Annual Employee Golf Tournament
Wednesday, August 15
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 x5624.

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

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

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

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Dates TIAA-CREF Representative will be on Campus

Erik Moreau, the College’s TIAA-CREF consultant, will be on campus the following dates for one-on-one counseling:
- July 12 and 26
- August 9 and 23
- September 19
- October 10
- November 7
- December 12

To reserve an appointment with the representative, please visit the Benefits page of the Human Resources website, scroll down to Retirement Plans, then Information Links, and click on “TIAA-CREF Micro Site.” Click “Setup a Meeting” in the blue area at the bottom of the page. Follow the directions provided to make a reservation online or by phone.

Note from the Language Schools Dean
July 5, 2007
To Our Campus Colleagues:
The Language Schools and the College pulled through the Independence Day extended power outage with a great deal of patience, and, from what I have learned, even quite a bit of panache and ingenuity!

I would like to thank all of our campus colleagues at Public Safety, Facilities, and in particular, Matthew Biette and the staff of Dining Services -- who somehow pulled together a complete dinner for nine Schools with a one-hour warning -- and the Facilities crews who kept generators running late into the night. We would not have gotten through this event unscathed without all of you, including those hard-working and unsung heroes who worked in the background to keep the campus working smoothly.

In the words of that great sage of times to come, Obi-Wan Kenobi: “May The Pledge Be With You!”

Michael Geisler, Dean of Language Schools and Schools Abroad
Busy “Spring Training” Season for Staff and Supervisors

This past spring was a busy time for staff and supervisor training, with myriad programs on topics ranging from “humor in the workplace” to “performance feedback skills.”

Partly as an outgrowth of the new focus that the College Strategic Plan has placed on staff professional development and supervisor training, enhanced programming began in early spring. Nearly 280 supervisors and 220 staff participated in a variety of workshops during the five-month period March - July.

“... a total of nearly 500 employees participated in on-campus professional development in the last five months.”

For the first time in memory, all supervisors at the College were required to attend specific training in Performance Feedback Skills. This was a program designed to accompany the introduction of the College’s new compensation system and new PFDP performance levels. Because of the increased emphasis on performance level as the basis for merit increases, President’s Staff requested that a training program be created for supervisors to better ensure that performance reviews are conducted fairly, accurately, and consistently across campus. All supervisors, including members of President’s Staff, attended one of the 3-hour workshops delivered during March and April.

Another staple of supervisor development at Middlebury is the Legal Side of Supervision program. This extensive training for supervisors covers essential employment and legal issues and College policy matters. All supervisors are required to attend this program every two or three years to stay current with this important information. In February and March, 40 supervisors attended the 2007 session.

Other supervisor training this spring included the First Step ~ Right Step orientation provided to new supervisors. This program, for individuals who are newly hired supervisors or who have been promoted to a supervisory position, introduces them to important information about responsibilities, policies and available resources. To ensure that new supervisors attend this important training soon after their appointment to a supervisory position, this program is conducted every three months.

Staff training was highlighted this spring with the renewal of the Open Calendar professional development workshop series for staff. Open Calendar workshops are programs open to all staff on a cross-departmental basis on topics related to our jobs and professional development. These workshops are a wonderful opportunity for staff to develop or enhance their knowledge and skills, while also connecting with other staff from different areas of the College.

Indeed, participants typically comment on the value of meeting and learning with colleagues from other departments with whom they rarely meet. This fall, Open Calendar program offerings will resume a regular cycle of 2-3 different workshop offerings every fall and every spring, and one or two different workshop offerings every summer.

The Open Calendar offerings this past spring were well received by staff:

- Taking Your Job Seriously and Yourself Lightly: The Positive Power of Humor. Nearly 80 staff attended this 3-hour seminar to hear Dr. Joel Goodman discuss health through humor on the job. Participants rated Dr. Goodman’s program very highly and offered many positive and enthusiastic comments.
- Interpersonal Communication Skills to Create Understanding. Approximately 40 staff attended this interactive workshop with Hamish Blackman of the Wellness Corp.
- Is Your Work “Working” for You? Jaye Roseborough, Executive Director of Career Services Office (CSO) at Middlebury, designed and presented this workshop, which had an extremely positive response from staff. Although originally offered on only one date, the registration filled up so quickly that a second session was added, thereby accommodating a total of 40 staff.

In early September, look for the “all staff” e-mail announcement of the fall Open Calendar offerings. This announcement is also posted in hard copy in several departments for staff without ready access to e-mail.

Additionally, the Open Calendar listing will be posted each semester on the HR website, in Midd Points, and in the Events at Middlebury online calendar. Significant numbers of staff have also participated in training programs designed for them in their departments, on a range of topics such as Interviewing Skills, Communication Skills, Conflict Resolution, Giving Feedback, Writing Reports, and more. This custom-designed departmental training, plus the interdepartmental training offered through Open Calendar, reached approximately 220 staff this spring and summer. Added to the 280 supervisors and managers who attended various supervisory training programs, a total of nearly 500 employees participated in on-campus professional development programs in the last five months. A busy training season, indeed – and this fall promises to be even busier!

Mary Hurlie, Sr. Director, Organization & Employee Development
Bristol to College Carpool a Success

Riding from Bristol to Middlebury and back nearly every week day, a group of Middlebury employees prove that car pooling can work and is fun. In the picture above you see: Linda Knutson (LIS) driving her freshly buffed Subaru Legacy; riding shotgun is Kristin Geoghegan (LIS) who joins the pool from Moretown; in the back seat left to right are Sue Driscoll (LIS), Pam Fogg (Communications), and Sue Kavanagh (College Advancement).

The active Bristol-Midd route is well car pooled and includes others not in the picture including: John Elder (English and Environmental Studies), Chris McGrory Klyza (Public Policy, Political Science and Environmental Studies), Shawn (and Finn, age 2) O’Neil (LIS), Jacob Tropp (History), Jeff Rehbach (LIS), and Toni Best (New England Review).

There is interest in setting up a carpool from Burlington. If you’d rather read than drive, if you’d like to save on gas money and lighten your environmental impact, please e-mail jkiewit@middlebury.edu.

2007 International Film Festival Schedule

Saturday, July 21: 7 and 9:30 p.m., Dana Auditorium
“A Beautiful Memory: A Mother and Her Sons Against the Mafia” (Un bel ricordo)
Directed by Anthony Fragola
The author of the documentary will attend the screening to introduce the film, and he will also address the public after the screening.

The documentary is based on an interview with Felicia Impastato, whose son was killed by the Mafia in Sicily 26 years ago because of his relentless and open struggle to break its control of civil society. His father was a mafioso, and it was the first time a Mafia son openly rebelled. In addition, Felicia Impastato was one of the first women to openly speak out against the Mafia and file a civil suit to bring justice to her son. The authorities, perhaps in collusion with the Mafia, tried to make it appear that his death was a failed suicide terrorist attack.

Saturday, July 28: 7 and 9:30 p.m., Dana Auditorium
“In the Pit” (En el hoyo)
Directed by Juan Carlos Rulfo

According to Mexican legend, the devil demands one soul to be offered up for every bridge built, as a guarantee for the structure’s durability. In Juan Carlos Rulfo’s internationally-praised documentary, this age-old adage takes on mammoth proportions. “En el hoyo” looks into the daily lives of construction workers building the Second Deck of Mexico City’s Periférico Freeway.

Where on Campus?

E-mail the editor at Middpoints Editor in Outlook or at middpoints@middlebury.edu if you know where this vegetation is. I’m going easy on you this time after a couple difficult locations!
Faculty Grants

Sunhee Choi (Chemistry & Biochemistry) received supplemental funding from the National Science Foundation to support expenses related to a collaboration with Gulnar Rawji, a professor at Southwestern University in Texas. NSF’s Research Opportunity Award supplement program is designed to enable faculty from predominantly undergraduate institutions to gain research experience with an NSF-funded colleague elsewhere. While mentors for ROA projects are usually at research universities, in this case Sunhee is serving as mentor for Dr. Rawji’s project, and one of Dr. Rawji’s students joined Sunhee’s research group this summer.

Molly Costanza-Robinson (Environmental Studies and Chemistry & Biochemistry) has been awarded a grant from the National Science Foundation Geosciences Directorate for a three-year research project titled, “Measurement and Microtomographic Imaging of the Air-Water Interface in Unsaturated Porous Media” and a two-year grant from the Petroleum Research Fund of the American Chemical Society for related work. Three undergraduate students will assist with this research each year. The project will use cutting-edge 3-D imaging techniques and complementary “wet lab” methods to elucidate micro-scale water distributions in soil systems. This knowledge will further our understanding of the subsurface fate and transport of environmental contaminants, including chemicals and microbes, and will improve environmental remediation efforts.

Richard Bunt (Chemistry & Biochemistry) has been awarded a grant from the Petroleum Research Fund of the American Chemical Society for a three-year research project titled, “Hammett Studies of P,N-Chiral Ligands.” At least six students will be involved in this project which seeks to understand how metal-based catalysts such as palladium control the three-dimensional orientation of new chemical bond forming reactions. Understanding the 3-D orientation of molecules is important in biological systems and drug design for new pharmaceuticals.

Laura Lieber (Classics and Religion) has received a grant from the Memorial Foundation for Jewish Culture for a project titled, “The Liturgical Poetry of Yannai on Genesis,” which she will be working on during her 2007-2008 academic leave. In this project, she will contextualize the poet Yannai (Galilee, 5th/6th century) in the world of the early synagogue, looking at his importance in terms of Jewish-Byzantine language, literature, art, culture, and society. The final monograph will consist of a series of analytical essays complemented by annotated translations of thirty poems.

Elizabeth Morrison (Religion) has received a Junior Scholar Grant from the Chiang Ching-Kuo Foundation in support of her 2007-2008 academic leave during which she will work on a project titled, "Religious authority family-style: The master-disciple pattern in Chinese Buddhism.” The grant includes funding for a four month research stint at the Academia Sinica in Taiwan.

Classifieds

Real Estate

For Sale: Middlebury—This very desirable 2nd floor flat end unit at Twin Circles is in move-in condition. The home has spacious living areas, 2 large BR and 2 full BA, lovely kitchen and dining area and plenty of storage. This is a lovely Middlebury home for a very reasonable price! $209,500. Call (802) 345-3748 or 388-1024 to set up a viewing.

For Rent: Beautiful Middlebury home, 2 BR, large family room, dining room and living room, garage, porch, and a spacious back yard. In town. $1,200 a month plus utilities. Avail. from August 29 through early June. Dates are negotiable. Call 388-9768.

Auto

For Sale: Dodge Ram 1500. 2004, 4WD, V8 hemi, red, auto, quad cab, power windows/doors, air, cruise, premium sound w/CD, stainless tube steps, bedliner, tonneau cover, 37K miles, great condition. Way below retail at $18,500. 989-8395.

Wanted

Wanted: Your old used railroad ties! I will haul away and reuse for erosion control. Please call 443-5107.