn @ Noon Lunch Speaker Series**

**QUESTIONS/ACCOMMODATIONS:**
Candace @ 802-656-3816 or cjtaylor@uvm.edu

**Where?**
Vermont College, Montpelier VT

**Cost?**
$30 Breakfast and Lunch included

**Who should attend?**
Physicians, Nurses, SANE, Social Workers, Mental Health Providers, DCF workers, DOC, APS and AHS staff, Medical and Nursing Students

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**FALL 2010 CALENDAR OF WOMYN @ NOON SESSIONS**

**Thursday, SEPTEMBER 30th**

Women's Birth Networks: an open discussion about childbirth facilitated by a student homebirth midwife

Presenter: Juliana Marton

During this session, I would like to facilitate a discussion about current perceptions and trends in childbirth. I would also like to create a safe space where women can ask questions and share their experiences of birth.

**Thursday, OCTOBER 7th**

Honoring Our “Whole-Selves”

Presenter: Henrietta Menzies

Description to come. Check out our Women's Center website at www.uvm.edu/women for more information.

**Thursday, OCTOBER 14th**

The Weight of the World: One womyn’s story of growing to honor her mind, body and soul

Presenter: Annie Cressey

As women, the weight of internal and external voices, our experiences of oppression through sexism, perfectionism, idealism, and capitalism can lead us to abuse our bodies. This interactive participatory talk will explore the intricacies of body image, eating disorders and ways to honor your body.

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For more information about Womyn @ Noon and to find a complete listing of all the Fall 2010 sessions, please visit [http://www.uvm.edu/~women/prog_events/pdfs/womynatnoon.pdf](http://www.uvm.edu/~women/prog_events/pdfs/womynatnoon.pdf)

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**SAVE THE DATE**

Nov. 16, 2010

9 am - 4 pm

Improving Patient Care: Examining Medical Practices for LGBTQ Individuals

This conference will address domestic and sexual violence as well as hate violence and discrimination as a health care issue in the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Community. We will focus on some of the major systemic and interpersonal barriers that prevent diverse LGBTQ communities from accessing health care, resulting in health disparities and unequal access to quality and preventative health care. Some of the issues to be addressed are skyrocketing costs of health care, Ob/Gyn concerns of women who have sex with women, discriminatory remarks from first responders, physicians, and other providers, inaccessibility of transgender-specific health care, and much more. Questions: email Brenda Pitmon at brenda@ru12.org

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**Where?**
Vermont College, Montpelier VT

**Cost?**
$30 Breakfast and Lunch included

**Who should attend?**
Physicians, Nurses, SANE, Social Workers, Mental Health Providers, DCF workers, DOC, APS and AHS staff, Medical and Nursing Students

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University News & Announcements

UVM HORTICULTURE RESEARCH CENTER
APPLE SALES

The UVM Horticulture Research Center continues a fifty-year tradition this season and looks to the future with the opening of Apple Sales on August 27. Please note that this is two weeks earlier than previous years. 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. Sales will occur every Friday through October from 10:00 AM to 4:00 PM at the farm. 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.

Directions to the farm from campus: The HRC is located behind GE Healthcare (former IDX) and the Heritage car dealerships off Shelburne Road in South Burlington. From Campus Follow Spear Street South to Swift Street, take a right at the light and follow Swift St to the end. Travel 1.5 miles south from the intersection of Swift Street and Shelburne Road (U.S. Route 7). 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.

Available varieties and approximate dates

* Cortland (9/17 or 10/24 through end of season)
* Liberty (9/17 through end of season)
* Macoun (10/3 through end of season)
* Golden Supreme (10/3 through end of season)
* Empire (10/3 through end of season)
* Mutsu (2nd week of Oct.)

ADDITIONAL PAID BREAK DAYS

On September 20, 2010, President Fogel announced at the Staff Recognition Week Social on the Green to award all UVM employees three additional paid break days—December 27, 28, & 29—bringing the time off between the semesters to eleven days (beginning Thursday, December 23, and ending when offices reopen on Monday, January 3, 2011).

Essential employees who must work on break days, as determined by supervisors in their work units, will receive their regular compensation and will be awarded alternative time off at a later date, on a one-for-one basis. Clinical faculty and others with split appointments with Fletcher Allen Health Care must of course meet their clinical obligations. Employees who had planned to take those days off and who have already filed for leave need to adjust their leave records accordingly.

All regular faculty, exempt staff, non-exempt staff, and represented staff, both full and part-time, are eligible for the break days unless asked to work during this period to maintain essential services. For bargaining unit employees, eligibility for the three break days will be confirmed in consultation with the appropriate union representatives Please address any questions to Associate Vice President for Human Resources Barbara Johnson at 656-4490 (Barbara.Johnson@uvm.edu). For guidance on special pay practices for employees providing essential services during this time, see the FAQs at Winter Break FAQs.
University News & Announcements

Vermont Cancer Center presents
Breast Cancer Conference
13th Annual

BREAST CANCER, THE ENVIRONMENT & YOU: GENETICS, TOXINS, NUTRITION & EXPOSURE

A FREE COMMUNITY EVENT
FRIDAY
OCTOBER 15, 2010
8 AM – 4 PM
Sheraton Burlington Hotel & Conference Center
Burlington, Vermont

- More than 50 educational sessions by the region's leading breast cancer experts plus health care & support services professionals
- Exhibits Fair with relevant products & resources
- Environmental Risk Factors
- Nutrition, Exercise & Survivorship
- Complementary & Integrated Therapies

PRESENTED BY:
Vermont Cancer Center
University of Vermont - Family & Community Health Care

WITH SUPPORT FROM:

To register & view full schedule, visit:
www.VTBreastCancerConference.org
Or call 802-656-2292 for more information.
Dinner and Music

October 16th
Music 5 to 9 p.m.
Dinner served 5 to 7 p.m.
Bellows Free Academy
4 Academy Drive
St. Albans

Sponsored by
A.R.C. of Northwestern Vermont

Spaghetti Dinner
Catered by Abbey Catering w/
Garlic Bread
Caesar Salad
Marble Cake
Lemonade/Ice Tea
50/50 Raffle

Silent Auction - Homemade Baked Goods
Call 782-0880 to Reserve Tickets
Adults: $8.00 per person
Children: $6.00 per child under 8

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Congratulations to Jane Graiko on winning the 2010 Ralph Nading Hill, Jr. literary prize awarded annually by Green Mountain Power and Vermont Life magazine.

Graiko's winning story, titled "Heart Sounds," is a first-person account of a woman in a coma, struggling to understand her situation through brief periods of perception.

The reader slowly learns what has happened through her confused memories of a car, a deer and walking in the woods, with a disastrous result.

Graiko, who has worked at UVM since 1986, coordinates the McNair Scholars Program, an academic-based scholarship program for first-generation college students with limited financial resources. She has been writing since age 10 and has extensive non-fiction credits, but this is her first published fiction. She began her career as a reporter for the Syracuse Post-Standard and also worked for Stone & Webster, writing newsletters and press releases.

"Heart Sounds" appears in the fall issue of Vermont Life, which is now available in bookstores and on newsstands.

After 24 years of superb service at UVM, Jane now intends to focus her efforts on one of her original life goals - as a writer.

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.
University News & Announcements

Staff Council Meetings

October
Council Meeting: Tues. Oct. 5th
12:05 pm to 1:30 pm
Davis Center, Livak Ballroom

November
Council Meeting: Tues. Nov. 2nd
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

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<td>Monday, August 2, 2011</td>
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ANNOUNCEMENTS
Do you have an announcement you would like to make in Staffline?
If yes, please let us know.
Email Staff.Council@uvm.edu

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