Student group examines commuting alternatives

Did you know that you could save $6,000 a year, help the College achieve its new goal of carbon neutrality, and relieve local traffic problems, just by finding a new way to commute to work? So says Jim Moulton, executive director of Addison County Transit Resources (ACTR), the local public transportation provider. That is if you were to get rid of that second car and rely more on public transportation and other forms of travel. If this doesn’t sound feasible to you, there are still plenty of savings to be made in gas and maintenance costs by finding new ways to commute to work.

In Jon Isham’s Environmental Economics class this spring, a group of six students has worked together to develop a plan for alternative employee commuting, engaging employees in a solution to climate change that can reduce carbon emissions locally, alleviate local congestion problems, help the College meet its master and strategic plan goals, and help employees and the College save money. Last year, Middlebury employees drove 4.5 million miles commuting to work, accounting for 6.4% of the College’s total carbon footprint. After the biomass heating plant is completed, this sector of our carbon emissions will be 10.4% of our total emissions. In a survey conducted by students working on carbon neutrality in January (20% response rate), 84% of College employees commuted alone to work every day, higher than the 78% national average (www.commuterchoice.gov).

Currently little is done by the College to reduce the number employees commuting alone in their cars each day, other than to partially subsidize public transportation passes to Rutland and Burlington. Through the same survey, we found that employees were frequently very supportive of programs to encourage employee commuting and were very interested in leaving their cars at home in order to walk, bike, take the ACTR shuttle, or carpool. As part of our proposed plan, our project recommends that the College invest in new local public transportation routes that are more convenient and reach more employees, offer financial incentives for employees to not commute alone to work, offer flexibility and support built into this program, and to share information about alternatives and savings to employees more effectively.

While many of you may be thinking that we live in a rural place with harsh winters that makes public transportation, biking, and walking more difficult, there are certainly viable solutions for commuters, as demonstrated by many Middlebury College employees. We asked Scott Barnicle, Dean of Atwater Commons, how he gets to work every day, and he told us that nine out of ten days he can be found biking the mile to work, even in wintertime. Scott says he “originally started to do it for environmental reasons but now it is really more for fun, and to both clear my head and get some fresh air.” We know there are many employees at Middlebury who also are finding healthy and cost effective solutions to get to work without driving their cars every day.

Those of us not graduating this year will continue to work on this project next fall with the collaboration of faculty and staff, so if you are interested in giving your input, support, or in sharing your commuting story, please get in touch with us by e-mailing Kelly Blynn at kblynn@middlebury.edu or Caitlin Littlefield ‘07.5 at clittlef@middlebury.edu.

Kelly Blynn ‘07
Carol Bushey: Admissions – 25 Year Club

Carol Bushey, Operations Manager in the Admissions Office, makes the most of the unofficial benefits of working for Middlebury College. Over her 25 years working here, she has taken courses in canoeing, cross-country skiing, snowshoeing, rug hooking, and swing dancing. She really wants to take the J-Term Bridge class, but she's waiting for it to be offered earlier in the evening. Of the cross-country skiing class she took a few years ago up at Rikert, she says that in addition to her, it was one faculty member, and the rest students. “I spent lots of time in the snow,” says Carol, but she stuck with it and continues to get her exercise skiing each winter since. Carol knows she would not have tried all of these activities if they had not been a benefit of working at the College.

Being surrounded by students in the classes has not bothered Carol at all. As the Operations Manager in admissions, Carol is the tour-guide coordinator, so she works with up to 80 student guides a year, one of the most enjoyable aspects of her job. “I thoroughly enjoy the current students,” says Carol. She gets to know the guides well – they come from all over the country, different parts of the world, and Carol loves to learn about the perspectives and experiences each brings to campus. Carol has been in admissions long enough that graduates often stay in touch with her by e-mail, and they stop in and say “hi” when they return to campus for Reunion or Homecoming. “Students come in as young freshmen, and I get to see their amazing growth by the time they graduate,” says Carol. The interest and involvement of Middlebury College’s students is something Carol marvels at. “I have never had to post a job because students seek out the student worker positions.”

Carol was born and raised in Vermont, and she and her husband Jim operated a “truck farm” with pick-your-own berries and the like up in Highgate Center. They moved to upstate New York for her husband’s job with Agway, and Carol worked as the Assistant Manager of Production for a cosmetics factory while the couple raised their three children. When they moved back to Vermont in 1982, Carol began her career at the College.

Carol was in Purchasing for three years before moving over to work for Gerry Vaillancourt in Operations, Renovations and New Construction. Gerry taught Carol a lot about construction and renovation, and she really enjoyed working for him. Carol’s father had been a carpenter, and she says, “It was fun to work with Gerry on something my father had previously done.” Gerry purchased a dictionary of construction terms for Carol to use, and that learning really added to her enjoyment of being a part of major reconstruction of campus buildings. Of Gerry, Carol says, “He was so polite; I couldn’t have asked for a nicer person to work for.”

Thirteen years ago, Carol moved over to Admissions, where she began as Office Manager and is now Operations Manager. She calls John Hanson and Mike Schoenfeld the “most wonderful supervisors someone could have; just the nicest guys.” Colleagues add to the incentive to come to work each day. “It’s like family working in here,” says Carol. Certainly the various students she works with each year and the multitudes of families visiting the Admissions Office from places far and wide also have kept Carol fulfilled and interested in her work.

Outside the office, Carol’s top priority is being Grandma to her toddler granddaughter Bayden. She just returned from a trip to Florida where she celebrated Bayden’s 1st birthday. Carol also is the State Vice-Regent for the Catholic Daughters. The local CDA organization raises money through an annual rummage sale and a lasagna dinner. The funds raised go to other non-profit organizations.

Sitting in the Juice Bar for her interview, Carol reminisced about swimming in the pool that was “right here where we sit. Either the air or water temperature was always too warm or too cold. The new pool is wonderful.” In the summer, Carol enjoys walking to the top of the hill to sit on a bench by Gifford Hall to eat her lunch. She calls it “the most peaceful place to sit and watch everything that is going on.” Eventually, Carol plans to enjoy retirement in Florida, spending time with her granddaughter and volunteering, possibly in a grade school.

Liz Hammel

Where on Campus?

If you have seen the subject of the photo at right, e-mail Midd Points Editor in Outlook or send to middpoints@middlebury.edu.

Prediction: this will be the most difficult Where on Campus yet.
Middlebury recycling program in top 6% nationally

Congratulations are in order to our top notch recycling staff and the efforts of the entire college community for Middlebury’s outstanding performance in the 2007 RecycleMania competition. We finished in the top 6% of 203 college and university participants and improved on our finish last year in the top 8% of 93 competitors. Among the 10 New England Small College Athletic Conference participants, this year Middlebury finished in the number one slot for overall performance.

RecycleMania is a friendly national competition amongst colleges and universities to reduce waste and maximize recycling sponsored by the US Environmental Protection Agency. Over a ten-week period from February to April, each school reported its waste generation and recycling results in seven different categories as shown in the table of results below. Collectively, the 203 schools who participated in RecycleMania recycled 41.3 million pounds of waste over the ten-week period of the competition.

We kept up with our own high standards for recycling and we know we can do better - both in reducing the amount of waste we generate and by increasing our recycling rates. Our success depends on each of us taking personal responsibility for minimizing waste and properly using the recycling containers around campus. When everyone does their part, we all win. So, keep practicing the three R’s whenever you are handling something that needs to go “away”: Reduce, Reuse, and Recycle. It’s an easy way to leave a smaller footprint.

For more information about Middlebury’s recycling program visit:
http://www.middlebury.edu/administration/recycle/

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Friends of International Students (FIS) Program is searching for hosts

Are you interested in befriending a Class of 2011 international student? International Student and Scholar Services will be hosting a series of informational meeting on the Friends of International Students (FIS) Host Program in the coming weeks. The FIS Host Program is a hospitality program that offers faculty, staff, alumni and community members a chance to assist an international student with his or her adjustment to life at a residential college in the U.S. The time commitment varies 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. Cambodia, Lithuania, Sierra Leone, Burkina Faso and Costa Rica are some of the countries that will be newly represented on campus with the Class of 2011.

First 2 meetings will be held as follows:

- Tuesday, June 5, 12:00 p.m. in McCullough Social Space
- Thursday, June 7, 1:00 p.m. in McCullough Social Space

Space is limited in order to keep the meeting to one hour. To register, please contact Monica McCabe at x5288 or isss@middlebury.edu. Feel free to bring your lunch. Additional meetings will be scheduled later in the summer.

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We carry cards, gifts, and other items for that special graduate.

Special Hours for Commencement weekend:

- Open Saturday, 5/26 from 8:30 – 5:00
- & Sunday, 5/27 from 8:30 – 3:00

Closed Memorial Day
Remaining 2007 Midd Points Publication Dates

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<th>Number</th>
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<th>Deadline to submit articles and ads</th>
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Press Staff Compensation Program roll-out begins

Staff should anticipate receiving a personalized mailing to their homes by the end of May. This informative packet will include an overview of the new Staff Compensation Program, a letter confirming the placement of your position in a career band and level, and an invitation to Employee Forums.

The pay rates for a majority of staff positions fall within the new ranges. This means that most staff need no pay adjustment as part of the new program implementation. However, approximately 10% of regular full and part time staff have pay rates that are below the minimums for their new pay level. These individuals will receive pay increases to the new minimum for their new level. The increases will be effective June 4, 2007, and will therefore be in place before merit increases are applied on July 1, 2007. Information on these increases will be included in the personalized letter for those staff impacted.

As stated throughout the Compensation Review Project, no one will receive a pay reduction as a result of the new program. Staff can anticipate the regular merit increase process for the upcoming fiscal year. More information on merit increases will be available in the upcoming weeks.

Detailed information about the program, a chart containing the placement of all staff positions, and our new pay ranges will be posted on the Human Resources Web site to coincide with the program roll-out at the end of the month. Please note that in response to staff feedback the name of the Support band has been changed to Operations.

The Wage and Salary Committee would like to encourage all staff to attend an Employee Forum to hear about the program and ask questions. The Forums will be held on Wednesday, May 30 from 2:00-3:30 and Wednesday, June 6 from 9:00-10:30 in Dana Auditorium. In the mean time, if you have questions please contact Human Resources.

Important reminder about CTO maximum

On June 30 of each year, the maximum amount of CTO that can be carried into the next fiscal year is capped at 24 days. By pay period number 13 (which begins June 4 and ends June 17) be sure to move any CTO in excess of 24 days into your Sick Leave Reserve (SLR). Any CTO in excess of the 24 days will automatically be transferred into your SLR as of June 30. It is important to remember this cap if you are planning to use accrued CTO time in the first couple weeks of July. See table below for specific maximum amounts. Now is a good time to check your CTO balance in BannerWeb or a recent paycheck stub and plan your CTO use accordingly. Each employee is responsible for managing his/her CTO amounts within the limits.

How to transfer time:

If you report your time on a time card, simply write on your card “Transfer (number of hours) to SLR.” If you report your time via BannerWeb, enter the number of hours you wish to transfer on the web time sheet in the row titled “Transfer CTO to SLR.”

CTO Maximum Amounts

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<th>Date</th>
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<th>CTO Max. in hours for employees w/ scheduled 7.75 hour days</th>
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<td>Any other time</td>
<td>36</td>
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**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: 3 BR house on one acre at 2115 Case St., Middlebury. Brand new kitchen and many other new improvements. Asking $199, 000. Call 453-4011.

For Sale: Spacious, renov. 19th c. farmhouse in Middlebury. 4+ BR, 2 BA, many built-ins, above-ground pool, screened-in porch, bi-level deck, fenced yard, orig. wide pine floors, gas fireplace. New upstairs hallway w/transom windows compl. in April. For more info., call Mark or Jessie at 802-388-0742 or e-mail at mjigel@comcast.net. Appraised at $271,000; motiv. sellers will consider any reasonable offer.

For Sale: Weybridge 3 BR, 2-1/2 BA home on .5 acre, very close to campus, gorgeous Green Mt. views. Completely renovated 2005 with new furnace, wiring, plumbing, windows. $319,000. Call Jim or Mary Lou Splain @ 545-2031.

For Rent: South St. - summer house rental avail. 3 BR house just footsteps from campus and downtown Midd. Perennial gardens, front & back deck. Avail. July & Aug. Rent: $1,450/mo. Contact: fdrexel@middlebury.edu.

For Rent: Furnished summer sublet on South St. in Midd. 2 BR, W/D, lots of closet space, small backyard. Avail. May 24 – Aug 24 (dates negotiable). $850/mo. + phone, hot water and electric. No smokers or pets. Contact Eliza for more info.: egarriso@middlebury.edu.

For Rent: Large 4 BR house in Cornwall, $1,400/mo. which includes trash, recye., snow removal, lawn care. 4 mi. from campus. Contact Brian or Kelly at 462-3624.

For Rent: June 5-July 14 (or part of that time), 3 BR, 3-1/2 BA luxury townhouse condo. 5 min. from dntwn. Midd. Fully furnished, garage, bikes, W/D, AC, deck, pond. For info. e-mail faraone@middlebury.edu.

For Sale: 4 BR, 3 BA, timber frame house for rent. Sits on a beautiful 800 acre farm. Beautiful gardens and layout. $2,000/mo. Contact Jon Schaefer @ 802-349-8223.


For Rent: Sabbat. Rental ‘07-08 Acad. Yr. Renov. 1800 farm house. Rural setting, 15-min. drive from Midd. in Shoreham. Semi-furn. 3-4 BR, 2 BA. Bkfst. rm. w/wood-burning cook stove. $1,100 + util. Rent reduct. for care of two cats. No dogs please. Bill or Kitty Waldron @ (802) 897-5109, or e-mail wwaldron@middlebury.edu.

For Rent: Sabbat. Rental for the ‘07-08 Acad. Yr. 2 story house on Chipman Hill (High St.). 2 BR 2 BA, recently remod. kitch./bkfst. rm. and dwntst. BA, large LR and master BR upst., 2 studies. Adk. Views, Midd. schools. $1,250/mo. + util. For more info. contact Kevin Moss at 443-5786 or moss@middlebury.edu.

**Auto**


For Sale: 2000 Acura Integra GS-R 2-Dr Hatch w/170hp DOHC VTEC eng., 5-sp. man., great condit. 85,000 mi., 31+mpg. Leather, pwr DL, win, MR. Low mi summer & winter tires. PIAA Platinum 1400 fog lights, Yokama rf rr, 10-spkr Infinity/Clarion MP3 stereo, iPod cpbl. New B-Pipe, brake rotors, K&N air filter. Garage kept, svcd. reg. at dealer w/Mobil1. NADA Bl Bk $9,300 w/no options, asking $9,500 for all above. Contact Keith at kbishop@middlebury.edu, x5584 or 802-483-2332 for more info.


For Sale: 1994 Toyota 4-Runner SR5; 6 cyl., 5-speed, 4WD, AC, PDL, PW, moonroof; 126K mi.; very good condit. $3,500 OBO. Call Jason at 453-6499.

For Sale: 4 tires, Bridgestone SF-402 all-season, size 185/70R. Less than 3,000 mi. on the set. Originally $55 each, will sell the set for $100. Call 388-1308.

For Sale: Set of 4 Firestone Firehawk tires. P225 70 R14. Used ~10,000 mi., summers only. Best offer. Contact jmunroe@middlebury.edu, x3446.

For Sale: SUV snow tires, fit Ford Escape. Hakapelliitta 225/70 R 15C. Used 2 yrs. – approx. 12,000 mi. Asking $100. Moving to points southwest. Call Jim or Mary Lou Splain @ 545-2031.


**Other**

For Sale: Trek women’s MultiTrack 7500 hybrid, 15”/38cm. The current rider is 5’2”. $100. Call Mary Lou Splain @ 545-2031 or x5234.

For Sale: Solid oak king-sized sleigh bed (frame only), excell. condit. Asking $750 OBO. Call Donna at x5380 or 877-3331.


(continued on page 6)
Faculty Grants

Tamar Mayer (Geography) has been awarded a fellowship from the U.S. Dept of Education’s Fulbright-Hays Faculty Research Abroad program that provides support for her 2007-2008 leave. She will be spending five months in western China doing research for a project titled Reading Cultural Landscapes in Xinjiang, China: The Silk Roads Revisited. This Eurasian project is designed to explore the ways ethnic Han and Muslim ethnic minorities have expressed their cultural identities in the landscape, through artifacts such as murals, monuments, museums, and cemeteries.

Kathryn Morse (History and Environmental Studies) has received a grant from the American Antiquarian Society in Worcester, MA to spend a month in their archives during her 2007-08 leave. She will research 18th and 19th century prints, engravings, lithographs, and other visual materials images for her current book project “The View from Here: American Environmental History through Images.” This book, combining images and text, will allow American environmental history to leap off the page, drawing new readers while also taking the field in new directions.

Kelley Swarthout (Spanish) has been awarded a grant to participate in a National Endowment for the Humanities (NEH) Summer Institute titled, “Brazilian Art and Literature from Baroque to Modernism” which will be held at the University of São Paulo-Campinas in Brazil this summer. While in Brazil, she will be working on developing a literature course on the figure of the Indian in the nation-building projects of Latin America.

Carole Cavanaugh (Japanese) has been awarded a Contemplative Practice Fellowship from the American Council of Learned Societies. The grant provides support for developing a course titled “Mindfulness, Decision-Making and the Problem of Mass Destruction.”

Kirsten Hoving (History of Art & Architecture) has received a grant from the Society for the Preservation of American Modernists. This grant will help with photographs and reproduction costs for her book project, Joseph Cornell and Astronomy: A Case for the Stars.

New Employees

William Bickham
Maintenance Refrigeration Mechanic B, Facilities Svcs.

Pamyla Carbo-Hendricks
Telecommunicator, Public Safety

Liz Robinson
Director, Project on Innovation in the Liberal Arts

Carey Bass
Designer, Communications

Free

Free: Large desk/work table. 60” W x 31” D x 29.5” H, made of sturdy oak plywood. Great for workshop, garage, utility area, kids’ project area. Call Liza x3169.

Free: 8 large light-weight bookcases available by the 2nd week of June. Can arrange time to take a look and pick up. Toaster for four slices of bread. Benjamin 388-6394, bridgway@middlebury.edu, x4981.

Wanted

Wanted: Reliable, responsible house- and dog-sitter (with references) from June 5-June 30. Comfortable house (with WiFi) in the tranquil woods of Bristol (25 min. to campus). Friendly beagle. Possible use of vehicle. Pay negot. Please contact lburnham@middlebury.edu or call 453-6377.

Wanted: Adorable cat in search for a new home. Sweet, lovable female, 10 yrs. old, great with kids, small (6 lb). We are moving to the W Coast and want to spare the cat the torture of a week-long travel. If interested please e-mail jeffstimmel@yahoo.com or call 917-574-7969.

Wanted: House sitting or housing rental opportun. A senior student, Ethan Lake, working on thesis in Aug. and needs a place to stay in town from early-mid Aug. until the beg. of classes. Contact elake@middlebury.edu or 832-524-0063.