Holiday Payroll Notice

As noted in the November 2nd issue of MiddPoints, the College will be closed from December 25, 2006 through January 1, 2007 for the Holiday Break, and re-opening Tuesday, January 2, 2007. January 2, 2007 is also the deadline for time entry for the first paycheck of the new year. Please be sure that your time is entered and approved prior to this deadline. For those employees that enter their time via the Web, you are able to access your timesheet now.

For full-time and part-time benefits-eligible non-exempt employees - enter hours as Holiday Pay.
For All exempt employees - do not enter as CTO; enter hours as usual.

Happy Holidays to All,
Karen E. Carpenter on behalf of Payroll/Human Resources

In This Issue . . .

• Ski and Snowboard Fun Race Series
• Holiday Payroll Notice
• Staff Council

Staff Council Highlights
Ongoing Developments

As the fall term of the academic year comes to a close, and the long nights of Vermont winter draw in around us, it may feel natural to slow down and even settle in for a period of hibernation. However, for those members on the Middlebury College Staff Council and its subcommittees, this is a time of continued work to bring some projects to fruition and to take on the tasks of new projects and staff issues for the approaching New Year. In order to keep you informed, we offer the following highlights of some of our ongoing developments.

• This past summer and early fall the Council committed itself to focusing its efforts on staff issues as related to the College’s Strategic Plan. We initiated discussions with the President, the Dean of the College, the Dean of Planning & Secretary of the College, and the Trustee Conference Committee regarding staff concerns and to ensure the inclusion of staff in the implementation phases of the strategic plan. This has already assured staff representation in key planning groups. The Council aims to make certain that the unique perspectives and insights of the college staff continue to be present and incorporated into the process of implementing the strategic plan.

• The Work Place Safety Subcommittee moved forward on a proposal for the use of anti-fatigue mats in the dining department. The Subcommittee is currently acquiring sample mats for trial use in the kitchens to determine what the various needs of different areas. This will then allow for a final recommendation on mat types, budget costs and a final implementation schedule.

• The Staff Development Subcommittee, in addition to offering staff book groups, programmed a series of presentations for the year entitled “Celebrating Life.” They are also working with the Dean of Faculty to evaluate the current process staff uses to attend Middlebury College classes for credit. It is the goal of both the Subcommittee and the Dean’s office to develop a “user friendly” process.

• The HR6 Subcommittee is researching the various methods different college departments do or do not reimburse or assist employees in the purchase of uniforms. This is to determine if the college can develop a policy that is equitable for all employees who wear uniforms regardless of department or job duties.

(continued on page 2)
Open Enrollment “Fun Facts”

Open Enrollment for the 2007 health and welfare benefit plan has drawn to a successful close. Human Resources would like to extend a sincere thank you to all employees who turned in open enrollment forms, and a special thank you to all those managers who helped by reminding employees to do so. Thanks to your cooperation, this year we did better than ever before. Here are a few “fun facts” about this year’s process:

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
<th>Percent</th>
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<tbody>
<tr>
<td>Open enrollment forms sent out by HR</td>
<td>1208</td>
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<tr>
<td>Open enrollment forms returned by the deadline</td>
<td>987</td>
<td>82%</td>
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<tr>
<td>Individual reminders to return forms, sent by HR</td>
<td>221</td>
<td>18%</td>
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<tr>
<td>Replacement forms generated (originals lost/thrown away)</td>
<td>171</td>
<td>14%</td>
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<tr>
<td>Forms turned in late</td>
<td>154</td>
<td>13%</td>
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<td>Employees who contacted HR for assistance</td>
<td>814</td>
<td>67%</td>
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<tr>
<td>Total number of forms returned pre- and post-deadline</td>
<td>1141</td>
<td>94%</td>
</tr>
<tr>
<td>Total number of employees who made benefit changes for 2007</td>
<td>589</td>
<td>49%</td>
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College Achieves “Breastfeeding Friendly” Designation

Hopefully you saw the good news in the October 19 issue of the Addison Independent: Middlebury College recently achieved the designation of “Breastfeeding Friendly Employer” by the Vermont Department of Health.

The College joins 17 other Addison County businesses in acknowledging that supporting breastfeeding is good business. Research shows that providing basic workplace policies that allow a woman time and a private, sanitary place to express milk or feed her baby, can result in happier, healthier, and more productive employees who take less sick leave time and save employers money in healthcare expenditures.

Encouraging mothers to breastfeed their babies is also a key strategy of the Fit and Healthy Vermonters state plan for the prevention of obesity. Supporting breastfeeding women when they return to employment outside the home is an essential part of increasing Vermont’s breastfeeding rates.

The Health Department’s Breastfeeding Friendly Employer Project helps Vermont employers adopt breastfeeding friendly policies in the workplace, as well as providing formal recognition for employers who support women and their newborn babies. For more information on the Vermont Breastfeeding Friendly Employer Project visit http://healthvermont.gov/family/breastfeed/employer_project.aspx.

The College has established several guidelines to support breastfeeding employees:

- The College has available for expectant and/or breastfeeding employees a packet of information that includes handouts on breastfeeding, Addison County breastfeeding resources, a list of employees who have agreed to serve as resources in this area, and guidelines on how to utilize College policies (e.g., CTO, flex time, FMLA) to support breastfeeding.
- Employees are provided a place to breastfeed or express their milk.
- Employees may use regular breaks and/or CTO or flex time to accommodate breastfeeding or milk expression.
- Realizing the importance of breastfeeding, the College encourages an atmosphere of support for breastfeeding employees.

Should you have any questions, feel free to contact Human Resources.

Stacey Thebodo

Faculty Grants

Peter Nelson (Geography) has received additional funding from the Economic Research Service of the U.S. Department of Agriculture to support his ongoing research on the migration of the baby boomer generation. The title of this project is Effects of baby boom migration on the population size and demographic characteristics of nonmetro counties.

Suzanne Gurland (Psychology) has been awarded a grant from the Spencer Foundation for research that will examine children’s expectations about their teachers and how these expectations affect the child-teacher relationship. At least two undergraduate students will be involved in this research project, which is titled: Child Expectancy Effects in the Child-Teacher Relationship.

Open Enrollment “Fun Facts”

These are only a few of the current issues before the Staff Council. In the coming months you can look forward to more updates and a peak at what the Staff Council is considering for the future. Lastly, the members of your Staff Council welcome your input on these or any other topic. You can contact us at MCSC@middlebury.edu or contact any of the representatives directly.

College Book Store

Open Monday - Friday
8:30-5:00

College Book Store - Proctor Hall
&
Panther Pride - McCullough

Announce their annual Holiday Sale!
20% off valid Dec. 11th - 22nd
1st Annual Middlebury College Ski and Snowboard Fun Race Series

We welcome 5-member teams of Middlebury faculty, staff and/or students to register for this inaugural fun race series to be held at the Snow Bowl this year!

In order to encourage participation by skiers/snowboarders of all abilities, fun awards will be given to the teams with
1) the overall fastest combined time (the fastest team overall)
2) the greatest number of points scored in each age/gender category (teams with racers in different age/gender groups will score well here as individuals earn points for their team based on their finish in their age/gender group)
3) the overall closest times (even the slowest teams can win this category if every member is equally slow!)

Save these dates...

Fridays -- Jan 12, Jan 19, Feb 16, March 2, March 9
and Saturday, March 17th (Employee Ski Day)

(Supervisors, where possible, please be flexible in scheduling to allow those interested staff to participate in this event!)

Special Rates will be in effect. Lift Tickets: $7 for the afternoon. Rentals:$10

The course will be open from 12:30-3:30 p.m. Each participant should plan on making two runs down the course sometime during that time period. Skiers and Boarders should be comfortable on the Allen.

REGISTRATION REQUIRED: USE FORM BELOW

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1st Annual Middlebury College Ski and Snowboard Fun Race Series

Registration Form

Send/Email form to Cathy Vincent –Human Resources by Dec 20th
vincent@middlebury.edu

TEAM NAME____________________________________

Team Captain contact info:

Name________________________________________
Campus Address______________________________
Campus Phone_______________________________
Email_______________________________________

Members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Faculty, Staff, or Student?</th>
<th>Age Category (See Below)</th>
<th>Gender</th>
<th>Skiing or Snowboarding?</th>
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Age Categories

Under 30
31-40
41-50
51-60
Over 60
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 Rent: Middlebury house on short term lease, Jan. 1- June 30, possibility of renewal. 3-4 bedroom house on quiet street in Buttolph Acres neighborhood, walking distance to schools, town and college. LR, eat-in kitchen, den, 2 baths. Rent $1350/mo. Super insulated, low heating costs. Call 453-4225.

For Rent: Middlebury apartment. Large, sunny, 2nd floor, unfurnished, charming 1 bedroom apartment (bathroom, bedroom, sitting room and kitchenette) for only $850/month including all utilities. Private entrance and parking. Centrally located – only 5 min. walking distance from CO-OP and Village Green, 15 min. walk from campus, in quiet res. neighborhood. No smoking or pets. Long-term lease preferred. Immediate Occupancy. Contact 802-388-6931.

For Sale: Full set of new kitchen upper and lower cabinets and drawers. Maple, light finish, with cathedral top. Large pantry with three lazy susans. Island with doors that open on both sides. Countertop to fit all. Must see. $2,800 OBO. Call 352-4467.

For Sale: New kitchen range hood with fan and light. White. Installed, but never used. $15. Call 352-4467.

For Sale: Computer desk with sliding keyboard drawer and printer compartment. Large 36” x 23” work surface is big enough for a desktop computer or a laptop with peripherals. Well-designed with four locking wheels. Wood-grain finish. Close to campus. $100. Call 388-0178.


For Sale: Harmon/Kardon computer speakers, pair. Dell 15” flat screen monitor – black. Dell keyboard – black. All in great used condition. CPU died - replaced with laptop. Take all for $50. Contact Diane at x2276.

For Sale: JETS jacket, Boys large. Excellent condition. $25 OBO. Call Toni at x5075.

Auto

For Sale: 2000 Dodge Neon ES. 134,000 miles. 5-speed, AC, power windows / doors, CD player, ABS, cruise control, traction control. Brand new battery, alternator, front wheel bearing, and rear brakes (Sept ’06). New tires in spring of ’06. VT state inspection through October 2007. Will need new rear struts soon. Spot of rust on hood. Very clean interior. Kelly Blue Book: $3500; asking $3,100. For details and/or pictures, contact dfrostma@middlebury.edu or x5928.

Wanted

Wanted: Short-term apartment/house. December 17-29. Preferably in town. Call x3491 or e-mail: kwandsch@middlebury.edu.

Free

Free: Tires. Set of 4 Cooper Cobra tires, radial GTH, 205/60/R15. Not new, but they still have a couple years’ worth of wear left. Take them off my hands and save yourself buying tires for one more year. x3169 or liza@middlebury.edu.

Free X-country Skis: Slightly used, circa 1980, waxless, sized for 5’8” tall person, with men’s size 8.5 boot. (No poles) Call Joseph x5487.