Q&A: July 1 Staff Raises

President Liebowitz recently announced that this July 1 there will be a 2% salary increase for employees who earn $50,000 or less. This article provides details about how this salary increase program will be carried out for staff employees.

Q1. Does the 2% raise apply to faculty as well as staff employees?
Yes, both staff and faculty are eligible for the 2% raise. This communication describes how the increase will be administered for staff employees. Details regarding how the program will work for faculty employees is available from the Dean of Faculty’s office.

Q2. Will the amount of the raise vary depending on staff performance level?
No, the salary increase will be a flat 2% across-the-board increase for eligible employees.

Q3. In the past, employees with performance problems have not been eligible for merit increases; will there be a minimum performance level to be eligible for the 2% increase this year?
Yes, Human Resources will follow the standard practice; that is, all employees with a performance level of 2.0 or higher will be eligible for a salary increase (assuming they meet the salary threshold).

Q4. Will the 2% raise be available for all employees earning less than $50,000?
No, part-time employees will be eligible only when their annualized salaries are $50,000 or less (annualized means the amount an employee would earn if he or she were working full-time). For example, if a half-time employee is paid $28,000 per year, the annualized salary would be $56,000. In this example, the employee’s salary is less than $50,000 because he works part-time, and if he worked full-time his salary would exceed $50,000, so he would not be eligible for the salary increase. However, a full-time employee earning $28,000 per year would be eligible for the increase.

Q5. Are salaries for individuals who are considered full-time for benefits purposes, but who are less than one full time equivalent (1 FTE) going to be annualized to determine raise eligibility?
Yes, salaries for ALL staff who work less than 1 FTE will be annualized up to 1 FTE as described above (this includes employees in jobs previously referred to as “10/12ths”).

Q6. What about employees with two jobs?
The annualized salary for each job will be looked at separately to determine eligibility for the salary increase. An employee with two jobs might receive an increase in one job, both jobs, or neither job depending on the annualized equivalent for each job.

(Questions and answers continue on page 3)
Faculty Authors Celebrated at Reception

Last week, faculty members who published books in the past year (written, translated, or edited) were honored at a reception in the Special Collections room of the library, where the books were displayed. The 18 faculty members honored for 24 titles are:

Julia Alvarez (English & American Literatures)
Rebecca Ayako Bennette (History)
Thomas Beyer (Russian)
Molly Costanza-Robinson (Chemistry and Biochemistry)
Matthew Dickerson (Computer Science and Environmental Studies)
James Fitzsimmons (Sociology/Anthropology)
Randall Ganiban (Classics)
Guntram H. Herb (Geography)
Kirsten Hoving (History of Art & Architecture)
John Illig (Athletics)
Michael Katz (Russian)
Tamar Mayer (Geography)
Jason Mittell (Film and Media Culture)
Lynn Owens (Sociology/Anthropology)
Jay Parini (English & American Literatures)
Mark Silver (Japanese Studies)
Stephen Snyder (Japanese Studies)
Don Wyatt (History)

Nutrition Workshop

The Optimal Health Initiative Committee (OHIC) is pleased to announce a

Nutrition Workshop with Kim Evans
Thursday, May 14
Noon
McCordell Bicentennial Hall
Room 338

Kim Evans is a registered dietician who works with a broad range of clients from elite athletes to folks interested in improving general wellness. As a dietician and a former pastry chef, she brings a passion for food, nutrition, and the human body to her work, viewing foods for the value that they have not just to sustain life, but to enhance life.

Kim says, "The topic for the workshop is 20 superfoods, focusing on how to choose the right superfoods for you! First we will start by looking at 'what’s on your plate?'. Then we will talk about how to make room for some super healthy foods and why. I will also have some tasty samples of cleverly disguised super foods and give out some recipes and how-to tips for incorporating these foods into every day life. It will be a very interactive workshop with lots of discussion and audience participation."

To sign up for the workshop call Human Resources at ext. 5465.

Benefit Plan Annual Reports – On-line

The 2007 Summary Annual Reports (SARs) for the following Middlebury College benefit plans are available on-line for all faculty and staff to review: Middlebury College Retirement Plan, Middlebury College Voluntary Retirement Plan, Middlebury College Group Retirement Annuity Plan, and Middlebury College Benefit Plan. They appear on the Benefits section of the Human Resources Webpage at:

http://www.middlebury.edu/administration/hr/Benefits/2007+Summary+Annual+Reports.htm.

You may participate in one or more of these plans. Benefit plans subject to the Employment Retirement Income Security Act of 1974 (ERISA) are required to distribute Summary Annual Reports to plan participants. If you would prefer to receive a paper copy of these documents, or if you have questions regarding either your benefits or the SARs please call Human Resources at x5465.

where on CAMPUS?

Where do you suppose this photo was taken? If you think you’ve seen it, e-mail the editor at middpoints@middlebury.edu or call x2563.
Faculty Grants

Michael Sheridan (Sociology/Anthropology) and Jacob Tropp (History) have both been selected to participate in the U.S. Dept. of Education’s Fulbright-Hays Seminars Abroad program this summer. Their awards cover all expenses for the four week seminar titled, Senegal: Gateway to West Africa. Sheridan hopes to get a more comparative perspective on African studies and to revise course syllabi to have more West African content. His independent project will be about forest management in southern Senegal. Tropp plans to develop a case study for a new global environmental history course that he’s creating and to study the transatlantic slave trade in that region in order to enhance existing and develop future African history courses.

Emily Proctor (Mathematics) has been awarded an NSF Mentoring Travel Grant by the Association of Women in Math. This grant funds travel expenses for her to visit with a senior colleague at The University of Notre Dame while she is on leave in Fall 2009.

Patricia Saldarriaga (Spanish) and Sandra Carletti (Italian) have each received a fellowship from the Marion & Jasper Whiting Foundation in support of curriculum development projects. Saldarriaga will work on a project titled, Hispanic Religious Art of the Baroque. The grant provides funding for a trip to Mexico during her 2009-2010 leave during which she plans to visit museums, churches and Baroque architecture. Carletti will travel to Italy during her 2009-2010 leave as part of a project titled, A Day in the Life of Italy. She plans to collect audio-visual materials that will enhance the teaching of Italian in the classroom and support the development of a textbook.

Staff Salary Increases, ctd. from pg. 1

Q7. Will employees in on-call or part-time/no-benefits jobs be eligible for increases? If you have specific questions about the 2% salary increase for staff employees please contact Human Resources at ext. 5465.

HUMAN RESOURCES
~ Patrick Norton
Vice President for Administration & Treasurer

Middlebury History

25 years ago ● Burlington lawyer Hilton A. Wick, former chairman of the College’s board of trustees, announced his candidacy for Vermont’s Republican gubernatorial nomination. The residential life council announced plans to establish faculty offices in three freshman dorms: Stewart, Battell, and Allen. The college choir and community chorus performed with the Vermont Symphony Orchestra in Memorial Field House.

10 years ago ● All three nominees – seniors Megan Hankins, John Mauro, and Stephanie Saldana – were awarded Watson Scholarships. The Admissions Office received 4,856 applications for 540 positions in the Class of 2003. President McCardell presided over a college-wide “town meeting” to discuss the enhanced commons system and Other issues.

5 years ago ● An anonymous donor made a $50 million gift to support the College, recognize the accomplishments of John McCardell, and express confidence in Ron Liebowitz. Christopher Reeve, Dana Morosini Reeve ’84, and Meryl Streep were among the honorary degree recipients at Commencement. Banjo player Béla Fleck and the Flecktones performed in Kenyon Arena.

This month in Middlebury History

Q8. What about employees whose current salaries are close to the $50,000 threshold and a 2% increase would put them over $50,000 - will they receive only a partial increase?

Employees, except certain new employees (see Q10), who qualify for the increase will receive the full 2% increase.

Q9. Does this program apply to employees whose positions are fully grant-funded?

No, the grant rules relating to salary increases (if any) will continue to apply.

Q10. Will employees who have not worked a full year by July 1 still be eligible for the increase?

No.

The determination of staff eligibility will be made by Human Resources.

If you have specific questions about the 2% salary increase for staff employees please contact Human Resources at ext. 5465.

~ Patrick Norton
Vice President for Administration & Treasurer

This month in Middlebury History

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New Employees

Olivia Whitman – In September Olivia began as International Student and Scholar Advisor with ISSS. A 2004 Middlebury alumna, Olivia is very happy to be back in the Middlebury community. Previously she worked in international student services at Caldwell College and Fairleigh Dickinson University in New Jersey. Starting in January 2008, Olivia spent one semester studying in the Graduate School of Language and Educational Linguistics at MIIS.

Muchadei Zvoma – Muchadei began as the Young Alumni Program Coordinator in College Advancement in September. He has a BA in English from Middlebury College in 2007. Previously, Muchadei worked at an online ad agency in New York City. Born and raised in Harare, Zimbabwe, he lives in Middlebury and enjoys coaching and playing rugby, singing, and dancing.

Katie Scott – A recent graduate of Willamette University in Salem, Oregon, Katie became the new Sustainability Communications / Outreach Coordinator for Environmental Affairs in October. A newlywed married in July, Katie and her husband drove across the country to move to Middlebury. They stopped to visit family along the way and also stopped at Yellowstone National Park, the Black Hills of Wyoming and South Dakota, and Niagara Falls.

Olivia Whitman

James Beauchemin – James was hired in October as the new User Support and Services Manager in LIS. He lives in Vergennes with his wife Amy and daughters Alyse (9) and Emma (6). In 2004 he earned a masters in Managing Information Technology from Champlain College and has several Microsoft certifications in Windows. James and his family have lived in Vermont all their lives, and they enjoy skiing, golf, and many outdoor activities.

New Employees

Muchadei Zvoma

Katie Scott

OneMidd Mug Contest Answers

Six readers responded correctly to the fifth “OneMidd” mug contest quiz:
Melissa Sullivan-Many, Nicole Chance, Barbara Walter, Ann Nottingham, Mike Olinick (two-time winner), and Marie Winner (five for five).

1. The Bread Loaf Writers’ Conference is a) a stimulating community of diverse voices, b) a place to test assumptions about literature, c) a gathering of writers, editors, and literary agents, d) all of the above.

2. Monterey Institute of International Studies was named one of the Top 20 Master’s Programs for International Policy careers by c) Foreign Policy magazine.

3. In 2009-2010 the School in China will grow from one site (Hangzhou) to three sites by adding a second program in Beijing and a third program in b) Kunming.

Italian Lessons for Children of Faculty and Staff

Are you looking for something fun and educational for your child to do this summer? The Italian School will be offering Italian lessons for faculty/staff children ages 8-14. Not only will they learn the Italian language, they will also learn about Italian culture. Songs and games will also be part of learning Italian. Lessons will taught by Italian School graduate interns from 9:00 a.m.-11:00 a.m., Monday-Thursday, starting Wednesday, July 1. Space is limited to 20. If you are interested, please contact Kara Gennarelli, Italian School Coordinator, italian-ls@middlebury.edu or x5727.
Important Reminders for Parents of Older Children

Graduating Students:
Graduation season is right around the corner. If you have a dependent with an upcoming graduation, please remember that along with the pomp and circumstance may come a change in your child’s status in terms of our benefit plans. If your child is graduating from high school, s/he can remain on your health and dental plans so long as s/he is:
- under 19
- unmarried
- still eligible to be claimed as a dependent on your federal tax return.
An older child can remain on your health and dental plans so long as s/he is:
- under 25
- enrolled as a full-time student at an accredited secondary school or college
- unmarried
- still eligible to be claimed as a dependent on your federal tax return.
If your child is graduating from college (or simply taking time off from his/her studies) please note that the child’s coverage under your health and/or dental plan will end on graduation day, or the last day of class attendance if the student is leaving school without graduating.
A child losing coverage under these circumstances will be eligible to continue coverage under COBRA, at his/her own expense. Monthly single person COBRA rates are currently: $506.52-health, $46.49-dental.

It is very important that you notify Human Resources in a timely manner if your child will be graduating or leaving school. Remember, under IRS rules if you fail to notify us within 30 days of the event, we will be unable to reduce your premium until the end of the calendar year, even though your child is no longer covered by the health and/or dental plans. And, under COBRA rules, if you fail to notify Human Resources within 60 days of the event, the child will have forfeited the right to COBRA continuation. This means that you may have to pay for coverage that you do not have. In addition, you may be personally liable for medical expenses incurred by a person who does not qualify as your dependent under the terms of the plan.

On-going Students:
If you have a child over age 19 but who has not yet attained the age of 25, who will be enrolled as a full-time student at an accredited secondary school or college (including graduate school) this fall, be on the lookout for a letter from CBA Blue asking you to verify that your child will be a full-time student next academic year. To insure uninterrupted health/dental coverage for your dependent, please provide the requested information and return the form to CBA Blue promptly.

As always, please feel free to contact Human Resources at x5465 if you have questions.

Would you like to schedule time with our TIAA-CREF consultant?

Reminder: Our TIAA-CREF Individual Consultant, Erik Moreau, is on campus at least two days a month for counseling. In these difficult economic times it is a good idea to review your accounts and overall financial situation. Erik is a salaried pension consultant for TIAA-CREF and offers appointment times online at www.tiaa-cref.org. Under SERVICES click on Meetings and Counseling, then input “Vermont” and you can see all of his availability on campus. Some sessions are scheduled in the Library and some are in Human Resources in the Service Building, so be sure to check your location. You may also schedule an appointment by calling Eric’s assistant Melissa, toll free, at 866.904.7801, x275142.

Catamount Health Insurance

The State of Vermont’s Catamount Health provides comprehensive, quality health coverage at a reasonable cost. Catamount Health is designed for Vermonters age 18 or older, with a monthly income of less than $2,718, and who have been uninsured for 12 months or more – with exceptions for Vermonters who recently lost their insurance because of a life change such as no longer qualifying as a dependent on a parent’s or caretaker’s health insurance. Please review additional qualification requirements at http://www.greenmountaincare.org/about/green_mountain_care_programs/catamount_qualifications.html.
**Auto**

**For Sale:** 1998 Passat GLS 4-door sedan. Silver ext., black leather inter., heated seats, AC w/ automatic trans., tiptronic, 16” premium alloy wheels w/ brand new all-season tires, power windows & sunroof. 2.8 L V6 engine w/ 86,000 miles. Asking $5,000. Contact Shannon at 388.6852.

**Other**

**For Sale:** Electric Forest Green upholstered lift chair, used for maybe 1 hour. Paid $650, asking $400 obo. Dorm size refrigerator, $75. x5777 or 453.4525 or slevine@middlebury.edu.

**For Sale:** Martial Arts Gear. (1) Tigerclaw kick pad, (2) Everlast coaching hand mitts, (1) sparring gear set with the head cover, hand covers and foot covers; Youth medium. Equip. was over $80 new; will take $40 obo. Please e-mail jaube@middlebury.edu or call x5790.

**For Sale:** Nike Golf spikes, men’s size 7.5, one year old, worn a few times but still like new. Waterproof. $15. Call x2095.

**Real Estate**

**For Sale:** Twin Circles, Middlebury. This 3 BR, 2-1/2 BA condo has been beautifully updated. Unit has colors & features that are charming & fun! Otter Creek room and terrific extra palladium window provide very nice light. Comes w/ a garage & partially finished basement. A warm inviting condo for $225,000! Call 388.2324.

**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 square feet. Call 989.3615 or e-mail bescobed@middlebury.edu for more info or pictures. $289,000.

**For Sale:** Three BR cottage on Lake Champlain 15 miles from Middlebury. Available graduation weekend and some weeks during the summer. Call 802.545.2092.

**For Sale:** Location location location! A small 1 BR apartment for rent starting August 1 w/ lease & deposit required. $575/mo. 3 min. walk to campus and a 5 min. walk into town. One parking space is also available. 802.388.1308.

**For Sale:** I am looking to rent my house in East Middletown for approx. 5 weeks in summer (mid-June to 3rd week in July). $1,000. Significant reduction on rent for the right tenant willing to care for two cats. Looking for quiet, patient, & responsible tenant. References required. Contact schwartz@middlebury.edu.


**For Sale:** Beautiful Condo. 2-3 BR, 2 BA, cathedral ceilings in kitchen, 2 huge balconies, great views. Private but only 1 mi. from College. Avail. August-September, $1,200/mo. + utilities. Tania 802.989.2483 or tsmorodi@middlebury.edu.

**Summer Sublet:** 1 June - 30 August. 3 BR, 1 BA, large LR & kitchen, utilities & parking included. On Court St. betw. the high school & Hannaford. Short bike ride to campus. $350/mo., price negotiable. mmcelroy@middlebury.edu.

**Wanted**

**Wanted:** A used swing set (preferably with a slide) in good condition, for my 4-year-old son. Please contact Chris at cthompson@middlebury.edu or 349.6672.

**Wanted:** A used treadmill and/or a stationary exercise bicycle, in good condition. Please contact Chris at cthompson@middlebury.edu or 349.6672.

**Wanted:** Tele gear (newer items to replace my leather and 10 year old skis). 802.388.1308.

**Wanted:** A washer machine in good condition. 802.388.1308.

**Wanted:** Elliptical machine or treadmill. 802.388.1308.

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**College Book Store**

**Stop in and check out our new line of organic products:**
**Vermont Soapworks made here in Middlebury. Also we have a new lightweight organic hooded sweatshirt made in the U.S.A.**