

## Carrie Ryan, Facilities Services, Reaches 25 Years

**H**ow can someone as young as Carrie Ryan, Team Leader in Facilities Services, reach 25 years at Middlebury College this year? “I started working here two days after graduating from MUHS in 1984,” Carrie explains. A “true Vermonter” as she describes herself, Carrie was born in Middlebury and grew up in Bridport. Her job that first summer was “summer maid,” making beds and cleaning rooms for the professors in the summer Language Schools.



years Carrie was able to attend college during the week and work weekends at the pool. “I studied history in college, and I loved it – I always have loved learning what I can about history,” she says.

When a full-time position opened up at the pool working the 2–10 p.m. shift, Carrie applied for and got the job, and worked that shift for 10 years. Wanting to spend more time with her family, Carrie moved to the 4 a.m.–12:30 shift, working on a custodial team in the athletic complex

Carrie’s plans to go to college that fall were postponed when a temporary job came up at the end of the summer. It was a custodial position, working 7 a.m.–noon in a two-person team, each responsible for different floors of residence halls. After other temporary jobs in custodial, Carrie became an issue counter attendant at the old Arthur Brown Pool in McCullough. For three

and has been working those early morning hours for approximately 10 years now. At the end of 2001, Carrie took over as a temporary team leader when the previous leader left on a medical leave. She must have done a good job in that leadership role, because as Carrie says, “my supervisors applied me” for the Team Leader job and she has served in that role since May of 2002.

When Carrie first took over the team, at 10 people it was the largest team on campus, with Old Chapel and several other buildings their responsibility to keep in tip-top shape. “I was a bit apprehensive at first, because for a shy person, to be in charge feels like a lot of responsibility,” Carrie says, and she wanted to make sure she found the right group of people to work together. The team of seven that Carrie leads now is responsible for the whole athletic

*(Article continues on page 3)*

## Midd Blurbs

**“Applying to College” workshop to be held June 5**  
The annual “Applying to College” workshop sponsored by the Admissions Office will take place Friday, June 5. The program gives an overview of the college application process and financial aid. It is appropriate for students applying to any selective college. It runs from 8:30 a.m.–noon in McCardell Bicentennial Hall. Registration deadline: Tues., May 26. For details about the day’s activities and to register, visit <http://www.middlebury.edu/admissions/workshop/> or call Admissions at ext. 3000.

### Update on the strategic plan implementation

The eighth report on progress implementing the College’s Strategic Plan is available on the planning Web page and provides a summary of progress since December 2008. The report includes updates on 54 of the recommendations. View it at: [http://www.middlebury.edu/administration/planning/progress/Progress\\_report\\_050109.htm](http://www.middlebury.edu/administration/planning/progress/Progress_report_050109.htm).

### Italian Lessons

This summer, the Italian School will offer Italian Lessons for faculty/staff children ages 8–14. Children will learn the Italian language and culture, including songs and games. Lessons will be taught by Italian School graduate interns from 9:00–11:00 a.m., Mon.–Thurs., July 1–Aug. 15. Space is limited to 20. Please contact Kara Gennarelli, Italian School Coordinator, [italian-ls@middlebury.edu](mailto:italian-ls@middlebury.edu) or x5727.

## In this Issue

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- May Milestones



MiddPoints is online!  
Go to Human Resources,  
then click on MiddPoints.

## 2009 TWENTY-FIVE YEAR CLUB INDUCTEES

Congratulations to this year's 25 Year Club inductees! They will be honored at the 40<sup>th</sup> annual celebration of the Twenty-Five Year Club on June 23.

Harold Atkins, Athletics  
Thomas Ball, Facilities Services  
Liane Barrera, Library and Information Services  
Bonnie Betourney, Health Center  
Priscilla Bremser, Mathematics  
Rebecca Burritt, Facilities Services  
Janine Clookey, Dean of the College  
Deborah Cousino, Dean of the College  
Bernard Cram, Golf Course / Snow Bowl  
Jacob Dapsis, Facilities Services  
David Dorman, Mathematics  
Patricia Hornbeck, Library and Information Services  
Priscilla Latreille, Dining Services  
Ronald Liebowitz, Office of the President  
Paul Monod, History  
Stan Pratt, Athletics  
Carrie Ryan, Facilities Services  
Sheldon Sax, Center for Teaching, Learning & Research

Milestones are determined by years of uninterrupted employment at Middlebury College. The following milestones were attained in May 2009:

### 5 YEARS

**Laura Bachand**  
*Language Schools Administration*

**Edward Barna**  
*Registrar's Office*

**Karen Browne**  
*Bread Loaf School of English*

### 10 YEARS

**Cynthia Brush**  
*Controller's Office*

**Pam Fogg**  
*Communications*

### 15 YEARS

**Barbara Merz**  
*Library and Information Services*

### 20 YEARS

**Janis Audet**  
*Academic Affairs*

### 30 YEARS

**William Warren**  
*Library and Information Services*

CONGRATULATIONS ON REACHING  
THESE MILESTONES!

• MILESTONES •

## 2009 Staff Recognition Award Winners Announced

Congratulations to the winners of the Staff Recognition Awards for 2009:

**Dawn Boise**, Commons Dining Room Manager, Dining Services  
**Franci Farnsworth**, Coordinator of Sponsored Research, Academic Affairs  
**Steve Goodman**, Manager of Mailing Services/Reprographics,  
Reprographics  
**Linda Langeway**, Custodian, Facilities Services

The award recipients were selected from nominations submitted by members of the faculty and staff on the basis of their contributions to the College community, and their leadership, stewardship, and community service during their years at Middlebury College. These awards have been endowed through the generosity of Rudolf K. Haerle, Jr., Professor Emeritus of Sociology, as a way of recognizing the many members of the Middlebury College staff who contribute to the vitality of the College Community and support the College's academic mission.

A reception in honor of the award winners will be held on a date to be announced.

## Faculty Grants

**Pavlos Styroeras** (Classics) has been awarded a Howard Foundation fellowship for support of his 2009-2010 leave during which he plans to complete a book project titled: *Aristophanes Sophos: Comedy and Philosophy in the Late Fifth Century*. By arguing that Aristophanic comedy actively contributes to the intellectual debates of its time, this project invites historians of philosophy to expand their purview and broaden the definition of what counts as philosophy. In addition to revisiting Aristophanes' dialogue with the sophists, this book offers a reappraisal of the comic poet's influence on Plato.

**Emily Proctor** (Mathematics), along with colleagues from Swarthmore, Wellesley, and Rhodes, has received funding from the Mellon 23 Faculty Career Enhancement Program for a Collaborative Workshop that will focus on topics in Riemannian geometry that form the basis of their research programs. The workshop will be held in Middlebury during Fall 2009 and will bring together over 20 liberal arts college faculty members to brainstorm and catalyze scholarly collaborations and to share methods of introducing these topics to undergraduates.

**Christopher Star** (Classics) has been awarded a grant from the Loeb Classical Library Foundation at Harvard University to support his 2009-2010 leave. He will be working on a book project titled, *The Empire of the Self: Self-Command and Political Speech in Seneca and Petronius*, which will focus on the works of two of the Emperor Nero's closest advisors and how the language of imperial command structured the concept of the self.

**Don Wyatt** (History) has been awarded a half-year visitor-ship in the School of Historical Studies at the Institute for Advanced Study in Princeton, NJ for 2009-2010. During his tenure he will begin work on a new project examining the early modern construction of Chinese racial identity. This book-length project is titled *The Setting of a Race Apart, or How the Chinese Became Yellow*.

## Carrie Ryan, ctd. from page 1

complex, Kirk Alumni Center, the football stadium, and the bathrooms next to the track and the baseball & softball fields—a lot of territory to cover. “I think we have one of the cleanest, nicest buildings on campus. I’m really proud of my team – we do a really good job,” she says.

“I like the atmosphere over here the best,” Carrie says, referring to the athletic complex and adding, “The athletic teams and the coaches are awesome; they’re very friendly.” She notes that the athletes show a sense of pride in

*“I know there are a lot of changes coming up and I’ll just have to roll with the punches.”*

the facility which makes it an enjoyable environment to work in. “I’ve worked here more than half of my life, I’ve worked in just about every building at one time or another and under just about every supervisor, and I enjoy it over here most,” says Carrie, adding that as a sports nut, her love of athletics makes it a good fit. Carrie also credits the people she works with for making a big difference in how she enjoys her job.

Carrie is one of several family members who work at or have worked at the College including her father, sisters, cousins, aunts, and Carrie’s grandmother who worked in the custodial department on the 7–noon shift until she was 79 years old. “She could work rounds around everybody, and everybody loved her,” Carrie says of the grandmother she calls her inspiration. One year they counted 17 of Carrie’s relatives who were employees here, although there aren’t as many now.

Photography is a passion of Carrie’s; she loves to “capture things in time.” Also very close to her family, Carrie’s nieces and nephews have been subjects of her photography “since the day they were born.” One of Carrie’s friends from the College who is also a roommate is really into gardening, and now the garden is a favorite subject for Carrie’s photography as well.

Carrie feels fortunate to have had really good relationships with people she has worked with here at the College, and she has formed great friendships outside

of work with several. Nancy Savage, one of Carrie’s former supervisors “helped me instill confidence in myself. She showed me I can lead, expanded my ideas and horizons,” Carrie says, adding, “Nancy is dearly missed by a lot of people in the custodial department.” Linda “Boss” Ross, as Carrie calls her, is another person who helped Carrie realize that she “can do it and be good at it. She helped me build up my confidence.” Carrie also mentions Connie Fox and Sylvia Manning as people who have mentored her over the years.

Twenty-five years from now Carrie says she’ll likely be here, “still plugging away. I know there are a lot of changes coming up and I’ll just have to roll with the punches.” Flexible and positive, Carrie concludes, “I’m always learning. Just when you might think you know it all, something comes up, a new situation, and you have to figure it out.”

~ Liz Hammel

**Jacob Tropp** (History) has received a fellowship from the American Council of Learned Societies to support his 2009-2010 academic leave. He will be working on a book project titled, *Native American Administration and the Making of International Development Expertise, 1935-1960*. Research for this project will take him to archives in Arizona, Colorado, New Mexico, and Washington, DC.

*(Faculty Grants continue on page 5)*

## Staff Council seeks nominees for Community Judicial Board

Is there any staff member interested in serving on the Community Judicial Board? Staff Council is calling for interested nominees to submit for a Presidential Appointment for the '09-'10 academic year. Below is an excerpt from the Handbook about the Community Judicial Board. For a more detailed explanation refer to the "Judicial Boards and Procedures" part of the Student Conduct, Policies, and Procedures section of the Handbook ([http://www.middlebury.edu/about/handbook/student/Judicial\\_Boards\\_and\\_Procedures.htm](http://www.middlebury.edu/about/handbook/student/Judicial_Boards_and_Procedures.htm)). If you have questions or are interested, write to the Staff Council mailbox, [scouncil@middlebury.edu](mailto:scouncil@middlebury.edu), or call Patti McCaffrey, x5229.

The Community Judicial Board presides over non-academic conduct infractions and consists of eight members: the dean of the College, one staff member, two faculty members, and four students. Each member has one vote. There will be one alternate member from the Office of the Dean of the College, one staff alternate, one faculty alternate, and two student alternates.

Alternates will only substitute for absent members of their own constituency.

The dean of the College serves as the co-chair of the Community Judicial Board. His or her alternate will be a dean from the Office of the Dean of the College. The president of the College will appoint the staff representatives to the board, on the recommendation of the Staff Council. The Faculty Council will appoint the faculty members to the board. The student members will be appointed under the auspices of Community Council in the procedure described below. Those making the appointments are encouraged to consider gender balance in the selection process. First-year students may not serve on the Community Judicial Board. A student who is a member of the Community Council may not serve at the same time on the Community Judicial Board. The Community Council will review the continued eligibility of a student member of the Community Judicial Board who has been convicted of a serious infraction of College rules, and may require the member to resign from the Community Judicial Board.

## Floating Holidays and CTO Use

Are you clear about the policy for staff use of CTO for Floating Holidays? With the floating holiday season rapidly approaching, we wanted to remind staff members of the policy.

Middlebury College has two types of holidays: "regular" holidays and "floating" holidays. Generally full-time and part-time benefits-eligible staff employees are eligible for both types of holidays. (Special rules apply to certain designated staff employees, such as those assigned to work outside of the U.S.). "Floating" holidays include Memorial Day, Independence Day, and Labor Day. Each department head will determine whether or not their department will remain open on each of the floating holidays and, if so, what staffing level is needed, based on operational needs. Staff members who **do work** on a floating holiday will be paid for their worked time and **do not** record CTO time for the day. CTO-eligible staff members who are usually scheduled to work on a day on which a floating holiday falls and **do not work** must record CTO for that day.

Last year Human Resources audited the pay periods that encompassed the floating holidays. It was determined that a substantial number of staff employees *who had actually taken the floating holiday off* had neglected to record the day as CTO on their Banner Web timesheets. Failing to record used CTO time results in additional expense for the College and is not in compliance with College policy (see "Payroll: 5.4 Reporting Time and Payroll Issues" in the College Handbook for more information).

The Memorial Day floating holiday will soon be upon us. If you are a CTO-eligible employee and you do not work on that day, please be sure to record CTO time on your timesheet. If you would like more information about floating or regular holidays please see section 4.4 in the Employee Handbook, or contact Human Resources at x5465.

~ Lisa Hoff

## HATHA YOGA WITH SANSEA SPARLING

The Optimal Health Initiative Committee (OHIC) is pleased to sponsor a new nine-week Yoga series:

Tuesdays beginning June 2, from 4:30–5:45 p.m.  
CFA 109

Fees listed below

To register, contact [efahey@middlebury.edu](mailto:efahey@middlebury.edu), x5029

Returning students and beginners are very welcome. This Hatha Yoga class will feature instruction in breathing, practical preparation with stretching, instruction on proper pose alignment, and Slow Flow Vinyasa. Some Yin poses will be included. Bring a yoga mat. Blocks and straps will be provided. Wear loose clothing without zippers or buttons. Water bottles are a good idea, as are a small pillow and a small towel.

Sansea is looking forward to continuing her practice with us, as well as further developing stamina, poise, and grace. Please inquire with any questions to Sansea Sparling, 453.3894, [ssparling@gmavt.net](mailto:ssparling@gmavt.net).

Fees, cash or check: For a 15 student minimum, the fee per student is \$6 (\$6 x 9 sessions = \$54 payable at the first class). For between 11–14 students, the fee per student is \$7 (\$7 x 9 sessions = \$63). For between 6–10 students, the fee per student would be \$8 (\$8 x 9 sessions = \$72). Drop-ins are welcome @ \$12.



## Important Reminder about CTO Maximums

The maximum amount of CTO that can be carried into the next fiscal year is capped at 24 days (see table below for maximum hourly equivalents): any CTO in excess of 24 days will automatically be transferred into your SLR as of June 28. (If you will be over the maximum and are planning to take June 29 or 30 as CTO, please contact your manager and have him or her submit notification of your scheduled CTO for the 29<sup>th</sup> and/or 30<sup>th</sup> to Erin Kilpeck – prior to June 28. Erin will manually adjust your balance so that CTO for those days are returned to your CTO bank for use in the next pay period.)

Throughout the year each employee is responsible for managing his/her CTO amounts within the applicable limits. Remember, if you allow your balance to reach maximum during any pay period except the final one of the fiscal year, your excess accrual does not automatically transfer to SLR – instead you will stop accruing and forfeit the un-accrued CTO time. Now is a good time to check your CTO balance in BannerWeb or a recent paycheck stub and plan your CTO use for the next few weeks and the upcoming fiscal year accordingly.

How to transfer time:

When you report your time via BannerWeb, enter the number of hours you wish to transfer on the web time sheet in the row titled “Transfer CTO to SLR.”

### CTO Maximum Amounts

Date	CTO Maximum in Days	CTO Max. in hours for employees w/ scheduled 8 hour days	CTO Max. in hours for employees w/ scheduled 7.75 hour days
As of June 30	24	192	186
Any other time	36	288	279

## where on CAMPUS?

Thirteen readers answered last issue’s “Where on Campus?” correctly. The photo was taken inside one of Patrick Dougherty’s “So Inclined” sculptures in front of the Mahaney Center for the Arts.



## Faculty Grants, ctd. from pg. 3

**John Maluccio** (Economics) has been awarded a fellowship from the U.S. Department of Education’s Fulbright-Hays Scholar program that will provide support for his 2009-2010 leave. He will spend four months examining the relationship between remittances and child nutrition in northern Guatemala and directing the follow-up portion of a World Bank study, *Migration and Food and Nutrition Security in Guatemala*. This project aims to measure the effects of migration on a wide variety of individual- and household-level outcomes, including poverty. His ultimate goal is to bring this experience back to Middlebury by offering an economic development course taught in Spanish.

## Classifieds, ctd. from page 6

### Wanted

**Wanted:** Looking for a kids trail-a-bike attachment to use getting around town w/ our 4 year old. Please contact me at [nwilkers@middlebury.edu](mailto:nwilkers@middlebury.edu) if you have one to sell or are willing to lend yours for the summer.

**Wanted:** Kitten ready to leave the litter? Looking for a short-haired gray kitten. Prefer male, will consider a female. E-mail [slaird@middlebury.edu](mailto:slaird@middlebury.edu).

**Wanted:** Twin/single beds, used or new, mattress, futon, or fold-out options. 3 nieces coming for a visit in Aug., and we need a cheap solution for sleeping arrangements. x3169 or [liza@middlebury.edu](mailto:liza@middlebury.edu).

**Wanted:** Part-time babysitter, summer months. Italian School faculty looking for a babysitter for a 10 year old boy and a 5 year old girl from the end of June to mid August. 3 hours during the day & occasionally during the evening. Please contact [blad.3@nd.edu](mailto:blad.3@nd.edu) or 574.274.3552.

Human Resources • Service Building, 2nd floor • 802-443-5465 • [hr@middlebury.edu](mailto:hr@middlebury.edu)

*MiddPoints is published approximately twice per month by Human Resources for the faculty and staff of Middlebury College. The issue schedule and deadlines are listed on the Human Resources Web site. MiddPoints is mailed without charge to regular full time and part-time employees. MiddPoints is Human Resources’ primary communication vehicle on policy changes, upcoming events, news, and other items of interest to employees. Entities outside the campus may not advertise in MiddPoints.*

# • • • • Classifieds • • • •

Classified ads are free for members of the staff, faculty, student body and alumni of Middlebury College. Ads must be submitted seven days prior to the publication date. Guidelines for ads can be found on the MiddPoints section of the HR Website. Please send ads to Classifieds, MiddPoints, HR, Service Building, or e-mail to [middpoints@middlebury.edu](mailto:middpoints@middlebury.edu) (electronic submissions preferred).

## Auto

**For Sale:** Deluxe truck camper. 2003 Arctic Fox 1150 slide-out. Excellent condit. \$15,900. Call Mickey Heinecken, 462.2366.

**For Sale:** 1998 Coleman "Santa Fe" pop-up camper. Excellent condit. Gas stove, sink, ice box, awning. Sleeps 5-6. Asking \$2,500. Call 247.6154 evenings or x5889.

**For Sale:** 2001 Ford Focus ZX3 (Black). 68,200 miles. 5-Speed manual transmission. Excellent condit. CD player, power windows, power locks & sunroof. AC needs to be repaired. Asking \$4,000 obo. Call Sam at 917.667.6793.

**For Sale:** 2000 Coleman Utah pop-up camper in excellent condit. Sleeps 7 easily, slide out dinette, sofa, king size bed ends, 3 way refrigerator, furnace, stove, sink & lots of storage space. Asking \$4,500. Can be seen at 434 Washington St. Ext. in Middlebury or call 388.3277.

## Other

**For Sale:** Approx. 140 sq. ft. of new 3" unfinished hardwood flooring, a mixture of red maple and red (heartwood) birch, purchased recently at Lathrop's Mill in Bristol. Lengths from 3' to 10', \$300. Enough for a small room, kitchen. Pictures of finished floor in my house avail. Call Sue at x2322 or at home, 453.7976.

## Real Estate

**For Sale:** Lovely Weybridge home on 12 acres w/ Green Mtn. views. Open floor plan, spacious kitchen, 3 BR, 2 BA, large workshop/office, sunroom & screened porch, deck & terrace. Energy effic., solar hot water, Vt. Hearthstone wood stove. Dry, walkout basement, attached garage, 16x24' barn. Close to Otter Cr. & Lemon Fair, Snake Mtn. 6 mi. to Midd. Contact [wolfson@middlebury.edu](mailto:wolfson@middlebury.edu).

**For Sale:** Cornwall, light-filled 3 BR, 2.5 BA, 2,000 sq. ft. Connor home built in 2006. Beautiful orchard setting on 7.25 acres w/ Adk. views. High-quality construction, energy-efic. windows & open floor plan. Master suite, sunny kitchen, fireplace, built-in bookshelves, 2-car garage, mudroom w/ radiant heat, wide pine flooring, storage shed. 10 min. to campus. \$459,000. E-mail [scdiehl@middlebury.edu](mailto:scdiehl@middlebury.edu).

**For Sale:** Middlebury hillside ranch in Butternut Ridge 10 min. from campus on .53 acres. Quiet street. 3 BR, 2BA, in-law apt. in spacious, walk-out basement. New deck overlooking private wooded backyard. Hardwood floors, one car garage, 2,096 sq. ft. Call 989.3615 or e-mail [bescobed@middlebury.edu](mailto:bescobed@middlebury.edu) for more info or pictures. \$289,000.

**For Sale:** Good investment opportunity! Well-maint. apt. in Montreal. 1 BR, 1 BA, 3rd floor, elevator, security, pool, gym. Brand new BA. Walking dist. from McGill & Concordia. Possible rental income, Canadian \$ 1,150/mo. Sale price: Canadian \$ 175,000. For more info: 802.388.2324 or e-mail [kmurti@middlebury.edu](mailto:kmurti@middlebury.edu).

**For Lease with Option to Buy:** Twin Circles, Midd. 3 BR, 2-1/2 BA condo has many upgrades: granite countertops in kitchen (old kitch. "recycled" to lower level for laundry area), Otter Crk. sunroom on back, palladium window in LR. Comes w/ a garage & partially finished basement w/ a spacious BR w/ BA - perfect for guests! Sale price: \$225,000. Call 802.388.2324.

**For Rent:** Rent a small, but cute trolley car camp for the summer. Right on the shores of Lake Champlain in Bridport. Secluded w/ boat access & great fishing; \$900/mo. Also for rent is a 1 BR camp on Lake Champlain w/ boat access; \$900/mo. or \$300/week. Phone: 758.2400.

**For Rent:** 4 BR in the heart of downtown Middlebury. Walk to theater, restaurants & shops. Right behind Middlebury College library (112 S. Main St.), great location. Avail. 6/1 through 8/15. Weekly, Sunday through Saturday, \$600, utilities included. Monthly, \$2,100 + utilities (price is negot.). Cats, dogs o.k. E-mail James at [jmillard@middlebury.edu](mailto:jmillard@middlebury.edu) or call 203.273.6666.

**For Rent:** Avail. June 1. 1 BR apt. in downtown Middlebury. Cozy, quiet, beautiful view of Otter Crk., fully furn., kitchen fully equipped. Parking & use of a bike incl. Washer & dryer in building. 4 min. walk to campus. Avail. Jun 1- Aug 31. Rent: \$550/mo. (heat included). No pets. More info: [cmedeiro@middlebury.edu](mailto:cmedeiro@middlebury.edu) or 514.528.5934.

## Free

**Free:** Apple baskets. Perfect for craft projects, party decorations. 2 at 9", 12 @ 12", 6 @ 14"; all round w/ handles. x3169 or [liza@middlebury.edu](mailto:liza@middlebury.edu).

## Wanted

**Wanted:** I am seeking a free pet porter for a medium sized dog (35-50 pounds!). Please call me at 802.989.9898 or e-mail [clemmons@middlebury.edu](mailto:clemmons@middlebury.edu).

(Classifieds ctd. on page 5)

### COLLEGE BOOK STORE

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