Dzavid Mahmuljin, Maintenance Plumber B, Facilities Services, recently earned his Master Plumber’s License after a decade of coursework and apprenticeship training. He began working for the College as a custodian in March of 1994, only three months after arriving in the United States with “only my son, wife, parents and two suitcases,” says Dzavid of his emigration from Bosnia, by way of Croatia. “I had no English, no driver’s license, no job, nothing,” said Dzavid of the time he first arrived in Middlebury with his wife Emina, now a Reprographics Assistant, and his son Zulfikar, now 15, but only a toddler at the time.

Dzavid was born and raised in Kozarac, a town of approximately 24,000 people in northwest Bosnia. He attended technical school for drafting, but there was no work in the field, as unemployment was high in the socialist country. After spending a year in the army, Dzavid went to Zagreb, Croatia where he trained and then served as a policeman. It was there in Zagreb that he met Emina.

The young couple was living back in Bosnia in 1992 when their town was burned to the ground during the acts of genocide perpetrated by Serbs against Bosnian Muslims. Dzavid was sent to a prison camp because of his ethnicity, and he was released after six months when the Red Cross got involved and arranged a type of prisoner exchange. He was reunited with Emina in Croatia, and then the couple followed relatives to the United States.

“In had no English, no driver’s license, no job, nothing.”

In December of 1993, Dzavid and Emina immigrated to Vermont because he heard that the climate and landscape here were similar to his home in Bosnia, with mountains and four seasons. The two are not as similar as he would have liked. “It is much colder here; the Balkans don’t get Arctic air,” says Dzavid. “Bosnia has four true seasons, but the winter here in Vermont is longer than the others.”

Three months after arriving, Dzavid’s neighbor at the time, Stewart Lane (LIS), helped Dzavid get a custodial job at the College. He remembers that the day he interviewed for the job, March 20, 1994, the College had shut down because of a huge snowstorm. Dzavid began work (continued on page 3)
United Way Fall Campaign

It’s time again for the annual fall campaign for the United Way of Addison County. Pledge forms will soon arrive in employee’s campus mailboxes for the 2008 drive.

Another option for employees who would like to pledge their support is the EZ Payroll Deduction Online Form. As its name implies, it is easy to use. It is also convenient, timely and part of our future goal as a step towards paper reduction. The link to this form can be found at Middlebury’s United Way Campaign website at the following address http://unitedway.middlebury.edu. Questions about how to use this form can be directed to the Payroll Office at x2008, x5461 or e-mail to payroll@middlebury.edu.

We thank you for choosing to use the EZ Payroll Deduction Online Form, and as always, thank you for your contributions to the United Way of Addison County!
~Karen Carpenter, on behalf of the College’s campaign committee

Days of Caring Volunteers

Megan Battey (History of Art and Architecture), Charlotte Tate (Rohatyn Center) and Hans Raum (LIS), spent a beautiful September day volunteering at the Bingham Memorial School for the United Way Days of Caring last month. “We worked at the Cornwall School clearing a fence line and repairing the split-rail fence where they plan to install a fitness trail. It was a beautiful day and we had great fun (and exercise),” says Megan.

Buy Snow Bowl Passes Before October 31
Snow Bowl season passes cost $135 for an individual and $270 for a family this year, but you’ll save on the amount of tax you pay by purchasing them before October 31. During October, passes are on sale in the pro shop at the golf course from 8-5 daily, or can be purchased by calling x5125. Cash, check, VISA or Mastercard are accepted. A MiddCard ID number must be provided to make the purchase (these discounts apply to employees classified as “benefits-eligible” by Human Resources). Online purchases can be made at www.middleburysnowbowl.com.
on the 4 a.m. shift the next day. After a couple of years, Dzavid asked if he could go to school to learn a trade while still working here, and Linda Ross, Assistant Director of Custodial Services, asked him what he’d like to learn. This was the beginning of Dzavid’s road to earning his Master Plumber’s License. He enrolled in a plumbing program in Rutland in 1996, all the while working 6 hours a day in custodial and 2 hours in plumbing to learn on the job. His coursework in Rutland was all in English, which forced Dzavid to learn the language, but made learning the trade that much more difficult. After his second year as a registered apprentice plumber, he was recognized for having “the highest academic and personal standards of any student in the class,” says Mike Moore, Supervisor, HVAC/Mechanics/Plumber.

As Dzavid worked his way from apprentice to Journeyman Plumber, his duties at the College shifted from custodial to full-time work in the General Maintenance Plumbing department in September 2000. For a year and a half during this period, Beverly Keim (Language Schools) taught Dzavid English during lunchtime. “She didn’t have to do that, it was just out of kindness,” Dzavid says of Beverly. He also learned a lot of English on the job, from the guys in the shop.

Although his English is excellent now, Dzavid says their kids, Zulfikar and Lejla, 10, often correct him and sometimes laugh at him for his pronunciation or grammar mistakes. The family speaks Bosnian and English at home, so the kids are bilingual speakers, but they don’t read Bosnian well because there is not much literature available in the language. Family life fills Dzavid’s time outside of work; he enjoys watching his son’s soccer and basketball games after work and on weekends. “We are just trying to make life better for our kids,” says Dzavid.

At times life has been very difficult for the Mahmuljins here, far away from their native home. They had to start over with nothing, knowing nobody, no English; at times they felt very isolated. However, Dzavid is quick to recognize and thank the many people who worked with him and helped him along the way; Norm Cushman, Mike Moore, George McPhail, Mike Moser, Eric Leno, Dwayne Martin, Ray Gale, Eugene Roy, Bruce Howard, and “all the other guys from the Plumbing, HVAC, and Electric shop,” as well as the other departments in Facilities Services. Dzavid thanks his wife Emina, most of all, for her constant support during these many years.

When asked what the most difficult part of the last 15 years here in Vermont is, Dzavid responds, “The English, the new culture. People from Europe are different. People are running too much here, they should slow down and enjoy life.” He adds with a laugh, “Now I’m running like them.”

~ Liz Hammel
faculty grants

Vermont Genetics Network grants for research in the biomedical sciences - Middlebury College is one of the baccalaureate partner institutions participating in a major grant from the National Institutes of Health to the University of Vermont. This grant continues the Vermont Genetics Network support that has been a significant source of funding for faculty and student research in the past five years. The following faculty members received individual one year grants from this program to support their research from June 2007-May 2008:

Catherine Combelles (Biology) - New project grant for research that has implications for human reproductive health (title: Profiling of pro-/anti-oxidants during ovarian folliculogenesis). The grant provides funding for summer and academic year effort and stipends for two undergraduates.

Roger Sandwick (Chemistry & Biochemistry) - Renewal of support for his ongoing research (title: The Maillard Reaction between Ribose 5-Phosphate and Proteins). The grant provides funding for summer and academic year research including stipends for two undergraduates.

Mark Spritzer (Biology) - New grant to support a pilot neuroscience research project titled "Testosterone, hippocampal neurogenesis, and spatial memory in adult male rats." The grant included funding for one summer undergraduate assistant.

Matt Kimble (Psychology) - New grant to support a pilot research project titled "Changing perceptions of threat in military cadets." This is a collaborative project that also involves researchers at Norwich University. The grant included funding for the required eye tracking equipment at both institutions.

lis technology workshops

<table>
<thead>
<tr>
<th>Date</th>
<th>Workshop</th>
<th>Time</th>
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</thead>
<tbody>
<tr>
<td>Mon, October 8</td>
<td>iPhoto: Image Editing Basics on Macs</td>
<td>9:00–10:30</td>
</tr>
<tr>
<td>Mon, October 8</td>
<td>MovieMaker</td>
<td>3:30–5:00</td>
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<tr>
<td>Tue, October 9</td>
<td>Outlook Q &amp; A for PC Users</td>
<td>9:00–10:30</td>
</tr>
<tr>
<td>Wed, October 10</td>
<td>RefWorks for Beginners: Write-N-Cite</td>
<td>4:00–5:00</td>
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<tr>
<td>Wed, October 10</td>
<td>InDesign: Creating Basic Publications</td>
<td>3:30–5:00</td>
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<tr>
<td>Thu, October 11</td>
<td>Word Play: Work &amp; Info Session</td>
<td>9:00–10:30</td>
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<tr>
<td>Thu, October 11</td>
<td>Dreamweaver Introduction</td>
<td>9:00–10:30</td>
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<tr>
<td>Fri, October 12</td>
<td>CMS Work Session</td>
<td>1:30–3:00</td>
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<tr>
<td>Fri, October 12</td>
<td>Discovering Online Training at Middlebury</td>
<td>4:00–5:00</td>
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<tr>
<td>Mon, October 15</td>
<td>Creating Effective Documentation</td>
<td>2:00–4:00</td>
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<tr>
<td>Tue, October 16</td>
<td>Exploring Excel: Work &amp; Info Session</td>
<td>9:00–10:30</td>
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<tr>
<td>Thu, October 18</td>
<td>Illustrator: Beyond Basics</td>
<td>3:30–5:00</td>
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All workshops require advance registration! To sign up for workshops of interest please send an e-mail request to: helpdesk@middlebury.edu.

The current workshop schedule & course descriptions are available on the web at: go/techworkshops. The Events at Middlebury campus events calendar also includes LIS offerings — use go/lis?events to view only LIS workshops.

Accepting Citizens Medal Nominations

Nominations are now being accepted for the eighth annual Middlebury College Citizens Medals. This program, started during the College’s Bicentennial year in 2000, recognizes local residents who have helped to strengthen the Addison County community in a variety of ways. Over the past five years, medals have been presented to 38 residents of Middlebury and surrounding towns, for their service in fields including medicine, education, business, philanthropy, government, the arts, and civic contributions. The list of past recipients is available on the Secretary of the College website.

Nominations for the 2007 Citizens Medals should be submitted to John Emerson, Secretary of the College, no later than Friday, October 12. Nominations may be submitted by any member of the staff or faculty, and may be sent electronically or in hard copy. The nomination should consist of a 100- to 200-word summary of the individual’s contributions to the Addison County community. Please note that those nominated must be current residents of Addison County, and that persons currently employed by Middlebury College are not eligible for the award. The names of the winners will be announced at the end of the year.

~ John Emerson, Secretary of the College
Are You Thinking About Retirement?
If you are considering retirement in the near future, you may want to call Human Resources at x5465 to schedule an appointment to review your benefits options. We can determine whether you meet the age and length of service requirements to qualify for retiree medical and dental benefits, and discuss COBRA continuation if you do not. You also can find out what happens to your other benefits at retirement, learn how to find out about distribution options for your retirement accounts, and discuss Social Security benefits and how they fit into your retirement plans.

Weight Watchers – Discounted memberships!
The 10th session of the Weight Watchers At-Work Program is forming. Middlebury College must meet a minimum of 15 paid memberships before the 12-week series can begin. Meetings are Thursdays in Mitchell Green Lounge; weigh-in will begin at 11:45 a.m., and the meetings will run from 12:15 to 12:45 p.m. The full cost of membership is $144. However, as an added incentive, the Optimal Health Initiative Committee will be funding six half-price memberships! If you are interested in joining, please send your check for $72, payable to Weight Watchers, to Loretta Lee in Human Resources in the Service Building. If you have questions about the Weight Watchers program, call Danica Stein, Meeting Leader at (802) 287-5704 or e-mail her at furrygirl@comcast.net. Meetings will begin as soon as minimum membership is reached.

ACTR Shuttle Bus Schedules
Route information for the three free Addison County ACTR bus routes is available in Human Resources. There are schedules and maps for the Middlebury Shuttle Bus, the Tri-Town Shuttle (serving Bristol, Ferrisburgh, New Haven, and Vergennes) and the Snow Bowl Bus (serving Ripton and East Middlebury). The Middlebury Shuttle Bus has five stops on campus, and the Snow Bowl Bus stops at Adirondack Circle. Travel is free of charge on all of these routes. As parking spaces become harder to find and gas prices stay high, the buses are a convenient way to get to work and save money.

Middlebury Open Improv
The Middlebury Open Improv is a monthly event in which improvising musicians and performers come together to perform and serve as each other’s audience. Students, staff, townspeople, and faculty come together and create spontaneous music. Highlights from the evening are broadcast on WRMC 91.1 on Fridays, beginning at 2 p.m. All types of improvisers are welcome. The next Open Improv will be held from 9 p.m. to midnight on October 18 in the Gamut Room (bottom floor of Gifford Hall). Snacks will be provided. For additional information, contact Kareem Khalifa, kkhalifa@middlebury.edu. Sponsored by Wonnacott Commons.
**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:* 1993 Dodge Dakota. Automatic, 2wd, 3.9L engine. 6 x 8’ platform bed w/ 30” rails & cargo cover. Extra leaf springs, heavy duty tires & brakes. 2” receiver hitch and trailer brake controller. Some rust on roof and frame. Approx. 99k miles. $1,100 obo. E-mail mlane@middlebury.edu.

*For Sale:* 1991 Honda Civic LX. Runs good, has some rust spots. $500 obo. Call Kara x5727 or 388-7069 after 5 p.m.

*For Sale:* 2005 Artic Cat Firecat F7 Lim. Edit. EFI, Black Widow Edit. w/ Black Magic Head. Very fast sled. Low Miles! In excel. condit., asking $5,200. 2004 Arctic Cat Firecat F6, $3,000 obo. Both sleds have been stored inside w/ covers; also have a trailer avail. 1999 Arctic Cat 400 Four Wheeler, runs excel., $2,700 obo. E-mail jyoung@middlebury.edu or call 897-2859.

*For Sale:* Dorn-style single lofted bed. Sits on top of a computer desk and an armoire. Needs a little paint but is structurally sound. $50. E-mail kerner@middlebury.edu or call 802-249-8675.

*For Sale:* iMac DV Special Edition (originally $1,499). Works fine. Accessory floppy drive and external hard drive thrown in for good measure. $100. Please contact ja@middlebury.edu.

*For Sale:* Black wooden computer cabinet, 26w x 19d x 31h, w/ wheels, two roll out shelves, $25; Pine storage shelf, 20w x 16d x 35h, w/ dividers & shelves, $20; White wooden bookcase, 20d x 29w x 29h, w/ one shelf, $10; White wooden utility shelf, 12w x 12d x 31h, $10; Brown wooden bookcase, 48w x 11d x 29h, $25; Bushnell Telescope, $40; Panasonic Color TV-VCR Combo, 21” screen, $50; Columbia 10-spdl. Men’s Bicycle, $25; Eureka Superbroom, $15. Call 462-2899.

**Other**

*For Sale:* Children’s Gear. Graco Pack ‘N Play; excel. condit., $50. Kelty Kids Elite Child Carrier Backpack-- like new/barely used; for child up to 50 lbs. High quality pack has adjust. straps for child & adult, small detach. backpack to carry sun/rain hood or use as diaper bag, $100 (orig. price $185). Contact Kathy at foleygio@middlebury.edu or 388-0574.


*For Sale:* Pink Game Boy Advance, w/ pink carrier, head phones, car charger and 4 games (Suite Life of Zack & Cody, Robots, Dogz 2, Super Mario World Super Mario Advance 2). Everything new in June ’07, only used a handful of times. $150 for complete set. E-mail kparent@middlebury.edu or call 897-2859.

*For Sale:* Black wooden computer cabinet, 26w x 19d x 31h, w/ wheels, two roll out shelves, $25; Pine storage shelf, 20w x 16d x 35h, w/ dividers & shelves, $20; White wooden bookcase, 20d x 29w x 29h, w/ one shelf, $10; White wooden utility shelf, 12w x 12d x 31h, $10; Brown wooden bookcase, 48w x 11d x 29h, $25; Bushnell Telescope, $40; Panasonic Color TV-VCR Combo, 21” screen, $50; Columbia 10-spdl. Men’s Bicycle, $25; Eureka Superbroom, $15. Call 462-2899.

*For Sale:* Vermont Casting Wood Stove. Encore, Non-catalytic 2550, Biscuit color. Front viewing window with screen, side panels with warmers. Used only one season, like new, piping. $3,000 value, asking $1,440, call Kevin at x5072.

*For Sale:* Furniture. Large Buffet, $275; Five-piece BR set – art deco (1930’s), $500; Beautiful DR Table & Chairs (Chippendale repro), sacrifice for $900. Call Rob @ x3455. E-mail rpekor@middlebury.edu.

**Real Estate**

*For Rent:* 2 1/2 BR, 2 BA, Starksboro house w/ open floor plan, ext. perennial gardens, porches/decks to enjoy, surrounded by forest to explore, unsurpassed views of the Adks., woodstove & propane for heat. Non-smokers please, references desired, pets negotiable. $1,400 per mo. plus your util. 453-6160, newleaf@gmavt.net.

*For Rent:* Well-maintained 3 BR cape, 4 mi. north of the College. Large yard and deck, beautiful westerly views. Over 2,200 sq ft of living space. Call Will at x3240 or 388-9719.

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**College Book Store**

**Store Hours**

**Monday–Friday**

8:30 a.m. - 5:00 p.m.

**Check out our top 20 paperback bestsellers.**