Nobody asks Adrienne Bougor to fill in for them on a winter weekend shift because they know her answer. “It’s a big ‘no’,” says Adrienne with a smile. While other times of year she is happy to cover someone’s shift in Atwater dining, just as her coworkers do for her, winter time is hockey season, and Adrienne goes to every home game. “Hockey is the only thing I look forward to in winter,” she says, adding, “Coach Beaney has a good bunch of boys.” The players on the team appreciate the support and always have a friendly greeting for Adrienne when they come for a meal.

It’s probably not surprising that hockey is a favorite sport, since Adrienne has spent almost all of her life in Vermont. She was born near Ottawa, Canada, and her family moved to Middlebury when she was two years old. Twenty-five years ago, Adrienne’s two sons were in school, and though she had enjoyed taking care of other children when her own were young and at home, Adrienne thought it was time to look for another way to support her family. She began working for the College in Proctor dining hall and worked there as a supervisor and servery worker until Atwater opened in the winter of 2005. Adrienne envisions remaining at Atwater until she retires, perhaps after three more years. When she does retire, she says she “would love to sit home and knit, embroider—do crafty stuff.”

Adrienne has become more independent during the time she has worked at the College. “I finally got my driver’s license in ’96,” she says. Her husband had always driven her to work, but when he passed away, Adrienne knew it was time to get a license and drive herself. Another accomplishment came when she bought a new home in 2001. “I don’t have to answer to anyone,” says Adrienne, explaining her enjoyment of living in that new home, by herself.

Adrienne spends much of her free time with her family. Her father still lives by himself, and Adrienne visits with him often, helping him however she can. Her sons Roger and Jeff both worked here in dining when they were in high school, and now Roger works for the state transportation department, and Jeff is in the Army National Guard. Adrienne has

(Story continues on page 2)
College to Provide Additional Wages to Those Working Evenings and Nights

In an effort to support staff and critical College operations during evenings and nights, Middlebury will provide an hourly wage supplement to those working between 6 p.m. and 7 a.m. These hourly wage supplements, or shift differentials, will provide additional wages to staff needed to work these challenging hours, assist in recruiting staff to work evenings and nights, and bring the College into a more competitive position with other local employers operating around the clock.

A limited number of areas on campus have offered shift differentials in the past; this program will provide differentials campus-wide. In this program, any hourly staff member who works hours between 6 p.m. and 12 a.m. will receive an additional $0.60 per hour, and those working from 12 a.m. to 7 a.m. will receive an additional $1.50 per hour. The Parton Health Center will continue to operate with its current differential program.

For those working evenings and nights, receiving shift differentials will be simple. BannerWeb time entry provides a place to indicate any hours eligible for the differential by adding a single notation. Instructions will be mailed to each hourly employee along with a tip sheet for entering your time. A tip sheet will also be provided for managers approving time. In addition, a general training session will be announced shortly.

The addition of shift differentials has provided an opportunity to enhance the functionality of the web time entry process. Non-exempt staff will no longer need to count hours to determine when overtime has occurred. Now only straight time (Regular) hours worked or time away from a regularly scheduled shift (CTO, SLR, etc.) will need to be entered. The system will determine overtime hours, and the differentials will be included in the overtime calculations. This should ease the time entry and time approval process for managers and staff.

~ Ellen Usilton, Compensation Manager

Staff Achievements


Tim Parsons, Landscape Horticulturist – Tim was elected President of the Vermont Nursery and Landscape Association (VNLA), formerly called the Vermont Association of Professional Horticulturists. The group is “a membership association for growers, retailers, garden centers, nurserymen and women, landscape designers and contractors, maintenance experts, arborists, turf specialists, industry representatives, allied trades-people, students, and educators.” A non-profit association with over 190 members, the group administers the Vermont Certified Horticulturists, a certification program for professionals in the industry. The VNLA is also involved with trade shows, education, horticultural research and scholarships, legislative watch and up-to-date industry news, and produces the Vermont Flower Show every year. For the next two years, Tim’s role as association president will be promoting horticulture across the state and strengthening the VNLA’s membership.

(Adrienne Bougor, ctd. from pg. 1)

fun being “Gram” to two grandsons and three step-grandchildren.

“The people I work with in dining are really caring people,” says Adrienne. The steady income and benefits the College offers contribute to her longevity here, but it seems that the people Adrienne works with are a big reason she has been here for 25 years. After an aneurism 14 years ago, Adrienne says that her coworkers were very supportive; their prayers helped her a lot. Adrienne speaks fondly of trips she has taken with her friends from the College—they enjoy visit–

“The people I work with in dining are really caring people.”

ing Maine in the late spring before the summer season opens. She describes her manager at Atwater dining, Dawn Boise, as “really helpful, she’s a caring person,” and Adrienne enjoyed working with Kit Quesnel when she was at Proctor.

It seems Adrienne has connected with many students as well. During her interview for this article, a February ’08 graduate came over to the table and gave Adrienne a big hug saying, “How are you young lady? Still causing trouble?” During his visit back to campus, this graduate made a point to come in and say hello to Adrienne. It was obvious she had made an impression on him, and from the look on her face, it seems that connection with students is one of the most rewarding parts of Adrienne’s job.

~ Liz Hammel

pg. 1)
2008 Twenty-Five Year Club Inductees Celebrate at June 3 Dinner

Front row, from left: Peter Demong, Kathy Lindsey, Barbara Marlow, Peter Schumer, Kirsten Hoving, Jean Simmons.

Back row, from left: Leo Hotte, Eric Hanson, Georgia Best, President Liebowitz, Adrienne Bougor, Carol Williams, Norma Leduc, Pamela Sands, Steven Goodman.

Also inducted into the 25 year club but unable to attend the dinner were Marilyn Dragon, Jeffrey Dunham, Tony Jackson, Stephen Sontum, and Larry Yarbrough.

Friends of International Students (FIS) Program Seeks Hosts

Meetings set for those interested in hosting a member of the incoming class of 2012 or an exchange student.

Are you interested in befriending a Class of 2012 international student? International Student and Scholar Services will host a series of informational meeting on the Friends of International Students (FIS) Host Program in the coming weeks. The FIS Host Program is a friendship program that offers faculty, staff, alumni and community members a chance to welcome and assist an international student with his or her adjustment to life at a residential college in the U.S. The time commitment can vary depending on what you and your student are interested in making of the program.

If you are interested in exploring another culture, we encourage you to join us for a meeting to learn more. Uganda, Egypt, Slovakia, Jamaica, and South Africa are some of the countries that will be represented on campus with the Class of 2012.

All meetings will be held in McCullough Social Space from 12:00–1:00 p.m. on the following Wednesdays:

- July 9
- July 16
- July 30
- August 13

Space is limited in order to keep the meetings to 45 minutes. To register, please contact Kaye-Lani Laughna at x5288 or iss@middlebury.edu. Feel free to bring your lunch. Additional meetings will be scheduled later in the summer.

Middlebury History

25 years ago ● The Spanish School’s Dinner Festival was held at the Rosebud Café, 66 Main Street. A film crew for “Newhart” starring Bob Newhart and Suzanne Pleshette shot footage at The Waybury Inn, Triangle Park, and several downtown storefronts. The Festival on the Green concluded with the VSO’s Summer Pops Concert at The Heights opposite the Field House.

10 years ago ● The Talbot M. Brewer and Walker Evans photography exhibit “A Family Affair” opened at the Museum of Art. In the wake of widespread flooding, the Vermont National Guard trucked in hundreds of dump-truck loads of fill to bridge an enormous 30-yard gap in Route 116 in Bristol.

5 years ago ● Richard Bunt (Chemistry and Biochemistry) received a three-year grant from the National Institute of General Medical Sciences to research DNA damage and repair processes related to cancer. The College’s auto insurance carrier prohibited the use of cell phones by drivers of college vehicles. Hieu Nguyen was promoted to Associate Director of Annual Giving.
where on CAMPUS?

Seven readers knew that the cozy corner pictured in the last issue of MiddPoints was taken inside 51 Main, the College’s newest meeting place.

See article above for more on 51 Main.

Supervisors and Proctors Needed for GRE and LSAT

Supervisor & Proctors are needed to administer GRE (Graduate Records Examinations) & LSAT (Law School Admissions Test) testing on campus. These are paid positions through the Law School Admissions Council. Supervisors must be full-time college employees, but Proctors can be part-time employees. Tests are given at least four times per year on campus, usually twice in the spring and twice in the fall. If you are interested or are looking for further information about this opportunity, please contact Tammy Grant in Campus Activities, x3147.

New Employees

David Dushaney –
In April David began as a custodian in Facilities Services. Previously, he worked at Middlebury Union High School for eight years. David likes to go fishing and hunting, and he enjoys spending time with his family. He lives in Brandon.

Maggie Searle –
Maggie joined Facilities Services as a custodian in April. She lives in Ripton where she enjoys gardening in her spare time.

Megan Thibodeau –
Megan was also hired for a custodial position in Facilities Services in April. She attended Otter Valley Union High School and studied hospitality and culinary arts at Stafford Technical Center.

Bruce Costello –
Bruce joined the Facilities Services team as a maintenance painter in April. Previously he worked for 12 years at the Middlebury Inn as maintenance supervisor. Born in Middlebury, Bruce lives in Salisbury. His many hobbies include golf and pool, and he plays keyboards in a classic rock band.

51 Main Open for Business

51 Main, the College community’s newest meeting place, is open in downtown Middlebury on Thursday through Saturday nights from 5:00 p.m. to 1:00 a.m. The space has comfortable couch areas, a bar, and tables where people can enjoy 51 Main’s food and drink offerings.

The menu offers “Light Fare” such as hummus or cheese plates, hot roast beef with vegetables on a toasted baguette, baked frittata, a Greek salad, and chilled gazpacho soup. In addition to the light fare, four desserts, all including some variety of chocolate, tempt patrons: chocolate mousse, brownie sundaes, turtle cheesecake, and chocolate covered strawberries.

A variety of wines by the glass are available, listed on the menu from lighter to full body. The wines offered hail from around the world including California, Washington, and Oregon in the U.S., as well as imported from Argentina, Chile, Italy, France, Portugal, and Spain. There is also a selection of light and dark Vermont beers from Trout River, Switchback, Rock Art, and Otter Creek Brewing. In addition, coffee, tea, soda, and juice are offered for those who prefer non-alcoholic beverages.

Carl Roesch, the manager of 51 Main, is excited to be open and is eager to expand the wine list to include even more international wines. He is also working to bring in an espresso machine for more coffee drinks.

Once the academic year opens in the fall, 51 Main will host student-driven events, music, and exhibits. Look for more on 51 Main programming in future MiddPoints issues.

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Human Resources Welcomes New Employees

Steven Beckwith – In April Steven joined the Bread Loaf grounds crew for Facilities Services. He worked for the Auto Mall in Brattleboro for two years, and before that he worked as a BMW master technician for six years. Steven graduated from Wyoming Technical Institute in 2000 after graduating from Fair Haven Union High School in 1999.

Donna Thibodeau – In addition to her new job as a custodian at Bread Loaf campus, Donna is also a wife and full-time mom who lives in Brandon. She enjoys spending time with her family and friends and playing Bluegrass music. Donna also likes outdoor sports and riding her husband’s Harley Davidson.

Alison Darrow – Alison will be working as a science grants and writing facilitator for the Office of Sponsored Research, assisting with institutional grants and helping faculty and students prepare and submit grant applications to fund research. A medical technical writer and editor, Alison has run her own consulting business for five years out of her Mendon home. She enjoys skiing, gardening, music, and novels.

Lisa Hoff – Lisa recently joined Human Resources as a benefits specialist. She gained prior experience in HR at New England Culinary Institute, VT Teddy Bear Company, and Addison County Home Health. Lisa was born and raised in Southern California, and she is a Chief in the U.S. Coast Guard, now on reserve after 10 years of active duty. She and her husband Kerrin have two daughters, eight year old Allyson and six year old Abigail.

Carl Roesch
Manager, 51 Main
Business Services

Alexandria Hall
Waitstaff
51 Main

Ronald Forbes
3rd Cook, Grille
Dining Services
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

Real Estate
For Rent: Cozy, 1 room private cottage in New Haven, 8 mi. from Middlebury. Partially furnished, no smoking/pets. $500/month + utilities. References and deposit required. 802.453.6032.

For Rent: Two story house in East Middlebury, Route 125. Three BR, plus study upstairs. Two full BA. Washer and dryer. Full kitchen w/ dishwasher. Detached barn w/ garage, $1,300/month. Available August 1. Call 703.938.3291 for details.

For Rent: Lake Dunmore, Salisbury. 2 Chalets available. Each chalet has 2 BR - sleeps 6 on water. Walking distance 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: Beautifully renovated barn on our family property in Middlebury, 2.5 miles from campus. One BR and one large office/guest room, two full BA, large LR/DR. Fully furnished. No smoking or pets. Available from December 17, 2008 until May 31, 2009. $1,000/mo., not including utilities. Contact Carrie or Don at 388.0436.

For Rent: Beautiful country home w/ 3 BR, 2-1/2 BA. Gorgeous Adirondack and lake views. Fireplace in living room. 11 acres of land on a quiet country road. Equidistant between Burlington & Middlebury. Avail. Sept. 1 for 9 month or one year lease. Asking $1,400, but price is negotiable. Contact: cdamon@middlebury.edu.

For Rent: Available next academic year from late August through late May, dates negot. Beautiful 2 BR, 2 BA house w/ large deck, big yard, garage. In town. 5 min. walk to dwtn. & 15 min. walk to College. No smoking, no pets. $1,200 + util. & heat. Photos avail. E-mail mayer@middlebury.edu or call 388.9768.

Other
For Sale: Barely used medium sized dog crate. Like new, $25. Call Carrie at 388.0436.

For Sale: Pali Maple Crib from Kidstown. Good condition, mattress not included, toddler rail included to convert to toddler bed. Linens available. Pull out drawer underneath for storage. $100. E-mail lkellihe@middlebury.edu.

For Sale: 15” Sony flat screen computer monitor, excel. condit., $50. Brand new black Logitech keyboard w/ laser mouse, $25. Epson Stylus Color 777 printer w/ cable, $25. MLI computer speakers, pretty beat up but work great, FREE. Grey & white Microsoft keyboard w/ laser mouse, FREE. Info: deperkin@middlebury.edu or x5235.

For Sale: New Toto Carrolton toilet (#CST774S). White, classic design, high profile 2-piece low-consumpt. toilet w/ elongated SoftClose seat. Skirted styling w/ concealed trapway for easy cleaning. Q-Max quiet, commercial grade siphon jet flushing. Uni-fit 12” rough-in. Paid $465–didn’t realize water supply rough-in is slightly wider than standard 5.5” rough-in. Contact Susan at x3112 or perkins@middlebury.edu for more info/photo.

Wanted
Wanted: Games for Nintendo GameBoy Advance. Please contact Patty at patricia@middlebury.edu or x5338.

Wanted: Rowing machine in good condition. Call x5064.

Wanted: Looking for a babysitter, house sitter, pet sitter, or even just a dog walker this summer? Please contact DeHanza Monrice Merritt, or if you prefer, Momo! I am a rising sophomore here, and I have plenty of experience doing all of the above, & plenty of references! Please consider me during your quest for summer help. E-mail dmerritt@middlebury.edu or call my cell at 540.230.5760.

Wanted: Young professional couple looking for house sitting in Middlebury area July through mid August. Please contact Sean at swmurphy@mail.plymouth.edu or 989-2500.

College Book Store
Closed July 4th

Summer Hours
Monday–Friday
8:30 a.m.–5:00 p.m.
Summer has arrived! What better time to read and discuss a good book? For this summer’s round, the Staff Development Committee has chosen books that suit a wide variety of tastes. To join the summer fun, just choose a book(s) that meets your interests. As always, books will be provided to participating staff members at no charge. In July, the facilitator of your book group will contact you to determine a convenient date and time to meet in late August.

To join, please send a completed form to Lynn Dunton, College Advancement, Munford House, or e-mail to ldunton@middlebury.edu, or call x3085. Responses must be received by July 14, 2008.

Underwritten by the Office of the President

Choose from the following:

**The Florist’s Daughter** by Patricia Hampl (Special Guest at the 2008 Bread Loaf Writer’s Conference)

During the long farewell of her mother’s dying, Patricia Hampl revisits her Midwestern girlhood. Daughter of a debonair Czech father, whose floral work gave him entrée into St. Paul society, and a distrustful Irishwoman with an uncanny ability to tell a tale, Hampl remained, primarily and passionately, a daughter well into adulthood. She traces the arc of faithfulness and struggle that comes with that role from the postwar years past the turbulent sixties. *The Florist’s Daughter* is a tribute to the ardor of supposedly ordinary people. Its concerns reach beyond a single life to achieve a historic testament to mid-century Middle America. At the heart of this book is the humble passion of people who struggled out of the Depression into a better chance, not only for themselves but for the common good. Widely recognized as one of our most masterful memoirists, Patricia Hampl has written her most intimate, yet most universal, work.

**Alias Grace** by Margaret Atwood

Intrigued by contemporary reports of a sensational murder trial in 1843 Canada, Atwood has drawn a compelling portrait of what might have been. Her protagonist, the real life Grace Marks, is an enigma. Convicted at age 16 of the murder of her employer, Thomas Kinnear, and his housekeeper and lover, Nancy Montgomery, Grace escaped the gallows when her sentence was commuted to life in prison, but she also spent some years in an insane asylum after an emotional breakdown. Because she gave three different accounts of the killings, and because she was accused of being the sole perpetrator by the man who was hanged for the crime, Grace's life and mind are fertile territory for Atwood. Adapting her style to the period she describes, she has written a typical Victorian novel, leisurely in exposition, copiously detailed and crowded with subtly drawn characters who speak the embroidered, pietistic language of the time. She has created a probing psychological portrait of a working-class woman victimized by society because of her poverty, and victimized again by the judicial and prison systems. Although the narrative holds several big surprises, the central question—was Grace dupe and victim or seductress and instigator of the bloody crime—is left tantalizingly ambiguous.

**The Tenderness of Wolves** by Stef Penney

A brilliant and breathtaking debut that captivated readers and garnered critical acclaim in the UK, *The Tenderness of Wolves* was long-listed for the Orange Prize in fiction and won the Costa Award (formerly the Whitbread) Book of the Year. The year is 1867. Winter has just tightened its grip on Dove River, a tiny isolated settlement in the Northern Territory, when a man is brutally murdered. Laurent Jammett had been a voyageur for the Hudson Bay Company before an accident lamed him four years earlier. The same accident afforded him the little parcel of land in Dove River, land that the locals called unlucky due to the untimely death of the previous owner. A local woman, Mrs. Ross, stumbles upon the crime scene and sees the tracks leading from the dead man's cabin north toward the forest and the tundra beyond. It is Mrs. Ross's knock on the door of the largest house in Caulfield that launches the investigation. Within hours she will regret that knock with a mother's love, for soon she makes another discovery: her seventeen-year-old son has disappeared and is now considered a prime suspect. In the wake of such violence, people are drawn to the crime and to the township -- Andrew Knox, Dove River's elder statesman; Thomas Sturrock, a wily American itinerant trader; Donald Moody, the clumsy young Company representative; William Parker, a half-breed Native American and trapper who was briefly detained for Jammett's murder before becoming Mrs. Ross's guide. But the question remains: do these men want to solve the crime or exploit it? One by one, the searchers set out from Dove River following the tracks across a desolate landscape, variously seeking a murderer, a son, two sisters missing for seventeen years, and a forgotten Native American culture before the snows settle and cover the tracks of the past for good. In an astonishingly assured debut, Stef Penney deftly weaves adventure, suspense, revelation, and humor into an exhilarating thriller; a panoramic historical romance; a gripping murder mystery; and, ultimately, with the sheer scope and quality of her storytelling, an epic for the ages.
The House on Fortune Street by Margot Livesey (Special Guest at the 2008 Bread Loaf Writer’s Conference)

It seems like mutual good luck for Abigail and Dara when they meet at university and, despite their differences, become fast friends. Years later they remain an unlikely pair: Abigail, an actress who confidently uses her charms both on and offstage, is reluctant to commit. Dara, a therapist, throws herself into every relationship with frightening intensity. Yet each seems—another stroke of luck?—to have found “true love”: Abigail with her academic boyfriend, and Dara with a tall, dark violinist. Soon, however, trouble threatens both relationships, and their friendship. For Abigail it comes in the form of an anonymous letter; for Dara, reconciliation with her distant father reawakens complicated childhood feelings. Whatever the source of their problems, there is no mistaking the tragedy that strikes the house on Fortune Street.

Einstein: His Life and Universe by Walter Isaacson

By the author of the acclaimed bestseller Benjamin Franklin, this is the first full biography of Albert Einstein since all of his papers have become available. How did his mind work? What made him a genius? Isaacson’s biography shows how his scientific imagination sprang from the rebellious nature of his personality. His fascinating story is a testament to the connection between creativity and freedom. Based on newly released personal letters of Einstein, this book explores how an imaginative, impertinent patent clerk—a struggling father in a difficult marriage who couldn’t get a teaching job or a doctorate—became the mind reader of the creator of the cosmos, the locksmith of the mysteries of the atom and the universe. His success came from questioning conventional wisdom and marveling at mysteries that struck others as mundane. This led him to embrace a morality and politics based on respect for free minds, free spirits, and free individuals. These traits are just as vital for this new century of globalization, in which our success will depend on our creativity, as they were for the beginning of the last century, when Einstein helped usher in the modern age.

Staff Book Groups

Detach and return to Lynn Dunton, College Advancement, Munford House

Responses must be received by July 14, 2008.

Name:______________________________________________________

Department:___________________________________________________

I am interested in participating as a book group member. My book choice is:

The Florist’s Daughter by Patricia Hampl
The House on Fortune Street by Margot Livesey
Alias Grace by Margaret Atwood
Einstein: His Life and Universe by Walter Isaacson
Tenderness of Wolves by Stef Penney

I am also interested in leading the group for _________________________________.
(Leaders will be chosen on a first come-first served basis.)

The best way to reach me is: Phone: _______ Email: ____________