In the summer of 2005, the Davis United World College Scholars Program established its headquarters here at Middlebury College. The program provides need-based scholarship grants to select American colleges in support of students from all over the world who have completed their pre-university studies at any of the worldwide United World Colleges (UWC).

What is a UWC? Currently there are twelve United World Colleges (while called colleges they are secondary schools with students completing International Baccalaureate diplomas) in the following countries: Canada, Bosnia, Costa Rica, Hong Kong, India, Italy, Norway, Singapore, Swaziland, the United Kingdom, Venezuela, and the United States. Thousands of students from 175 different nations are selected by committees in their home countries to attend a UWC for their final two years of high school. According to the UWC, students are selected from within their own communities and cultures “based on personal merit, irrespective of race, religion, politics and the ability to pay – with the explicit aim of fostering peace and international understanding.” At each UWC there is an emphasis on high academic standards and community service, and the students and staff from many different nationalities and backgrounds come together and make “education a force to unite people, nations and cultures for peace and a sustainable future,” as their mission statement declares.

In 2000, Shelby M.C. Davis and his wife Gale founded the Davis United World College Scholars Program to provide grants to a pilot group of five American colleges and universities (Middlebury College was one of these five) to support UWC graduates. The pilot program was so successful that Davis chose to expand the number of U.S. campuses and scholars in the program, building “clusters of globally minded scholars.” The program established its headquarters here at Middlebury College. (Article continues on page 3)
College Extends Commuter Benefit to Two In-County Bus Routes

- Employees’ weekday fares on Tri-Town and Snow Bowl Shuttle Buses to be covered by College
- ACTR begins new commuter hours on Snow Bowl Shuttle Bus route

Effective immediately, Middlebury College will offer faculty and staff free weekday access to ACTR’s Tri-Town Shuttle Bus (TTSB) and Snow Bowl Shuttle Bus (SBSB) routes. As you may have read in the Addison Independent, last week ACTR implemented fares on the two in-county routes because of high fuel prices and operating costs. A number of College employees rely on the Tri-Town Shuttle for their work commute, and to be consistent with our support of Burlington and Rutland area commuters, the College will now support these fares as well.

“We hope that by extending this commuter benefit, we can continue to support our dual goals of reducing the number of cars coming onto campus and helping employees deal with the increased expenses associated with commuting.”

Increasing employee use of public transportation is an important goal of Middlebury College. College administration and Human Resources hope that paying the fare for employees will encourage use of ACTR’s services for their commuting needs. “We hope that by extending this commuter benefit, we can continue to support our dual goals of reducing the number of cars coming onto campus and helping employees deal with the increased expenses associated with commuting,” said Drew Macan, AVP for Human Resources and Organizational Development.

On Monday through Friday, instead of paying the fare on the two routes, College faculty and staff need only show their valid MiddCard I.D. to the driver when getting on the bus. ACTR drivers will keep track of College ridership numbers for purposes of billing the College.

ACTR recently modified the Snow Bowl Shuttle Bus schedule to provide convenient commuter hours in the morning and evening, Monday through Friday. “We reallocated the Sunday hours to create the commuter schedule based on feedback we have received from East Middlebury and Ripton residents,” Jim Moulton, Executive Director of ACTR said. ACTR reports that while Ripton residents have been using the SBSB to get into Middlebury, the schedule was not designed for regular work hours. “The new commuter hours will give many of us the ability to leave our cars at home and ride the bus to work instead,” Joanna Shipley (Biology Department Coordinator), a Ripton resident, said. “This greatly increases my flexibility, saves me money and - best of all - reduces my carbon footprint.”

The new and improved ACTR bus schedule brochure (redesigned for easier readability with numbered stops corresponding to locations on the route maps) includes the new commuter-friendly schedule on the SBSB, as well as minor changes to the Middlebury Shuttle Bus route schedule. Look for Tri-Town riders Bill Hegman (Geography) and Jacob Tropp (History) on the cover! Pick up the new schedule in Human Resources, or go to www.actr-vt.org.

Here’s another chance to win one of five OneMidd coffee mugs

Answer the following three questions correctly and you can win a blue and white OneMidd mug.

1. What do Stephen Freeman and Edward Knox have in common? a) They were both professors of French, b) They both directed the Language Schools, c) They both served as acting presidents of Middlebury College, or d) All of the above.

2. The library on the Bread Loaf campus is known as a) the Frost Memorial Library, b) the Armstrong Library, c) the Davison Memorial Library, or d) the Collier-Maddox Library.

3. True or False? The James Martin Center for Nonproliferation Studies at the Monterey Institute of International Studies has a full-time staff of about 40 specialists working together to stop the development of weapons of mass destruction.

Send your response to middpoints@middlebury.edu. All entries received by 4 p.m. on Monday will be considered. One entry per person please. If more than five people answer correctly, winners will be selected at random.

Don’t be discouraged if you don’t win this time. There will be more win-a-mug opportunities in future issues of MiddPoints. “OneMidd” signifies that Middlebury encompasses the Language Schools, Schools Abroad, BLSE, BLWC, MIIS, and MMLA.
Middlebury three years ago — a good fit considering Middlebury’s emphasis on international education.

Jane Schoenfeld, Assistant to the Executive Director of the Davis UWC Scholars Program, says that Davis philanthropy now supports over 1,700 students from 133 countries at 91 U.S. institutions in the form of need-based scholarship grants. From the program’s office in Adirondack House, Jane distributes the grants to partner institutions based on the number of Davis scholars on each campus. The office oversees the process by which U.S. institutions become program partners. The process to qualify as a partner institution has become more selective; schools must demonstrate that they’ve recruited UWC graduates in the past and explain in detail how they would be a good fit for the program. Colleges that enroll five or more Davis UWC Scholars in an academic year qualify for more grant money per scholar, encouraging institutions to build clusters of Davis UWC Scholars as a way to internationalize their campuses and “be the most innovative and creative in transforming their campuses into truly global experiences here in America,” writes Dr. Philip O. Geier, the program’s executive director, in the program’s 2008 annual report.

“The UWC scholars bring their cultures, languages, and experiences to American colleges and universities,” says Jane. The presence of these international student leaders on our campus (Middlebury has 103 Davis Scholars on campus this year) enriches the education and understanding of all students. It is a program that fits quite perfectly into Middlebury’s commitment to “Knowledge without Boundaries.”

With obvious conviction and excitement about the program, Jane explains the motivation behind Shelby Davis’s philanthropy: “Shelby believes that greater international understanding can come with the internationalization of U.S. campuses, promoting stability in our world while educating exceptional young people.” These scholars are determined to make a difference on their campuses and raise awareness about what’s going on in the world. “They demonstrate the value of intercultural education, and they promote trust and understanding among cultures,” Jane continues.

Moving forward, the program plans to examine the accomplishments of Davis UWC Scholars Program alumni. How are they using what they’ve learned, contributing in some way to their own countries, paying forward the opportunity they’ve received? Jane explains that one of Shelby Davis’s messages is “learn, earn, return.” The program invests in leaders and their potential as “the world’s future decision-makers — Americans and citizens of other nations,” as Dr. Geier describes the scholars in the annual report. “With their education made possible through their own merits and the help of the Davis United World College Scholars Program, thousands of future graduates of these institutions will go on to play important, meaningful, often leadership roles in their communities, in their home countries, and in the world.” Middlebury is fortunate to be involved with this program — a great educational opportunity for the scholars themselves and our College community who learn and live with them.

~ Liz Hammel
Middlebury History

This month in

25 years ago ● Professors Michael Claudon and Russell Leng proposed an interdisciplinary major in economics and political science with a foreign language requirement to "prepare students for careers in the next century." Acoustic guitar virtuoso Leo Kottke performed in Mead Chapel; tickets were $3.

10 years ago ● The roadway in front of Memorial Field House became a one-way street northbound and new “Do Not Enter” signs were installed. The Career Services Office launched its on-line database called “MoJo” for job postings and internships. Staff Council members met with the executive committee of the UVM staff governance organization to share ideas.

5 years ago ● The college community gathered in Mead Chapel for a surprise announcement by Churchill Franklin ’71, chair of the board of trustees, that John McCardell would step down as president on June 30, 2004. Woods Tea Company, the popular Vermont-based bluegrass and Celtic music group, performed at the Grille.

Members of the Muffintops Compete in Bermuda

Members of the Middlebury College “Muffintops” Masters Swim Team and their families competed in the 18th Annual Bermuda Round the Sound Swim on October 19.

IRS Pension Plan and Related Limits for Tax Year 2009

The Internal Revenue Service announced the annual cost-of-living adjustments for dollar limits applicable to contributions to qualified retirement plans in 2009. The dollar limits are as follows:

<table>
<thead>
<tr>
<th>Limit Description</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum basic employee deferral to 403(b) tax sheltered annuity plans.</td>
<td>15,500</td>
<td>16,500</td>
</tr>
<tr>
<td>General “catch up” contribution limit for 403(b) plan participants age 50 and over</td>
<td>5,000</td>
<td>5,500</td>
</tr>
<tr>
<td>415 limit on maximum combined employee/employer contributions to defined contribution plans</td>
<td>46,000</td>
<td>49,000</td>
</tr>
<tr>
<td>15 year catch up provision, for 15 years of service with the College. The lifetime maximum under this catch up contribution is 15,000 (subject to various limitations)</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Basic deferral limit for 457(b) deferred compensation plans.</td>
<td>15,500</td>
<td>16,500</td>
</tr>
<tr>
<td>457(b) catch up contribution (subject to age and other restrictions).</td>
<td>15,500</td>
<td>16,500</td>
</tr>
<tr>
<td>Annual limit on compensation for retirement program purposes.</td>
<td>230,000</td>
<td>245,000</td>
</tr>
<tr>
<td>Social Security wage base.</td>
<td>102,000</td>
<td>106,800</td>
</tr>
<tr>
<td>Medicare wage base.</td>
<td>No limit</td>
<td>No limit</td>
</tr>
</tbody>
</table>

Each individual who wishes to increase or decrease his or her voluntary contribution to the retirement program must sign a new salary reduction agreement form. Voluntary Retirement Plan salary reduction forms are available in Human Resources or on the Benefits page of the Human Resources Website.

Bookstore’s Saturday Only Sales

Starting this Saturday, November 8, the Bookstore will have regular sales on Saturdays only to help prepare for our move into our temporary Bookstore space in lower Proctor (old textbook annex) and the old Brainerd Commons space. These sales will be limited to Saturday only. The details of each sale will be announced each Friday via e-mail to Panther Rewards Members. Join today so you do not miss the Friday announcement: http://bookstore.middlebury.edu
Benefits Open Enrollment

Benefits open enrollment is being conducted electronically again this year. HR has worked with LIS to improve and enhance the electronic open enrollment process from last year. Last week all benefits-eligible faculty and staff were sent an e-mail with details on our 2009 benefits as well as step-by-step instructions on how to enroll using BannerWeb. Don’t worry if you are new to computers — Human Resources will gladly help you through the process. Call x5465 for assistance.

All benefits-eligible Faculty and Staff are required to complete Open Enrollment by Monday, November 17.

Adult Children and Their Parents
November 14, 11:30 a.m.–1:00 p.m.
Le Chateau Ballroom

When adult children find that their parents are in need of help and assistance as they age, it can be very difficult to switch roles and become the caregiver/decision-maker. Elderly Services will help you explore some of these questions:
- When does my loved one need help?
- My parent refuses all suggestions of help. What can I do?
- When is it time for my father or mother to stop driving?
- Where should Mom live now that she is alone?
- What services are available to help us?

We’ll address these questions and much more, from the basics of daily living and personal care to making sure that your parent stays engaged and interested in life. We all want to help our parents grow old with dignity and love, but it isn’t always an easy transition.

To register, please contact Sheila Andrus at sandrus@middlebury.edu or x5190.

Elderly Services, located at 112 Exchange St. in Middlebury, provides a wide range of services including eldercare information and consultation, family caregiving support groups, geriatric needs assessment and mental health counseling, and the award-winning Project Independence Adult Day Center. For more information call 388.3983, e-mail outreach@elderlyservices.org or visit their website: www.elderlyservices.org.

Submit Staff Accomplishments

The College would like to continue recognizing the many accomplishments of its staff in MiddPoints. Accomplishments include: awards, degrees, certifications, special licenses, apprenticeship completions, published writing, presentation at a conference, election or appointment to the board of a professional or trade organization. Please send the information about an accomplishment to the MiddPoints Editor at middpoints@middlebury.edu or call x2565.

Bike-to-Work Challenge
In connection with Middlebury’s first Bike Week (Oct. 27-31), departments and offices that participated in the “Bike-to-Work Challenge” were congratulated by Will Drucker ’09, the organizer of the event, for reducing the College’s carbon footprint. All sustainable forms of transportation to and from work (walking, biking, car-pooling, taking the bus) were accepted toward winning the first prize, the coveted “Bike Week Golden Crank” made from spray-painted bike parts assembled on a wooden plaque.

The Music Department had the greatest participation with its faculty and staff using sustainable transportation 80% of the time. LIS finished second (75 %), and Communications placed third (60%).

Wanted

Wanted: A used wood-burning stove. Can be old and ugly - it will be used outdoors to fuel our smoker. hjyoung@middlebury.edu or x2556.

Wanted: 2-4 bedroom home or apartment to rent for spring 2009 to responsible Middlebury seniors. Preferred w/in walking distance of campus. Contact: Sage Sipchen, 323.363.0295. esipchen@middlebury.edu.

Wanted: Jobs for Women’s Rugby fundraiser. Need help around the house? Rent-a-Rugger! The Middlebury Women’s Rugby Team will rake, clean, dog-walk, babysit, and more. Prices are negotiated based on the nature and time requirement of the work. For more info. about this service and other ways to help the club raise funds for a trip to compete in Ireland and other team expenses, contact rent.a.rugger@gmail.com or call x4082.

Human Resources • Service Building, 2nd floor • 802-443-5465 • 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.
For Rent: Middlebury. Beautiful, furnished home for rent in South St. nbhd. 5 min. by foot to College and dwntwn., from January thru June 2009. 3-4 BR, 2 1/2 BA, incl. master bedroom/bathroom suite, office, DR, LR, playroom, washer, dryer. Big porch & yard. No dogs. $1,400 + utilities. Contact noelke@middlebury.edu.

For Rent: Middlebury. Beautiful, furnished home for rent in South St. nbhd. 5 min. by foot to College and dwntwn., from January thru June 2009. 3-4 BR, 2 1/2 BA, incl. master bedroom/bathroom suite, office, DR, LR, playroom, washer, dryer. Big porch & yard. No dogs. $1,400 + utilities. Contact noelke@middlebury.edu.

For Rent: Spring Term (Feb-May). 3 BR, 2 BA, near Middlebury village green. Rent: $1,500 includes all furnishings, utilities, & services except long-distance telephone. Contact rosenber@middlebury.edu.

For Rent: Upstairs one BR apartment in Middlebury. No pets, no smoking. Walking distance to town and College. Deposit and references required. Heat and hot water included. $610/month. 388.7402.

For Rent: Two bedroom cottage on organic garlic farm, Fern Lake, Leicester. Heat included (high effic. wood furnace). Living room, sitting room w/ hardwood and bay window. Washer/dryer, storage areas. Garden space, rototiller avail. 100 acres of hiking/ski trails. 15 min. to Middlebury. $1,000/mo. 247.5920 or 989.1375.

For Rent: Middlebury condo to share, quiet nbhd. w/in walking dist. of dwntwn. & College. First floor BR, furnished or unfurn.; large closet & private BA w/ shower. Cable in room. Washer/dryer, full kitchen. One cat o.k., no dogs or smokers. Swimming pool, garden space, extra storage avail. References required. $450/mo. includes heat & electric. Call 989.3789 or e-mail shadow2@sover.net for more info.


Free
Free: Large glass panels from slider door, two panels, 4 ft. x 6.5 ft. each. Excellent for construction of greenhouse or cold frame. You transport from our Cornwall home to yours. 462.2538.

Wanted
Wanted: Donations of Beanie Babies in good condit., & exercise bands of all sizes & colors. My daughter will attend a physical therapy mission in Guatemala, & they need donations of supplies to help the children. Call me for Webpage to check out work they do; other suggestions welcome too. Toni Best, x2035 or 453.2271.

Wanted: Two alumnae J-term instructors looking to house/pet sit during month of January. We are two responsible, flexible people. Please e-mail molly@mollymaps.com if interested.

Wanted: A washing machine in good working condition & an elliptical machine. Please call 388.1308.

(Classifieds ctd. on page 5)