Job Placement Process nearing completion and new Professional Development offering announced

Job Placement
Over the last few months, staff and managers campus-wide have been working, with support from Human Resources, to place their positions in the new staff compensation structure. Only a few positions remain. Many thanks to all participants; this process has been greatly enhanced by the time and efforts of staff across campus.

As this preliminary job placement is completed, the Wage & Salary committee will monitor the progress of the next step in the process, institutional review. At this stage, the departmental recommendations will be examined in the broader institutional context. Human Resources will be working with departmental leadership and the administration to review the placements and make any recommendations necessary to maintain internal equity from a campus-wide perspective. The feedback from staff is also being considered for improvements and adjustments to the structure itself. Any changes in placement will be discussed on the departmental level and will be communicated to staff. Once the entire process is complete, all staff will receive a personalized letter confirming the placement of their positions.

Professional Development
Work also continues on other aspects of the compensation review project. In response to feedback from the open forums held in 2006, the Wage & Salary committee is examining refinements to the current merit increase program. The committee is pleased to announce major enhancements to the performance evaluation and professional development training being offered to supervisors and managers. The training is designed to reduce subjectivity, level the playing field between departments, and improve overall quality of the performance review process.

Human Resources and the Organization & Employee Development office carefully assessed training needs and collaborated on developing an education program for supervisors entitled Performance Feedback: Skills for Supervisors. This focused training is designed to help supervisors strengthen the skills needed to communicate performance feedback, establish dialogue and set performance expectations, and effectively conduct the Performance Feedback and Development Process (PFDP). A schedule of the training dates will be available soon for sign-up. Managers and supervisors will be invited to the program and should plan to attend.

Other News
Some of the final issues for the committee to resolve relate to further enhancements to the merit process. Efforts are focused on identifying a mechanism for better distinguishing between levels of performance, coordinating the timing of performance evaluations to better related them to merit increases, and examining ways to formalize the link between the Performance and Development Process and the merit increase program. The committee anticipates seeking guidance and approval on final recommendations from the administration in the upcoming weeks.

Field Guide to Healthy Eating
A small group of staff members braved the icy weather last Monday to meet with Reiner Winkler, ’71, a manager at the Middlebury Natural Food Co-op. Reiner led an informative discussion about healthy eating and took the group on a tour of the store. Participants discussed topics like the best kinds of oils for cooking and baking, how to prepare hardy winter greens, and solutions to the dilemma of fitting organic foods into the limited grocery budget. See photos on page two. If you missed this trip but would like to participate in future Field Guides, please watch for announcements about our next trip!
College Postpones Decision on Proctor Renovation for One Year

When Middlebury renovates Proctor Dining Hall, college planners want to make sure that the money spent will be in the best long-term interest of the college.

That’s why in December the board of trustees decided to reconsider, one year from now, exactly what changes to make to the 47-year-old structure.

Last summer the college was heading in the direction of a “bare bones 10-year life extension” for the building, a $10 million project that would have updated the kitchen and servery with an open cooking style similar to Ross or Atwater Dining Halls, but with a distinctly Proctor atmosphere. The proposal also called for expanding the College Book Store inside Proctor, addressing drainage, mechanical and electrical deficiencies, and bringing the building into compliance with the Americans with Disabilities Act (ADA) and building codes.

The plan has been postponed for the time being and Associate Vice President for Facilities Susan Personette is pleased.

“Ten million dollars was a lot of money to spend to renovate the bare essentials in that building,” she said. “A complete renovation would cost $20 million or more, at which point we need to talk instead about a brand new dining hall as a better long-term investment. Given the priorities of the Strategic Plan, however, there will not be funding for new dining halls for a number of years. Hence, our dilemma about Proctor.”

The future of Proctor also hinges on other decisions with regard to the Commons, the need for more multipurpose spaces on campus, and the location of the book store. The new Campus Master Plan also needs to be considered, and the associate vice president sees that the timing of the plan – final board approval is expected in October 2007 – will inform the decision about what to do about Proctor.

“Once we have the final plan,” she said, “we will have gained real confidence about how best to go forward with Proctor.”

The proposal to start construction in 2007 is now off the table as Susan Personette and her planning, design and construction team tackle the many other issues that will help determine Proctor’s future. At least for another year, comfortable Proctor, which was described as an “old slipper” in the Dec. 7, 2006, issue of The Middlebury Campus, will remain as is.

- Robert Keren

Fun Race Update

The 1st annual Middlebury College Ski and Snowboard Fun Race Series kicked off on January 19th. 46 Middlebury College racers participated in the event. Some quick results:

Overall

1st place: Chris Dayton from the "Four Jocks and a Geek" team with a time of 32.11 seconds

2nd place: JJ Mackey from the "Think Snow" team with a time of 32.73 seconds

3rd place: Nancy Fullman from the "Slotter Creek" team with a time of 33.29 seconds

Team Place - Best 3 racers combined time

1st Place: "Four Jocks and a Geek" with a time of 105.5 seconds

2nd Place: "Ward Lab" with a time of 109.42 seconds

3rd Place: "Think Snow" with a time of 114.20 seconds

More Results can be found on the HR webpage.

Next Race is Friday 2/2/07.
Rebecca Bishop
Custodian

Morgan Brunell
Dining Servery Worker

Taunia Cantin
Admin. Asst./ Receptionist, DOSA

Dan Celik
Custodial Supervisor

Hallie Davis-Penders
Admin. Asst. for Internships

Brian Foley
Computing Lab Manager

Kory LaFramboise
Groundworker / Landscape Svcs.

Jeremy Racine
Custodian

Corey Stokes
Dining Servery Worker
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. Please send your ads to: Classifieds, Midd Points, HR, Service Building, or via Outlook to: Middpoints Editor or Middpoints@middlebury.edu (electronic submissions preferred).

Real Estate

For Sale: Exceptional central NH house. 1767 Colonial with attached 4,000 sq. ft. barn wing on 11.8 acres. 14 rooms, 3.5 BA, 6 fireplaces, master suite plus 2.3 BR, granite kitchen counters, 2-story library plus private 2-story office or mother-in-law apartment. Short commute to Concord or Manchester. Photos available. Contact Janie Young, x5987 or jyoung@middlebury.edu.

For Sale: 6 year old, well maint. saltbox with 10 acres of pastureland (perfect for horses and sheep) on the N. Ferris./Charlotte town line. Private pastoral setting with beautiful views of the Adks. and Mt. Philo. Easy commute to Burl. and Midd. House is 2200 sq. ft. with 3 BR (one is master suite), 2.5 BA, open floor plan on main floor, and a spacious family room or artist studio over the insulated 2 car garage. Windows galore. Great layout for entertaining. For more info. and a web address, call Lynn at 425-7324 or e-mail ldunton@middlebury.edu.

For Rent: Sabbatical rental for the '07-'08 Academic Year. Charming renovated 1800 farmhouse. Rural setting, an easy 12-min. drive from Midd. in Shoreham. Semi-furnished. 3-4 BR, 2 BA. Breakfast room with wood-burning cook stove. $1,200 + util. Rent reduction for care of two cats. Call Bill or Kitty Waldron @ (802)897-5109.

For Rent: House in Ripton Village, 3 BR, 1.5 BA, furnished, very large sunny living room w/hardwood floor and new carpet, deck, W/D, dishwasher, backyard and gardens, carport, 2-4 mi. from Reichert and Snow Bowl. 20 min. to Midd. Available long-term or for Feb ’07 and May ‘07 graduation. For more info, x3169 or liza@middlebury.edu.

For Rent: House in Addison, partially furnished with garage. Non-smokers with no pets. Beautiful sunsets and views of the Adk. mtns. 15 min. to Midd. or Vergennes. $ 975/mo., utilities and heat not included, woodstove available. Please e-mail carver@middlebury.edu.

For Rent: Two BR trailer in Bridport for country living with potential for garden, 8 mi. from campus. Quiet responsible tenants with good references. $625/month plus utilities, deposit. Please call Cindy at x5051.

Automotive

For Sale: 1997 Ford Explorer, Green, 4WD, CD player, inspected until June ’07. Over $1,500 in repairs since purchased 6 months ago with new brakes, ball bearing, control arms. Well taken care of, oil changed regularly. 160K miles, $2,200 OBO. Please call 388-7170.

For Sale: 1999 Pontiac Grand Prix GT, red, tinted windows, CD player, 106K miles, excellent condition, meticulously maintained, $4,400 OBO. Please call 388-7170.

For Sale: Four used factory original aluminum wheel rims (R-15s) w/used all season radial tires for a ‘98 Subaru Legacy Wagon. New rims were $150 each. Will sell set for $200. Call 388-6876.

Other


For Sale: Dansk 5 pc non stick stir fry wok set including tools and cookbook. Never out of the box. Can be used with electric or gas stove, $10. Tomato press, great for gardeners. Suction cup attachment for table top operation. Crank handle, can be used for most cooked fruits and vegetables, $15. x5052.

Wanted

Wanted: Female seeking a room to rent or a furnished sublet, walking distance to college campus. I am a non-smoker, friendly and willing to cat sit. I am here to teach at Middlebury for the Spring semester only. Call 718-389-4045.

Wanted: Room needed for a visiting coach/lecturer (also an alum) from Feb 14th to March 23rd. Any ideas welcome. Please contact Bob Smith at x5264.

Wanted: A wooden bench -- church pew style preferred (but other styles could work). Not longer than 5’4”. Please call 388-1308.

Stop by and check out the completely remodeled College Book Store featuring our customer friendly aisles and floor space.