M² in Action:
The View from the West Coast

In a message to the Middlebury community last September, President Liebowitz reported on the College’s decision to move its relationship with the Monterey Institute forward from affiliation to integration. In that memo he said,

…I have sought and received permission from our Board of Trustees to set a goal of June 30, 2010 as the date by which the Monterey Institute will become integrated legally within the College. This would mean the Institute’s relationship with Middlebury will go beyond our current affiliation agreement and become equivalent to that of our other graduate and special programs… The Institute will retain autonomy in the academic realm, while a number of administrative functions will be integrated with the College’s to ensure smoother operations and efficiencies, and to allow both institutions to take advantage of numerous opportunities for collaboration.

On both sides of the country, faculty and staff are engaging with this vision, living the Monterey Institute mantra: be the solution!

Amy McGill, who coordinates integration activities at Monterey in collaboration with Dave Donahue at Middlebury, likens the process to one of her best memories of working at Middlebury: “At holiday time, someone would bring a huge jigsaw puzzle to work and spread out the pieces on the staff common room table. Whenever people came in to check the mail or copy a document, they would add a couple of pieces to the emerging picture. They were going about their usual work, but they were also taking time out to make something together, and increasingly, throughout the day, they were thinking about the big picture and seeing it more clearly.”

This article celebrates the day-to-day work on the front lines of integration with a few small snapshots of dedicated staff on both sides of the country who are fitting the pieces together.

(Article continues on page 4)
BUTTON UP for Energy Savings at Home!

On December 2, a small crowd of Middlebury College staff and faculty gathered to hear a presentation by Keith Levenson, Project Manager for Efficiency Vermont. The presentation outlined a number of ways to save energy (and money!) at home.

Mr. Levenson explained that the first priority when evaluating energy use at your home is conservation. Turn it off or turn it down! He said that substantial savings can be realized merely by turning the thermostat down a few degrees. Turn heat down or off in unused portions of your home, turn it down when you’re gone during the day, or when you are home and put on a sweater! He also discussed the surprising electrical load produced by “phantom use” – the trickle of electricity required by a multitude of household appliances even when they are turned off – cell phone chargers, stereos, computers, etc. His recommendation is to plug devices into a power strip which can then be turned off completely to eliminate this “trickle charge.” Whatever appliance or system you have, turning it off or down is the first thing to consider.

The second priority is efficiency – getting the most out of the fuel that you do use. One piece of advice: look for the EnergyStar rating when purchasing new appliances, furnaces, water heaters, etc. Mr. Levenson explained that the slightly higher purchase price is quickly made back in energy savings, making these appliances a wise choice. In some cases, Efficiency Vermont will even pay you (in the form of rebates) for choosing EnergyStar rated appliances – check out their Website for information!

Heating (and cooling) your home is one of the biggest energy uses. When looking for ways to reduce your bill for home heating fuel, Mr. Levenson suggested starting in the attic and the basement because these spaces are usually easier and less expensive to work in than the finished spaces in the main living areas of your home. Work in these areas generally doesn’t need to be cosmetically attractive and doesn’t usually require dismantling finish carpentry in order to access problem areas.

When considering energy use for heating, Mr. Levenson compared a house to a hot air balloon – heated air continually rises to the top and cold air is sucked in the bottom to replace it. Sealing up your house to reduce this exchange of air with the outside is the first priority. A variety of foams, sealants, calks, and barriers exist to address cracks and leaks. Insulation is important, too, but it is often not an effective sealant. First seal, then insulate. In the basement, look for areas where you can feel cold air coming in. Leaks in the attic will be harder to detect because you can’t feel the hot air escaping. Specially trained contractors can perform an energy audit of your home, sometimes involving infrared scanning and “blower door” testing to find the major sources of air exchange with the outdoors. Efficiency Vermont maintains a list of these contractors.

~ Alexa Euler

For more information, check out the Efficiency Vermont website: www.efficiencyvermont.com

Milestones are determined by years of uninterrupted employment at Middlebury College. The following milestones were attained in December 2008:

5 YEARS

- Timothy Etchells
  Communications

- Blair Kloman
  Communications

- William Mayers
  International Programs & Off-Campus Study

- Maria Stadtmueller
  Communications

- Justin Willis
  Rikert Ski Touring Center

10 YEARS

- Linda Booska
  Political Science

- Brenda Fizur
  Commons Office — Wonnacot

15 YEARS

- John Nuceder
  Snow Bowl

20 YEARS

- Susanne Button
  Facilities Services

- Mary Reed
  Dining Services

Congratulations on reaching these Milestones!
MILESTONES

Joshua Chan – After graduating from Middlebury in May ’08, Josh is now the CRA of Wonnacott Commons, and he enjoys baking and cooking.

Matt Boucher – The Commons Resident Assistant (CRA) of Atwater Commons, Matt graduated from Middlebury in May ’08 with a major in psychology. Matt is from Concord, Mass., and he sings with the a cappella group the Mamajamas.

New Employees

Tania Bolduc
Assistant to the VP Language Schools

Lucas Farrell
Bartender/Head Wait.
51 Main

Nancy Parsons
3rd Cook
Dining Services

Lee Zerrilla – In September, Lee joined the Dean of the College office as the Senior Residence Director. Previously he worked at the University of New England, and he is a Burlington native. He is completing a masters degree in Administration of Higher Education from Suffolk University. Lee enjoys photography, travel, kayaking, and is an aviation enthusiast.

Andrew Mittelman – Andy graduated in May ’08 and when he started in September he was looking forward to being at Middlebury in his new role as CRA of Cook Commons. While a student, Andy worked for Middlebury Volunteer Ambulance Association, and he will continue there this year.

Maegan Olivos – An ’07 graduate of Middlebury, Maegan began as the Ross Commons CRA in September. She worked as an AmeriCorps VISTA volunteer in Vermont last year. Outside of work, Maegan enjoys swimming and the outdoors.
technology are legion. A few samples:

Collaborative projects in the realm of collaboration are numerous. Middlebury and the Monterey Institute, had the experience needed to help Middlebury with visa processing from Monterey. The two Kathys teamed up and got the job done. Now they’re talking about further collaborations, including support for the new Middlebury Language Schools at Mills College in California.

Hole in One
A communications collaboration between Middlebury and the Monterey Institute made golf history this fall. When Middlebury’s VP for Communications, Mike McKenna, heard about the LPGA’s ruling requiring English competence for its players, McKenna saw an opportunity for Monterey. He and Monterey president Clara Yu put their heads together and came up with an offer to the LPGA to provide “English for Golfers” through the Institute’s Graduate School of Translation, Interpretation and Language Education. Though the LPGA eventually backed away from its ruling, the Institute — and by association, Middlebury — wound up surfing a national media wave, making a pitch for the importance of foreign language competence, and perhaps creating a new niche program.

Bytes of Collaboration
Collaborative projects in the realm of technology are legion. A few samples:

- When the Monterey Institute’s antiquated scheduling software crashed, Middlebury’s chief scheduler Lisa Ayers assisted Institute staff in transitioning to Middlebury’s Resource 25 scheduling software. Now Monterey has the tools for more sophisticated space allocation, with even greater benefits to come as Banner implementation at the Monterey Institute makes additional features of the system available.
- Chris Norris and his web services staff in LIS are heroes on the Monterey campus, where they have created an online employee directory and provided the Institute with the ability to redirect critical web addresses quickly and easily. Now they’re working on helping the Institute improve the searchability of its Website.
- Tom Cutter, Rick James, and Mark Pyfrom in LIS have made it possible for the Monterey Institute to transition from its antiquated e-mail system to Exchange, hosted at Middlebury, thereby improving the Institute’s ability to communicate, both internally and externally.

The Human Dimension
The Middlebury and Monterey Institute Human Resources offices have also engaged in collaborations too numerous to list, as they meet together biweekly via videoconference. Two highlights:

- Middlebury’s Compensation and Benefits Manager, Cheryl Mullins, negotiated excellent renewal terms for employee insurance programs at Monterey, enabling the Institute to keep its premium increases to a minimum.
- The Monterey Institute “borrowed” Middlebury HRIS Analyst Cathy Vincent for a year to improve systems and work processes and build a foundation for further collaboration. Now Cathy is back at Middlebury with extensive first-hand knowledge of people, policies and processes at Monterey.

An exhaustive list of all the ways in which Middlebury and Monterey Institute Staff are working together would exceed the limits of this article and the attention spans of its readers. These examples, however, provide a sense that M² truly does mean exponential growth, not just in institutional stature as an exemplar of 21st century global education, but also as “OneMidd” collaborating to achieve excellence in every dimension of our work.

Transitions
This column recognizes College employees who applied for and were hired for posted job openings. Congratulations to:

Robyn Berno
After two months in a temporary part-time position in Facilities Services, Robyn transferred to the regular, full-time position of General Service Worker in July.

Kevin Norton
In May, Kevin joined Facilities Services in a temporary position, and in July, he transferred to the regular, full-time position of General Service Worker.

Matthew Laux
Matt joined Human Resources as a Benefits and Compensation Clerk in September. Previously, he was 2nd Cook in Atwater since the fall of 2006.

Petar Mitrevski
Petar was promoted to Senior Computing Specialist in November. He began as an LIS Graduate Intern in July of 2007, and in September 2007 he transferred to the position of Computing Specialist 1.
Weight Watchers At-Work

Weight Watchers is even better for 2009 – they are introducing the new Momentum Program! Come find out about the new program when the 13th session of the Weight Watchers At-Work series at Middlebury College begins on January 15 (or when enrollment minimum is reached). Meetings will be on Thursdays at noon in Mitchell Green Lounge. The cost is $144 for 12 weeks, which can be paid in two $72 payments. Cash, check, or credit card payments accepted. People may join at any time during the series. For more information or to register, call Danica Stein, meeting leader, at 802.287.5704 or e-mail danicaWW@comcast.net.

Yin Yoga and Slow Flow

Welcome beginners and continuing students to another program with Sansea Sparling, to begin the week of January 12 (day of week t.b.d). We’ll pay attention to breathing, alignment, details of poses. Yin poses will increase large joint flexibility; a flow of postures will increase poise and strength.

Bring a mat; a small towel or cushion is handy; blocks and belts will be supplied.

$30 registration fee for the 10 week program.

Register with Eileen Fahey at x5029 or efahey@middlebury.edu.

Safe Snow Removal

Whether you must remove snow at home or at work, and whether you use a shovel or a snow thrower, there are a number of safety rules to keep in mind. Snow shoveling can be strenuous work and may be hazardous to your heart if you are out of shape, if you smoke, or if the snow is very deep or heavy. Heavy, wet snow can also be a killer on your back.

Snow-shoveling safety tips:
• Bend your knees to fill your shovel and then lift with your legs, not your back.
• Don’t twist your body when you toss the snow from the shovel.
• Take only a little snow with each shovel load if the snow is heavy.
• Take frequent breaks to rest and stretch your back.
• Don’t overexert. Get help if the snow is extremely heavy or deep.
• Be sure to sand icy walkways, stairways, and ramps immediately.

Snow thrower safety tips:
• Inspect the path you intend to clear and move foreign objects out of the way.
• Never remove or disable safety features such as guards, shields, or deflectors.
• Keep children and pets away from the area, and stop working if someone passes by on foot.
• Keep face, hands, feet, and clothing away from concealed, moving, or rotating parts.
• Never clear the discharge chute with the engine running.
• Shut the engine off and remove the key when you leave the equipment unattended.
• Don’t fill the fuel tank while the engine is hot or running.

OneMidd Mug Contest Answers

Four readers responded correctly to the third (and I think the most difficult) “OneMidd” mug contest quiz: Deborah Wales, Michael Olinick, Marilyn Ewell, and keeping a 3 for 3 record is Marie Winner!

1. The Crumb is the daily newsletter published by BLWC and BLSE.
2. Kim Griffin, Associate Professor and Director, School in Spain, has the most years of service to the College.
3. MIIS has specialized master’s degree programs that combine study at the Institute with service in the Peace Corps.

Look for another OneMidd mug trivia contest in an upcoming 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 (electronic submissions preferred).

Auto


For Sale: 27” LCD television. Very low time, but analog tune only. $250 obo (that’s less than ten bucks an inch folks!). x5486.


For Sale: 27” LCD television. Very low time, but analog tune only. $250 obo (that’s less than ten bucks an inch folks!). x5486.

Other

For Sale: Prelit 6.5’ artificial Xmas tree w/ motorized stand. It was a floor model at Aubuchon last year; some strings of lights need to be replaced. MSRP $120, paid $80, used once, asking $40 obo. Contact brobison@middlebury.edu.

For Sale: Drill press, never used. Large, bench-top 5 speed Craftsman 120V amp, $95. 6” bench grinder – Cummins, New, never used. $45. x5093.


For Sale: 15 acres of beautiful wooded land in Middlebury w/ 500’ road frontage. Loc. off Burnham Dr. in great nbrhd. 5 min. from dntwn. Midd. Driveway and 1 acre have been cleared for an ideal home location. Lot covered w/ beautiful walking trails w/ deeded access thru short path to the GMNF. Septic permit in place for a conventional septic system, a rarity in Addison County. Priced to sell at $140,000. For more info. call 802.989.8395.

For Sale: 6 String Mach 1 Guitar. Although it is over 20 years old, it has hardly been used. This would be a great deal to give to the new guitar player in your family. New strings just put on. $80. rgooch@middlebury.edu.

For Rent starting in February: Classic 4 BR Vermont Farmhouse on 5 acres w/in 3 miles of the College with 2 car garage. Stunning views to the Adirondacks. 2-1/2 BA, washer, dryer. 2 classic stoves, 1 woodstove and 1 gas stove. No pets, $1,300 plus utilities. Contact David x5255 or 802.989.8135.

Real Estate

For Sale: 4 BR, 3 BA house in Buttolph Acres. Approx. 2,200 sq. ft. w/ brand new fixtures & finishes. Updated kitchen, great floor plan, lots of storage, attached garage w/ brand new insulated aluminum doors, new carpet, freshly painted walls. Move-in ready. Wonderful location: walking dist. to town, College & schools, family friendly neighborhood w/ sidewalks. Asking $315,000. Contact Shannon at 388.6852 or snguyen@middlebury.edu.

For Sale: 6 String Mach 1 Guitar. Although it is over 20 years old, it has hardly been used. This would be a great deal to give to the new guitar player in your family. New strings just put on. $80. rgooch@middlebury.edu.

For Rent: 2 BR house in Cornwall (2 mi. from College) available immedi- ately. 1.5 BA w/ washer/dryer, propane heat, wood stove. 10 acres w/ stunning views of Green Mtns. & walking trails. Snow removal & lawn care included. Non-smoking, pets negotiable. $1,200/ mo. plus utilities & one mo. deposit. Write jhart@middlebury.edu or call 802.462.2111.

Free

Free: 4 used 16” steel rims from a 2000 Subaru Outback. No tires. Used for snows but have since sold the vehicle. 4 used Cooper Discoverer M&S 235x85x16. No rims. Used on a Suburban that we have since sold. Contact Bo Cleveland, x5349.

Other

For Sale: Prelit 6.5’ artificial Xmas tree w/ motorized stand. It was a floor model at Aubuchon last year; some strings of lights need to be replaced. MSRP $120, paid $80, used once, asking $40 obo. Contact brobison@middlebury.edu.

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Wanted

Wanted: Looking to go away after the holidays? Responsible, dependable Midd employee seeking short and long-term house/pet-sitting opportunities. I have excellent references and experience caring for pets. Please contact Heidi at hneil@middlebury.edu.

Wanted: Ice Skates. Girls size 3 and 4, and Men’s size 9-1/2. Call x2208 or 352.4489.

Wanted: Looking to house-sit for faculty or staff that will be away spring term 2009. OR looking for 2 BR furnished apartment near campus. Contact dfiedler@middlebury.edu.

Collegiate Book Store

The College Bookstore would like to take this opportunity to wish everyone a joyous holiday and happy New Year!
3rd Annual Middlebury College Ski and Snowboard Fun Race Series

Get a team of 3-7 together and register today. Save these dates, all Fridays...

January 16, January 23
February 13, February 27
March 6, March 13
March 20, March 27

(Supervisors, where possible, please be flexible in scheduling to allow those interested staff to participate in this event!)

Approximately 70 College employees participated in last year’s race series, and great fun and healthy competition was had by all. The course will be open from 12:30-3:30 p.m. Participants should plan on making two runs down the course sometime during that time period. Skiers and boarders should be comfortable on the Allen.

The roster can be comprised of any combination of men, women, locals, students, faculty, staff, snowboarders, and telemarkers.

Special Rates!
Lift Tickets: $8 for the afternoon
Rentals: $10

Apres Ski: Of course, each race will be followed by an apres ski event at local establishments between the hours of 5:00 and 7:00 p.m. where league members can gather for drinks, race results, prizes, laughter and free munchies. Locations will be announced at a later time.

REGISTRATION IS REQUIRED. COMPLETE FORM BELOW!

3rd Annual Middlebury College
Ski and Snowboard Fun Race Series
Registration Form

Send/e-mail form to Beth Miller – Human Resources by January 9
bqmiller@middlebury.edu

TEAM NAME____________________________________________________

Team Captain contact info: Name__________________________________ Campus Phone__________________________

Campus Address_________________________________________________ E-mail ________________________________

Members:

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