Leo Hotte, Manager of Bread Loaf Campus, Inducted into 25-Year Club

Leo Hotte has some stories to tell. Much has happened in his 25 years living and working at the Bread Loaf Campus, and Leo knows a lot about the history of the campus and its buildings.

There are 37 structures on the Bread Loaf campus that Leo and his crew must maintain, and “they are all old,” says Leo. Perhaps oldest, and Leo’s favorite place on the campus is the Inn. “I love its size and its history; the Inn compels me the most.” A plaque on the wall of the Inn states that 1882 was the year the original homestead house was opened and operated as an inn by Joseph Battell, who later bequeathed the Inn and thousands of acres of property surrounding it to the College. Leo explains that the original structure was much smaller than what is there now; the building was added onto two times.

Some of Leo’s stories are ghost stories. In his first week or so on the job, hired as the night watchman, a light would come on in the upstairs hallway of “the box,” the oldest section of the Inn. It happened every night for about ten days, and Leo could tell that nobody had accessed the Inn besides himself because the December snow on the ground leading to and from the building showed only Leo’s one set of footprints that he was careful to reuse each time. He’d turn the hall light off, only for it to be on again the next night.

Apparently Gilmore houses a spirit as well. The Bread Loaf staff was gathered in a room downstairs in the residence dorm, and while they were meeting the group heard footsteps running up the stairs and down the hall. Everyone ran up to see who it was, but there was nobody there.

“The location has kept me here,” Leo says, adding, “it’s hard to wake up in a bad mood when you look out the window.” It did take some adjusting to the harsher weather than he and his wife Sandy LeGault (Director of BLSE Admissions and Assistant to the Director) were used to in Bridport, where they lived before moving up to the Bread Loaf Campus. “Sometimes the weather goes from nasty to nastier. One year July was the only month with no frost,” Leo.

(Story continues on page 3)
Alumni giving reaches 60% and earns additional $1,000,000

Alumni support for the College reached new heights this year when the Annual Fund attained the 60-percent participation level and, by so doing, earned an extra $1,000,000 from an anonymous donor.

On July 2 when the final numbers for the fiscal year were in, President Liebowitz contacted the entire College Advancement staff to say: “Congratulations and a big thank you for doing the improbable – reaching 60 percent participation. It’s a great display of what determination, hard work, and a sense of humor can do, especially when we consider the difficult economy we all face. It speaks to how our alumni view our current priorities, which focus first and foremost on people and programs.”

Just four years ago participation in the Annual Fund was at 50 percent when an anonymous supporter of the College issued this challenge: if the alumni would increase their giving rate each year for the following five years, the donor would give the College an additional $1 million per year for up to five years.

In the first three years of the Alumni Participation Challenge, contributions from undergraduate alumni grew to 56 percent in 2004-05, 57 percent in 2005-06, and 58 percent in 2006-07. The alumni met the challenge again this year, so the goal for 2008-09, the final year of the five-year challenge, will be to reach 61 percent.

The president also issued a special thank you to the Annual Fund staff led by Director Susan Regier who work 52 weeks a year to strengthen the relationship between the College and its approximately 25,000 undergraduate alumni. College Advancement shined the spotlight on one particular staff member, Cindy “Pidge” Slater ’82 of LIS, for her diligence in helping to reach the 60-percent participation level. “We asked Cindy to help increase participation among faculty and staff alumni, and this year her efforts even went way beyond the campus as we worked to meet the Alumni Participation Challenge,” Regier said.

Credit also goes to the nearly 800 alumni fund-raising volunteers and student callers who contacted alumni by telephone. Members of the Class of 2008 who gave at the rate of 96 percent also buoyed the participation mark, Regier added.

~ Robert Keren

Annual Employee Golf Tournament

Wednesday, August 13
9 Hole Captain and Crew (4 person scramble)
Check-in time–4:00 p.m.
Tee Time–4:30 p.m.
Shotgun start

Gather together your team of four college employees and sign up today! To register for this event, contact Cathy Vincent at vincent@middlebury.edu or x5624.

- Limited to the first 30 teams
- $10 per person
- Each team must supply own golf clubs
- Soft spikes or sneakers only
- Golf course etiquette & dress appreciated
- 1 cart per team will be provided

Join us for a BBQ and prize give-a-way immediately following the tournament.

This event is made possible with the support of the Ralph Myhre Golf Course and Human Resources

Faculty Grants

Matthew Kimble (Psychology) has been awarded a three-year research grant from the National Institutes of Health through the AREA program (Academic Research Enhancement Award) for a project titled Psychophysiological studies of attention in trauma survivors. This grant provides support for his 2008-2009 leave and will involve at least six undergraduate students. The results of this study will have relevance to both the clinical treatment and scientific understanding of attentional difficulties in individuals with trauma related disorders.

Nadia Horning (Political Science) has been awarded a fellowship from the U.S. Dept of Education’s Fulbright-Hays Faculty Research Abroad program that will provide support for her 2008-2009 leave. She will spend the year doing research for a project titled The Politics of Biodiversity Conservation in Africa: Interests, Institutions, and Deforestation. This project aims to identify the institutional factors behind persistent deforestation in four biodiversity-rich African countries. She will be based in Tanzania, with research trips to Kenya, Uganda, and Madagascar.
Staff Accomplishments

Thomas Sullivan (Facilities Services) earned his Apprenticeship Completion Certificate as a plumber/pipewetter in April, in accordance with standards approved by the Vermont State Apprenticeship Council. Thomas participated in the practical training as well as the required course of related instruction, with merit.

Pam Fogg, Regan Eberhart, Sara Marshall, Matt Jennings, and Mike McKenna of the Communications Office shared the honors in winning four national awards from CASE (Council for Advancement and Support of Education) as follows:
- a gold medal for the new Admissions Viewbook in the individual student recruitment publications category,
- a gold medal for the Viewbook in the visual design in print category,
- a gold medal for the publication “Self-described: Voices of the Middlebury Community” in the individual student recruitment category,
- a silver medal for Matt Jennings for his article “The Education of Johnane Kidolezi” in Middlebury Magazine in the best articles of the year category.

Matt Jennings, editor of Middlebury Magazine, is the co-chair for the 2009 CASE Editors Forum in San Francisco.

Matt Jennings and Pam Fogg, art director, will be leading a session on “Think Green” at the CASE Summer Institute at UVM in August.

(Leo Hotte, ctd. from page 1) remembers. He also remembers a summer when he planted the garden three times, “and it was killed three times. We’ve had a lot of green tomatoes. Finally I gave up on gardening,” explains Leo.

The fact that he knows so much about the place, from underground up, and that he was involved in bringing it all up to the condition it’s in right now is also something that has kept Leo fulfilled in his job here. He is referring to all of the changes and upgrades the campus buildings have undergone while Leo has been managing the campus. Soon after Leo began his job, they began upgrading all of the plumbing inside the buildings, and they put in safe water supply and septic systems. About four years ago, they realized many of the buildings needed foundation work. Ever since, they’ve been going through all of the buildings and upgrading from the foundation up, including electrical work.

When Leo started, there was one telephone for the whole mountain campus. At the time of its removal in the spring of ’84 or ’85, the Inn had the last operating switchboard in the whole country. Then there were three lines coming and going, and now the campus is equipped with fiber optics connected to the College’s system with a phone in the hall of every building. “It’s good to see all of these changes,” says Leo.

In his 25 years living and working on the mountain campus, Leo’s job title has changed from night watchman to caretaker to manager, but his role always involved managing any and every problem that comes up. “I’m always on time,” Leo jokes. “It’s convenient to live where he works.” “However, the downside is you’re never off duty; there can be someone knocking on your door at any hour of night.” Leo adds that he put his interests and hobbies on the back shelf, that for his job “you give up a lot…your social life dwindles.” But both Leo and Sandy love living and working up there, and he believes the only way to successfully run and care for the Bread Loaf campus is to have someone live there.

The Bread Loaf Writers’ Conferences in the ’80s were the most fun but most challenging time for Leo, he reports with a grin. Leo recalls the state police having to come up on occasion, like the time a woman set fire to a hay bale out in one of the fields in the middle of the night. The wind blew the smoke in through the open windows of the Inn and set off all of the smoke alarms, which kept ringing for a long time. “It takes a lot of time for one of those big round bales to burn,” Leo explains. The conference has changed for the better though, says Leo. With more expected of the writers nowadays, there is less time to cause trouble.

When Leo eventually retires, he plans to get back into agriculture. Back in 1983 he decided he didn’t want to farm anymore, after running the family dairy farm in Bridport for seven years. “There was no money in it, and so you have to love it—you have to not want to do anything else.” Leo hadn’t originally planned to take over from his parents, but when he was drafted, the government gave him the choice to stay in agriculture or go to Vietnam; he chose to farm. Leo thinks he’ll pursue agribusiness when he comes down from the mountain, producing hay and fodder for horse and alpaca farms. Perhaps he’ll get involved in some of the community service projects he had to put aside when he moved up to Bread Loaf, like volunteering for the fire department. When that time comes, Leo will take with him many memories of life and work at the Bread Loaf campus, and he’ll have many entertaining stories to tell.

~ Liz Hammel
New Program Enables Staff to Earn Bachelors Degree at Middlebury

Last month the Dean of the Faculty and Dean of Planning offices announced a new program available to qualifying staff members that enables them to enroll in the bachelor’s degree program at Middlebury. The 2006 strategic plan recommended the development of an option for staff members to complete a Middlebury bachelor’s degree, noting that staff as well as faculty can model for students the benefits of lifelong learning and intellectual growth.

“The Educational Affairs Committee and the faculty were enthusiastic in their endorsement of the staff matriculation program. Many members of the staff already have taken advantage of the opportunity to audit or take individual courses for credit. This new program goes beyond those options and enhances the educational opportunities available to the staff of the College,” says Susan Campbell, Dean of the Faculty. After a small group from the administration and staff developed a detailed proposal, the Educational Affairs Committee reviewed the program, endorsed it, and recommended that the faculty amend its degree requirements in order to incorporate key elements of the proposal. In April, after discussing the proposal, the faculty adopted the changes in a unanimous vote.

Staff members have long been able to take courses for credit at the College, and they may transfer earned credits to other colleges and universities. This new program enables those who have accumulated a substantial number of Middlebury course credits, as well as courses that have been approved for transfer to Middlebury, to apply to complete their undergraduate degrees here. A few staff members have earned master’s degrees from the Bread Loaf School of English and the Language Schools, but for the first time staff may now complete the BA degree at Middlebury.

Staff members taking Middlebury courses in this program will be charged the same reduced per course fee as is in effect for staff members who enroll in a Middlebury course. This expense is borne by the degree candidate and is not subject to reimbursement through the Middlebury Continuing Education Fund.

Eligibility for BA Degree Candidacy

The requirements of the program are specific, and they maintain the academic rigor of the Middlebury Bachelor’s Degree. The key requirements are:

• A candidate must be a current full-time or benefits-eligible part-time employee who has worked at the College for at least one year at the time of the request.

• To be eligible to apply for status as a degree candidate, a staff member must present at least 18 courses that have been taken at Middlebury College or have been determined to be transferable to Middlebury by the Dean of International Programs.

Application for Admission to Degree Candidacy

A committee comprised of the Dean of the Faculty (or designate), the Associate VP for Human Resources and Organizational Development (or designate), and the chair of the department or program of the intended major will serve as the ad hoc admission committee for an individual applicant. An applicant will submit a detailed plan of study, transcripts, and statements indicating support both by the relevant academic department and by the applicant’s supervisor, as part of an application to become a degree candidate.

In April the faculty voted that candidates for this BA Degree program will meet all Middlebury College BA degree requirements in place at the time that the period of degree-candidacy begins, with exceptions about the senior residency requirement, Winter Term courses, and substitute courses. Specifics about the degree requirements will be posted on the HR Website shortly.

Further details about the structure of the Staff Matriculation program and its requirements will be posted on the Human Resources Web page. Until that time, please call Sheila Andrus (HR Training Manager) at x5190.
The Employee Relations Team

Meet your employee relations team! Our team is committed to supporting employees so that your relationship with the College is one that is positive, productive and satisfying. The team is composed of Alexa Euler, Deborah Francis, and Perry Richards – Human Resources Generalists; Laura Carotenuto – Manager of Employee Relations; Liz Hammel – MiddPoints Editor; and Sheila Andrus – Training Manager. Look for more information in upcoming MiddPoints editions to learn how we can be a resource for you.

From left: Alexa Euler, Liz Hammel, Perry Richards, Laura Carotenuto, Sheila Andrus, and Deborah Francis.

More milestones attained in July 2008:

10 YEARS
Kelly Giard
Dining Services

Mary Stanley
Facilities Services

15 YEARS
Christopher Ayers
Facilities Services

20 YEARS
Terry Jenny
Health Center

25 YEARS
Steve Goodman
Reprographics

Tony Jackson
Dining Services

Jean Simmons
Library & Information Services

30 YEARS
Ted Perry
Film and Media Culture

Congratulations on reaching these Milestones!

MILESTONES

where on CAMPUS?

If you know what this photo depicts, before time runs out e-mail the MiddPoints Editor at middpoints@middlebury.edu

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.
### 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:** 2001 Green Honda CR-V EX 4WD, 93,000 mi. A/C, power steering, windows, doors & locks, cruise control, CD player, dual front air bags, 4WD ABS, studded snow tires included. Excel. condit. All service records available; work performed by one mechanic only. $7,500 (below Kelly blue book range). The car is on campus every day. Call x5052.

**For Sale:** 1995 Subaru Legacy L sedan. Automatic shift, power windows & locks, cruise, AC, remote starter. 127,000 mi. Gets 30 mpg. Bonus: studded snow tires! Fair condition. $2,000 OBO. rosenber@middlebury.edu or x5612.

**For Sale:** 2001 Ford Ranger XLT, forest green, 3.2 liter injection, 6 cylinder, 5 speed, 4WD, 4 snow tires, 99,000 mi. $6,500. Available Aug. 20. Call Rob 989.3632.

**For Sale:** 4 Bridgestone Tires, P-215/65R15. Used approx. 3,000 miles. $95. E-mail sneigle@middlebury.edu.

**For Sale:** Icelandic Sheep. They are APHIS-certified Scrapie free. The Icelandic is a triple-purpose breed that’s great for meat, wool, & milk production. Yearling ewes, ram lambs, & ewe lambs avail. for purchase. All are well-horned; some are white and some are black. Use them to both mow & fertilize your lawn w/out relying on fossil fuels. Contact Bywater Farm, 802.897.5656, scoster@middlebury.edu.

**For Sale:** Two kayaks. Walden Experience and Walden Scout (the Scout is longer). Used about 5 times. Cost around $675 each, new. Asking $400 each. Contact x5221 or young@middlebury.edu.

**For Sale:** American Harvest Corn/Wood Pellet Multi-fuel stove 6039T. Heating capacity 1,200 sq. ft. Heat output max 48,280 BTU/hr, 60 lb. capacity. Used 1 full season, 2 years old. Paid $1,600, asking $1,000 firm. Call x5595 or e-mail dbernier@middlebury.edu.

**For Rent:** 2 Chalets on Lake Dunmore, Salisbury. Each chalet has 2 BR - sleeps 6 on water. Walking dist. to store, snack bar & laundry mat. No pets/smoking. $750 weekly. Summer rentals Saturday to Saturday until Sept. 1. Monthly rentals Sept. 1 to June 1. Call Dolly at 989.3693 after 4 p.m. or 352.4378.

**For Rent:** House at 43 Washington St., Middlebury. Four rooms with ½ BA downstairs; 2 BR and full BA upstairs. Large porch. 1 car garage and off-street parking for 2 cars. New paint and wallpaper. Available August. Call Ronald Aines, 847.722.8454.

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**For Sublet:** Spacious one bedroom apartment behind main library, walking distance to campus. Fully furnished, washer + dryer, dishwasher. No smoking or pets. Avail. from end of Aug. to end of Feb., 2009. $800/mo including heat + DSL (high-speed internet). Photos avail. Contact hdu@middlebury.edu.

**Wanted**

**Wanted:** Looking for a dog link fence, any size, and a ball-pitching machine. E-mail coburn@middlebury.edu or call x5276.

### Real Estate

**For Rent:** Apartment overlooking Otter Creek available for sublet immediately through end of August. 1 BR, 1 BA, DR, kitchen, LR, storage space. Excellent views of town and river. $810. Contact Will at wrucker@middlebury.edu or 773.726.0954.

**For Rent:** Very cute 1 bedroom apt. on Pearl Street in Brandon, 2nd floor. $475/ mo. 30 second walk to ACTR bus stop, 5 min. walk to downtown. 802.989.5302, or efferman@middlebury.edu

**For Rent:** Maine island house available August 23 through September. 3 BR 1860’s summer cottage, steps from the beach on Little Cranberry Island, Maine. Island is just off of Mt. Desert Island. Wrap-around porch w/ partial water view. $1,200/week for single families or $1,000/week for couples. Sorry, no pets or smokers. Photos avail. E-mail fdrexel@middlebury.edu.

**Wanted**

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### Other

**For Sale:** Graco light-weight stroller - fabric is navy blue w/ animals, $20; L.L. Bean baby backpack - holds up to 40 lb. child, $20; infant bathtub, $5; soft changing table pad that attaches to dresser top, $5; “Snuggle Nest” co-sleeper, $25; sling - holds up to 40 lb. child, navy blue durable soft fabric, $10; “Boppy” nursing pillow - blue fabric w/ alphabet, $10. All items good condit. Photos avail. upon request. Call or e-mail Stacey, x5898 or 989.1309 or sthebodo@middlebury.edu.

**For Sale:** It’s time for canning and I’m over-run with quart jars! 24 qt. jars, $10. Will sell in smaller amounts, might even have more to sell if you are interested. Also 2 simple wood screen doors, new. One purchased primed, the other unpainted. 36” wide x 80.5” tall. $10 each. Contact Carrie at x2451 or rampp@middlebury.edu.