Let’s begin with two basic facts that everyone knows about the Bread Loaf School of English. The first is that we’re one of two Bread Loaves, the other being the Writers’ Conference, and the second is that we are at work only during the summers. Well, one of those is right, at any rate. Although the School of English is in formal session only for six weeks each summer, the Bread Loaf faculty, staff, and administrators work with teachers across the nation and, increasingly, around the world twelve months a year.

The vast majority (about 80%) of Bread Loaf students are themselves secondary-school teachers. On the whole, public school teachers find it more difficult to attend than do independent school teachers, since independent schools can often support a part or all of a teacher’s summer professional development; among public school teachers, those from low-income communities often find it the most difficult to attend. For good reasons, it’s this last group of teachers that Bread Loaf focuses on most acutely in our constant search for outside funding. Beginning in the early 1990s, significant funding began to come to Bread Loaf for often extremely isolated rural teachers, and beginning early in this century, we found more funding for teachers in troubled urban schools. Those original grants have long since disappeared, but Bread Loaf continues to find and pass along support to teachers in some of the nation’s neediest schools. And we have been heartened that both cities—Trenton, Greenville, Lawrence, MA—and states—Kentucky, Ohio, South Carolina, Alaska—seeing the excellent work that their teachers are doing with Bread Loaf, have come forward with their own funding to help their teachers go to our campuses in Vermont, England, New Mexico, and North Carolina in the summers.

We support teachers in the most basic of ways by offering to them the rigorous and mind-expanding courses offered by our faculty. Bread Loaf faculty members either come to Bread Loaf already committed to working across the divide between K-12 education, or they soon become converted to that mission. And while teachers are at Bread Loaf they also learn the rudiments of our telecommunications system, BreadNet, so that they can carry out the academic-year seminars and online inquiries between K-12 classrooms that have become a true trademark of Bread Loaf work. Recently, Middlebury’s Shel Sax, working with Dixie Goswami and other Bread Loaf faculty members, has moved Bread Loaf teachers into other media, including those on which American schoolchildren are already far more proficient than (continued on page 3)
Facilities Services Tests New De-icer

This winter, Facilities Services is testing a new, more environmentally-friendly product for snow and ice removal that will also make our sidewalks and roadways considerably safer and clearer.

With time and practice, our intent is to drastically reduce our use of sand and salt for fighting winter storms on campus. Sand comes at a fairly high environmental cost, not just in the siltation of waterways, ditches, and lawns, but in air quality issues as the sand is ground into increasingly finer particles by traffic. Sand also requires heavy fuel use through the vehicles and equipment required for trucking, constant re-application during and after storms, and spring clean-up of walks, roadways and parking lots. Salt shares similar concerns, as well as being directly harmful to vegetation and soil structure, and has been implicated in contaminating groundwater. Salt is also very corrosive to both vehicles and our concrete sidewalks.

We will begin using a liquid deicer solution proactively before storms to keep snow and ice from freezing to the pavement. Ice Ban, as it is called, is a mixture of magnesium chloride, a popular ice melter, and Brewers Condensed Solids, a by-product from the beer making process. Smelling faintly of molasses and hops, this liquid, when sprayed prior to a storm, prevents a bond from forming between the snow and the pavement or sidewalk, making removal much faster and more effective.

We will not be using this for every storm. The mixture can only be applied when conditions are correct, as it can become slippery at temperatures above 35 degrees. Ice Ban is slightly sticky, so to prevent tracking into buildings we will not be using it around entryways. It is completely bio-degradable and water soluble, easily washing off surfaces and clothing. It is also considerably less corrosive than salt.

While not totally eliminating sand and salt, our use of Ice Ban will give us a safer and cleaner campus, and should help, in even a small way, to reduce our carbon footprint. For more information, or for any questions you may have, feel free to e-mail Facilities Services at facmanag@middlebury.edu.

~ Tim Parsons

Notice of Change in Payroll Deadlines for the First Payroll of 2008

As indicated in the MiddPoints issue dated November 2, 2007, the College will be closed for the December break from Monday, December 24, 2007, through Tuesday, January 1, 2008. The first payday of the new year is January 4, 2008. To accommodate the break and to ensure timely payroll processing, please note the very important change in the time entry deadline below:

Deadline for submitting/approving time: Friday, 12/21/07, 12:00 p.m. (includes Web time entry, paper timesheets, student timecards AND ALL APPROVALS)

This is a change to the time entry deadline only; paychecks and direct deposit stubs will be distributed as normal and will be dated January 4, 2008.

Please inform all your staff of this change in the payroll schedule.

~ Payroll/Human Resources

LeaderSkills

Human Resources recognizes the supervisors and managers who successfully completed the LeaderSkills programs this fall. The photo at left shows the LeaderSkills for Supervisor’s group, and photo at right shows the LeaderSkills for Managers group.

Back row: Deb Allen (facilitator), Tim Parsons, Cathy Bilodeau, Gerald Flint, Amira Harambasic; Front row: Sheila Andrus (facilitator), Merissa Enterline, Melissa Beckwith, Kelly Trayah. (Missing: Joanne Leggett, Carrie Macfarlane, Margaret Brande)

Back row: Elin Waagen, Linda Ross, Sarah Froehbel; Front row: Matthew Biette, Meg Storey-Groves, Perry Richards, Bob Jansen, Kim Downs, Jai Shankar. (Missing: Susan Davis)
Employee Ski & Ride Day

Remember that Saturday, December 15th is the Employee Ski and Ride Day. Lift tickets are free with a MiddCard I.D. for employees and their immediate family members.

Downhill and snowboarding rental equipment cost $6/person and cross-country equipment is $4.

Sign up for downhill ski/ride lessons by calling the Ski School desk at 388-4365. See the November 16 MiddPoints for lesson options and prices.

Questions? Contact Liz Hammel at x2565 or ehammel@middlebury.edu.

How can I prevent staph or MRSA skin infections?

Practice good hygiene:
- Keep your hands clean by washing thoroughly with soap and water or using an alcohol-based hand sanitizer.
- Keep cuts and scrapes clean and covered with a bandage until healed.
- Avoid contact with other people’s wounds or bandages.
- Avoid sharing personal items such as towels or razors.

(from The Wellness Corporation’s “Balanced Living” Special Edition Health Newsletter, 2007)

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(from The Wellness Corporation’s “Balanced Living” Special Edition Health Newsletter, 2007)

Health Center Director’s Message about MRSA

A recent CDC report published in the Journal of the American Medical Association on Methicillin-Resistant Staphylococcus Aureus (MRSA) (JAMA Oct 17, 2007 Vol 298, no.15), combined with media reports of deaths associated with this bacteria, has led to increased concern about MRSA infections in our community.

While we should all be taking MRSA seriously, we should also realize that with proper prevention and early recognition and treatment, community-acquired MRSA infections are treatable. Due to reports of increased incidence of MRSA infections in athletes in 2004, Athletics and the Department of Sports Medicine began implementing prevention measures such as single-use towels, mandatory covering of wounds, and recommending the practice of not sharing equipment and personal care items. These and other measures have led to a relatively low incidence of MRSA infections among Middlebury College athletes, compared to other NESCAC institutions.

While we have seen and treated a few MRSA cases at the Health Center, all patients have responded to treatment. Furthermore, there is no evidence to suggest that we need to go beyond good personal hygiene and routine cleaning measures at this time. Some prevention recommendations and recognition/treatment resources are listed at left and below.

~ Mark Peluso, Physician and Director of Health Center

Recognition / treatment resources about MRSA:
- http://healthvermont.gov/prevent/MRSA.aspx
- http://www2a.cdc.gov/podcasts/player.asp?f=6936#transcript
College to provide funding to town of Middlebury for $9 million bridge

[The following is an excerpt from the November 30 press release. To read the full text of the release, see the “New Releases” section of the Public Affairs Website.]

Middlebury College will donate to the town of Middlebury an annual gift of $600,000 for 30 years to enable the town to borrow $9 million toward the construction of an additional bridge over Otter Creek. The bridge will span Otter Creek from Cross Street to Main Street at its intersection with College Street. The annual donations will support the interest and principal payments on the bonds that the town will issue to finance construction of the bridge, which is the largest part of the $16 million Cross Street development project.

“This gift is a response to a request from the town and it reflects the college’s desire to be involved in a project that directly affects the safety of the Middlebury community,” said Middlebury College President Ronald D. Liebowitz. “It is integral to the safety of students, faculty, staff, other area residents, and to the betterment of the town.”

The new bridge will ease traffic congestion in downtown Middlebury, provide an additional route for emergency vehicles, and serve as a detour, permitting Battell Bridge, Pulp Mill Bridge, and two downtown railroad overpasses to be repaired as needed.

According to Liebowitz, in the last year the formation and work of the college’s Emergency Planning Steering Committee has brought a focus to issues related to campus safety. The college’s role in the bridge project is also aligned with the institution’s strategic plan, which specifically calls for supporting town officials “as they explore ways to address the gradually worsening local traffic situation” and cites the risk to the college in the event of a fire when fire fighters would be reliant solely on the narrow Battell Bridge. The college’s board of trustees approved of the plan to support the town at the trustees’ fall meeting in early October. Shortly after that meeting, on Oct. 22, a major train derailment in the middle of town underscored the vulnerability that comes with a single water crossing in town.

“The college’s gift has placed this important project within the town’s financial grasp. The town of Middlebury now has the opportunity to complete a long needed bridge that will benefit both the town and the surrounding area,” said Middlebury Selectboard Chair John Tenny.

~ Sarah Ray

Midd68 encourages the whole campus community to lower thermostats

The College is taking a number of steps to leave a smaller footprint on the planet. As the heating season progresses, we would like to enlist your help to conserve resources, reduce emissions of greenhouse gases, and reduce costs for fuel oil through Midd68.

Midd68 began several years ago after a student-led effort to gauge support for setting residence hall thermostats to 68 degrees. Results from a survey, which was filled out by over 60% of the student body, indicated strong support among students for such a change and won the endorsement of the Student Government Association. In response to that laudable effort and willingness to make a positive change, the College now sets thermostats in residence halls at 68 degrees via our building automation system.

While this change only affects dormitory space, we encourage faculty and staff to voluntarily follow suit and lower their thermostats to 68 degrees as well. Choosing to do this makes a significant difference. If we did this campus wide November through March, we would lower our fuel costs by nearly $50,000 and send 800,500 fewer pounds of greenhouse gases into the atmosphere.

We applaud the effort by the students and their leadership by example. We will continue to look for sound ways we can conserve resources and use energy wisely while keeping all students, faculty, and staff comfortable and safe.

If you and your colleagues want to know more about this initiative and how you can participate by lowering thermostat settings in your building, or if you have suggestions about how we can more effectively heat campus spaces, please contact Jack Byrne, Campus Sustainability Coordinator, x5043, jmbyrne@middlebury.edu.

Tim Spears, Dean of the College, Jack Byrne, Campus Sustainability Coordinator, Robert Levine, ’08
New faces in Human Resources

We welcome several new faces to the HR team. Over the next several months, Beth Miller is providing part-time clerical assistance in our front office. Be sure to say hello to her when you visit our offices. Over the next year, Cathy Vincent will be spending most of her time on-site in Monterey, assisting our HR colleagues with a number of issues. During this period, Chris Salatino will assume a number of Cathy’s responsibilities (including dependent tuition payments). She will also assist Ellen Usilton with compensation issues such as job placement, as more of Ellen’s time will also be dedicated to working with our colleagues in California. Chris is sure to hit the ground running! Finally, Sheila Andrus has joined us as the new training manager. Many of you already know Sheila as the owner of the Middlebury Boarding and Daycare Kennel. In addition to these new colleagues, we have done a bit of office switching and rearranging up front. Feel free to drop by and see what’s new!

Middlebury History

25 years ago ● The year-long Centennial Celebration of Coeducation at Middlebury included a panel discussion with Bill Moyers, Gail Potter, and alumni Peter ’75 and Johanna ’73 Brakeley. The renovated interior of Memorial Field House opened with a new lobby, expanded locker room space, interconnected team rooms, and a new weight room.

10 years ago ● Margaret Brande joined the staff at Rehearsals Café. Middlebury ranked first in a new report called “It’s Not Easy Being Green,” in which New England colleges were evaluated for their energy conservation, academic programs, recycling, composting, and other practices. Cynthia “Pj” Slater in ITS began offering “By Request” computing workshops for departments and offices.

5 years ago ● With interim Coach Neil Sinclair ‘93 at the helm, the men’s hockey team opened the 2002-03 season with victories against Skidmore and the Massachusetts College of the Liberal Arts. President John McCardell presented Bicentennial Citizen’s Medals to Dottie Nelson, Adele Eells Pierce, Frederic Powell, Barbara Wagner, and James Rubright.

Staff Book Groups

Staff Book Groups will begin anew in early 2008! Look for a flyer in the January 11, 2008 MiddPoints.

New Employees

Monica Anderson
Custodian
Facilities Services

Joy Fugate
Custodian
Facilities Services

Clip this coupon and save 25%

Bookstore Holiday Sale
Friday Dec. 7 – Monday Dec. 10
with this coupon

If you missed our Faculty & Staff Appreciation Day on Nov. 30 or needed to wait until payday, then this is your last chance to buy those Middlebury items this year at a 25% discount.

Instead of the normal 15% fac/staff discount, you will receive a 25% discount (some exceptions apply) with your MiddCard ID & this coupon Friday Dec. 7 through Monday Dec. 10 on Middlebury clothing and gifts, and gift books off our already reduced sale table.

Human Resources • Service Building, 2nd floor • 802-443-5465 • hr@middlebury.edu

MiddPoints is published approximately twice per month by Human Resources for the faculty and staff of Middlebury College. The issue schedule and deadlines are listed on the Human Resources Web site. MiddPoints is mailed without charge to regular full time and part-time employees. MiddPoints is Human Resources’ primary communication vehicle on policy changes, upcoming events, news, and other items of interest to employees. Entities outside the campus may not advertise in MiddPoints.
**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:** 1992 Geo Prism. 4 dr., good engine & transmiss., pretty clean interior, good tires; needs some body work due to rust. $450 obo. 4 Nokian Hakkarpelitta NRWS tires, 175/70 R13 32T, used only one season. $200. 388-4263 after 6 p.m.

**For Sale:** Immaculate 2001 Honda Civic Ex. 94K miles, silver w/ gray int., auto., sun roof, CD, air, cruise, pwr. locks. Kelly Blue Book rates excel. condit. $8,000 obo. E-mail cpilliph@middlebury.edu or 518-585-7568.

**For Sale:** 1997 Saturn, 4 door, auto. 58,800 mi. No rust, Southern car. 30-35 mpg in town, 35-40 mpg highway. $3,400. Contact keren@middlebury.edu or x5722 or 802-656-7939.

**For Sale:** 4 Hakkarpelitta studded tires (#205-70R15ST), used 2 seasons; $50. Contact dwolkoff@middlebury.edu or 388-7243.

**For Sale:** Size 12 Bauer men’s hockey skates. Hardly used. $25. Contact young@middlebury.edu or x5221.

**For Sale:** Nordica K5.1 ski boots; 27.0, 27.5, 315mm. $50. Good condit. Call Donna at x5461 or 462-2305 eves.

**For Sale:** Hot Point electric stove/oven $35 and refrigerator $40, in working condit., great for camp. Full-sized mattress, box spring and frame $20. 7’ couch w/ cover $25. 2 Oak End Tables w/ leather tops $75. Contact dwolkoff@middlebury.edu or 388-7243.

**For Sale:** Animal items: 25 gal. fish tank w/ access. $100; gerbil cage $10. Kids’ ski racing gear: shinguard, 2 pr., $10 ea.; new padded Spyder top, XS, $15; Spyder nylon/spandex top, as new, M, $10; Spyder racing suit, lwght., M, as new, $50; women’s sz.12 Spyder jacket, silver/black, as new, $40. 462-2460.

**Real Estate**

**For Sale:** $168,500. Spacious, sun-filled condo. 3BR/1.75 BA condo w/in walking dist. of dntwn. Midd. 1,500+ sq. ft. incl. effic. propane fireplace w/ slate surround, cathed. ceil., many newer applian. Private patio, carport w/storage, access to commun. pool. E-mail dschwar@middlebury.edu or phone 802-233-3563 or x207 work.

**For Sale:** 3 BR, 1 BA, well maint. raised ranch w/ sunny open floor plan on 1 acre, 4 mi. from the heart of Midd., 2115 Case St. Brand new kitch. w/ tile floor, maple cabs., jennera range, all new applian. Patio doors to deck, W. views. Wood stove in LR. Full basem. $199,000. 802-453-4011.

**For Rent:** Provence. 3 BR 2 BA villa w/ pool & privacy on the outskirts of St. Remy de Provence, France. Villa is serene, but center of St. Remy is only steps away – no parking hassles! For Website w/ photos, e-mail orangetokyo@aol.com.

**Wanted**

**Wanted:** House-sitter needed for lovely house in Cornwall from Dec. 23-27 to pamper one dog (loving golden retriever) and two peculiar (loveable?) cats. Must have car. Modest compensat. Call 462-2899.

**Wanted:** Visiting prof. urgently seeks furnished room w/ kitchen access, or studio, w/in walking dist. of campus, from Jan. 2 to May 25. Contact Oconnor@middlebury.edu, x5722 or 802-656-7939.

**Wanted:** A small wood stove to hook up to our outdoor smoker; the smaller the better. Can be old, rusty, and leaky. hjyoung@middlebury.edu.

**Free**

**Free:** Desk with vanity. 1 Door. Contact dwolkoff@middlebury.edu or 388-7243.

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**College Book Store**

**Bookstore Holiday Sale**

**Friday Dec. 7 – Monday Dec. 10**

Clip the coupon on page 5 and save 25% this weekend when you use your MiddCard ID.