Technology Workshops - August 2006

Library and Information Services

ALL WORKSHOPS REQUIRE ADVANCE REGISTRATION!

To sign up please send an email request to: helpdesk@middlebury.edu.

<table>
<thead>
<tr>
<th>Date</th>
<th>Workshop details</th>
<th>Time</th>
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</thead>
<tbody>
<tr>
<td>Thu, 8/10</td>
<td>CMS Work Session</td>
<td>3:00 - 4:30 pm</td>
</tr>
<tr>
<td>Mon, 8/21</td>
<td>Make That Clip</td>
<td>3:00 - 4:30 pm</td>
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<tr>
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<td>What's New in the CMS</td>
<td>9:00 - 10:00 am</td>
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<td>CMS Work Session</td>
<td>10:30 am - Noon</td>
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2005 Medical Plan Report Card

Middlebury College provides its employees with a comprehensive medical benefit. This article will provide information about how our plan performed during the plan (calendar) year 2005. Upcoming editions of Midd Points will provide additional information such as how the plan performed for the first half of 2006 and how our plan compares to other employer's plans.

Enrollment

Last year approximately 1090 employees, or 94% of those eligible, were enrolled in the plan. (These figures include employees only; retirees are not included).

Plan Funding and Administration

Our medical plan is self-funded, which means that it is the plan itself, not an insurance company, that assumes the financial risk for the plan. The College has contracted with Employee Benefit Plan Administration (EBPA) to function as the third-party administrator (TPA) for the plan. As the TPA, EBPA is responsible for adjudication of claims and providing a variety of administrative services.

Equivalent Rates

Prior to the beginning of each plan year, the College establishes medical plan 'equivalent rates' based on our actual claims experience over the past year increased by medical trend (trend is basically medical inflation plus anticipated increased utilization).

The new equivalent rates are the basis for establishing the employee contribution amounts for the upcoming year. Employee contributions at the College vary based on two factors: the medical coverage level a

(continued on page 2)

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participant elects (single, two-person, or family), and the employee's annual salary (higher-paid employees pay a higher percentage of the cost).

2005 Total Employee and Employer Contribution

As described above, employee contribution rates are set prior to the beginning of the plan year. The amount the College contributes toward the coverage cannot be a fixed amount, since the total plan expenses in a self-insured plan vary according to the claims incurred during the period: the College commits to paying the difference between the actual total plan costs and the employee contributions. The total 2005 breakout of employee and employer contributions to the plan were:

<table>
<thead>
<tr>
<th>Total 2005 Medical Plan Contributions</th>
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</thead>
<tbody>
<tr>
<td>Dollar Contributions (rounded)</td>
</tr>
<tr>
<td>Employees</td>
</tr>
<tr>
<td>College</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>$1,971,000</td>
</tr>
<tr>
<td>$6,043,000*</td>
</tr>
<tr>
<td>$8,014,000</td>
</tr>
<tr>
<td>Percent Contributions</td>
</tr>
<tr>
<td>25%</td>
</tr>
<tr>
<td>75%</td>
</tr>
<tr>
<td>100%</td>
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* In addition, the College paid approximately $600,000 in prior year’s claims.

Plan Expenses

The funds contributed by the College and by employees are used to pay plan expenses. The expenses paid by the plan consist of both variable and fixed costs. Variable costs are the actual medical and prescription claims paid, and comprise the great majority of the plan’s overall expenses. Fixed costs include fees for: plan administration, network access, utilization review, and stop loss insurance coverage**.

The charts below show the breakout of actual expenses for the plan year ending December 31, 2005.

<table>
<thead>
<tr>
<th>Fixed Costs</th>
<th>Variable Costs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan Admin.</td>
<td>Network Access</td>
<td>Utilization Review</td>
</tr>
<tr>
<td>$189,122</td>
<td>$24,420</td>
<td>$39,683</td>
</tr>
<tr>
<td>2.3%</td>
<td>0.3%</td>
<td>0.5%</td>
</tr>
</tbody>
</table>

As the charts show, the great majority of our plan assets go directly to pay claims.

In our next article, we will tell you about some of the programs the College has in place to control health care costs.

**Stop loss is true insurance coverage that is purchased to limit the plan’s financial exposure for catastrophic claims. Stop loss insurance would reimburse the plan to the extent that an individual participant had claims in excess of $175,000 during a single plan year.
Faculty Grants

Sallie Sheldon (Biology) received funding from the Lake Fairfield Pond Association for continued research this summer on biocontrol of Eurasian Water Milfoil, an invasive aquatic plant found in lakes in Vermont and across the country.

Molly Costanza-Robinson (Environmental Studies and Chemistry & Biochemistry) received a grant from the Vermont EPSCOR program to fund research with students at Middlebury and at Argonne National Laboratory's Advanced Photo Source. The long-term goal of this interdisciplinary environmental research is to characterize properties of porous media such as soils and chemical contaminants that influence contaminant fate and transport in the subsurface environment.

Funding for Research in the Biomedical Sciences

As announced last year, Middlebury College is one of the baccalaureate partner institutions participating in a project funded by a 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 four years. In June, the following faculty members received individual one year grants from this program:

Marcia Collaer (Psychology) New grant to support a pilot research project titled Cognitive and vestibular contributors to sex differences in visuospatial ability. The grant provides funding for her 06-07 leave.

Jeremy Ward (Biology) Renewal of support for the research project originally funded last year (title: The Identification and Characterization of the Mammalian Meiotic Mutation mei4). The grant provides funding for summer and academic year effort and stipends for two undergraduates.

Roger Sandwick (Chemistry & Biochemistry) Renewal of support for the research project originally funded last year (title: The Maillard Reaction between Ribose 5-Phosphate and Cellular Amines). The grant provides funding for his 06-07 leave as well as support for summer research including stipends for two undergraduates.

Robert Cluss (Chemistry & Biochemistry) Renewal of support for the research project originally funded last year (title: The Cytopathic Effect of the Borrelia burgdorferi Exoproteins Oms28 and Enolase). The grant provides funding for summer and academic year effort and stipends for three undergraduates.

Middlebury College Recognized for Wellness Efforts

For the second year in a row, Middlebury College has received the 2006 Governor's Star Worksite Wellness Program Recognition Award from the Vermont Governor's Council on Physical Fitness and Sports. This award recognizes Middlebury College for its ongoing promotion of healthy lifestyles and its on-campus wellness initiatives. We are delighted at the success of these efforts.

The Optimal Health Initiative Committee (OHIC) coordinated many of the activities that led to the receipt of this award. OHIC has focused on health and wellness outreach and education for all members of the College community. Recent initiatives include:

- Weight Watchers-At-Work program (members have collectively lost over 1,000 pounds to date!)
- Morning Stretch program (7:15 in McCullough social space – all welcome) that helps staff to limber up before the workday begins.
- Quarterly cooking demonstrations designed to offer participants the opportunity to not only learn how to cook delicious, healthy meals but to enjoy a relaxing dining experience with fellow colleagues.
- Ongoing chair massages provided by local practitioners, yoga and t'ai chi classes, and deep relaxation sessions.
- Get Moving Middlebury was a popular program with over 60 employees walking in teams and tracking their distance to compete for prizes.
- As winter set in and walking became increasingly difficult, OHIC was not deterred! Employees took to the fields equipped with snowshoes during a weekly lunch program.
- For those who prefer indoor activities, OHIC has continued to sponsor a monthly Symphonic Lunch during which colleagues gather to listen to a great masterwork of classical music over the lunch hour.

These plus other OHIC initiatives have served to inform and involve an ever-increasing number of Middlebury College staff, faculty and family members. Over the coming year, OHIC is committed to raising the wellness bar once again. Stay tuned for news concerning future programs geared toward optimizing the physical, mental, spiritual, financial, and intellectual health of all members of the College community!

Optimal Health Initiative

Join us! If you are interested in the health and wellness outreach and education efforts of the OHIC, please contact Laura Carotenuto at x2012 or lcaroten@middlebury.edu.

Gail D. Smith (left) and Eileen Fabey (right) of the Optimal Health Initiative Committee accept the 2006 Governor’s Star Worksite Wellness Program Recognition Award from Governor Jim Douglas.
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: MiddpointsEditor (electronic submissions preferred).

Real Estate

For Rent: Charming guest house in Cornwall in private country setting with pond. 2 BR, 1 bath, W/D, D/W, electric heat with wood-burning Vermont Castings stove, garage and plenty of storage space. Only 15 min. bike-ride/5 min. drive to College. No smokers/animals. $900/mo. plus utilities. Contact Tracy Himmel Isham at 462-2028 (thimmeli@middlebury.edu) or Jon Isham at 443-3238 (jisham@middlebury.edu).

For Rent: One BR upstairs apartment available as of Sept. 1. $585 plus one month deposit. Includes heat and water. Call 388-7402 evenings.

For Rent: House for rent starting in Sept. Adirondack views. Partially furnished. No dogs. $975/month not including heat and utilities. E-mail carver@middlebury.edu.

Auto/Motorcycle


For Sale: 1995 Mercury Sable station wagon, 147,000 miles, runs great, solid w/no rust, new tires and exhaust, A/C, power everything, 3.0 V6, good dependable car, $1,250 OBO. Contact Perry Richards at x5882 or pgrichar@middlebury.edu.


Other

For Sale: 2 tickets for the Thomas Point Beach Bluegrass festival. Tickets are for the entire festival, Aug. 31, Sept. 1-3, including camping. Right on the beach in Brunswick, ME. Great music, beautiful site, and a bargain for $75 (selling for $120) per ticket. Check it out at http://www.thomaspointbeach.com/. saunders@middlebury.edu x5488.

Multi-Family Yard Sale: Aug. 12th and 13th (Sat. and Sun.), 8:00 a.m. - 3:00 p.m., Cave Road, Weybridge. Lots of children's gear, toys, books, furnishings, clothes, sports equipment, small appliances, kitchen stuff, lawn equipment, just about anything you might need and maybe even a treasure or two. Great prices; motivated sellers. For more information, call Deb at 545-2703 or email dwales@middlebury.edu.

For Sale: AIWA CD stereo system, 2 detachable speakers, 3-disc changer, in good shape. $50 OBO. Also: Sony speaker system, set of 3 smaller speakers, works for TV, computer, CD player, etc. Good sound. $10. Call Todd at 377-9038.

For sale: Couch $195, four footed cast iron tub $200. Call 388-7402 evenings, or x5388 days.

For Sale: Kid's Power Wheels "Extreme Machine" dune buggy vehicle with new 12 volt battery. Clean and in good shape. Cost $200+ new but can be yours for $95. Contact me at x3113 or tumminia@middlebury.edu.

Yard Sale: Sat., Aug. 19 from 9:00 am - 3:00 pm, rain date Sun., Aug. 20. Books, LPs, bakeware, vintage linens & fancy work, 25+ quality metal folding chairs, white board easel, house & garden hand tools, and much more, including many small items priced $2 and under. 20 Robbins Rd, Cornwall (corner Rte 30, 3 miles south of campus). For more info contact Eric Davis at ericd@middlebury.edu or x5308.


For Sale: 4 HP printer cartridges; 2 size 56 (black), 1 size 57 (tri-color), 1 size 58 (tri-color photo). Fits HP Printer/Scanner/ Copier 1350 (and others). $85 for all of them. Contact patricia@middlebury.edu.

Wanted

Motorized Scooter Wanted: Looking for a motorized scooter at least 50-150 ccs. Contact Dorothy at 989-0547.


House Sitting Position wanted: Responsible, mature, recent graduate working in town will take care of garden, house and pets while you are away. Call Baker 503-312-2257.

House Sitting Position Wanted: Need a long-term house sitter? Dependable, conscientious, working Middlebury graduate available to house sit through December. Resourceful, and experienced with pets, plants, and old houses. References available. 545-2602; please leave a message for Alyssa, or email ajumars@middlebury.edu.

Tent Wanted: So...you thought you'd love camping...sleeping on the ground, watching the stars, listening to the loons but woke up with your back aching, circles under your eyes. Want to unload that tent? We're looking for a good deal on a little-used 8x10 or larger lightweight tent. Call Terry x5135 or 388-4419 or e-mail tjenny@middlebury.edu.