Message From the President

Jessica and I would like to thank the College Community for a spectacular Reunion weekend, one short week following Commencement. Almost 1,900 alumni and guests returned to campus for a weekend full of events.

Special thanks to Linda Ross and her dedicated custodial crews who, in less than a week’s time, cleaned countless dorm rooms, bathrooms, lounges and made more than 1,100 beds. Thanks to the landscapers who mowed, weeded, and pruned, and had the campus looking spectacular for our alumni; as was the case during Commencement weekend, I heard repeatedly how beautiful the campus looked. Thanks to Paul Gurney and his tireless facilities team who delivered hundreds of boxes and canes, and moved more than 200 tables and 2,000 chairs over the course of the weekend.

More than 110 dining events took place throughout Reunion weekend. That could not be accomplished without the commitment of Darby Crum, Brad Koehler, Bo Cleveland, and the entire dining staff.

Finally, thank you to the students, faculty, and College Advancement staff who spent time with our guests showing them Middlebury today. More than 60 students shepherded our visitors during the weekend, ably led by Matt Griswold ’07. And special thanks to Julia Alvarez, who was scheduled to give one talk but stayed to give a second despite the fact that it was her reunion.

So many on campus contributed to what I know was a very special weekend for our alumni. Thank you all, again.

~ Ronald D. Liebowitz

Staff Merit Increases

July 1st marks the start of a new fiscal year and is the implementation date for staff merit increases. Human Resources distributed individualized letters indicating new staff pay rates on June 16, 2006.

Earlier in June, Bob Huth, Executive Vice President and Treasurer, shared some key information related to this process in a letter to staff distributed via e-mail. He announced that the overall staff increase pool is 4.5 percent, and that 3.8 percent of that amount is allocated for merit increases. The remaining .7 percent of the pool will be used to support transitional payments equivalent to benchmark amounts, represented in the current wage and salary table for fiscal year 2007. Therefore, staff members eligible for benchmark increases in the upcoming year will receive transitional payments.

As you know, the wage and salary committee is in the process of refining a final recommendation for a revised (continued on page 2)

Notice of Change in Time Entry Deadline for July 7th Paycheck

Please be aware that the normal Tuesday time entry deadline for pay period 6/19/06 - 7/02/06 (BW14) has been changed to Sunday, July 2nd at 5:00 pm. This includes web time entry, paper timesheets, student timecards and ALL approvals. There will be no change in the paycheck and direct deposit distribution schedule.

This change is being made in anticipation of the July 4th floating holiday to allow for adequate time for the payroll processing. Thank you.

Karen E. Carpenter on behalf of Payroll/Human Resources

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President’s Office Hours

President Liebowitz will hold open office hours this summer on Wednesday, July 5 and Wednesday, August 2 from 3-4:30 p.m. No appointment is necessary, but meetings are limited to 15 minutes out of courtesy to other visitors.

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

Midd Points 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. Midd Points is mailed without charge to regular full time and part-time employees. Midd Points 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 Midd Points. Classified ads and articles may be submitted by employees, students, and alumni only via Outlook to Midd Points Editor or via campus mail to Midd Points Editor, HR, Service Building.
(Merit Increases - continued from page 1)

staff compensation system. Although a timeline is not finalized, they anticipate implementing a new system in the upcoming fiscal year. Information will continue to be available as the process unfolds.

As in the previous year, merit increases were determined by assessing performance level. Departments reviewed staff performance over the previous 12 months and established a performance level for each staff member. Human Resources gathered the performance information and determined a specific increase percentage for each performance level. The increase amounts vary from year to year depending on the results of the performance information and the available increase pool.

This process was implemented last year in response to staff feedback in an effort to improve consistency across campus, provide greater flexibility for small departments and create a more direct link between performance and merit increases.

The table below shows the relationship between performance level and percent increase for fiscal year 2007.

<table>
<thead>
<tr>
<th>Performance Level</th>
<th>% Increase</th>
</tr>
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<tbody>
<tr>
<td>0.5</td>
<td>0</td>
</tr>
<tr>
<td>Unsatisfactory</td>
<td>1</td>
</tr>
<tr>
<td>1.5</td>
<td>2.2</td>
</tr>
<tr>
<td>Needs Improvement</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>2.6</td>
</tr>
<tr>
<td>2.5</td>
<td>3</td>
</tr>
<tr>
<td>Sustained Good Performance</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>3.4</td>
</tr>
<tr>
<td>Commendable</td>
<td>4</td>
</tr>
<tr>
<td>3.5</td>
<td>3.8</td>
</tr>
<tr>
<td>Outstanding</td>
<td>5</td>
</tr>
<tr>
<td>4.5</td>
<td>4.6</td>
</tr>
<tr>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

It is important to note the timing of increases this year. July 1st falls on the last Saturday of our bi-weekly pay period. Although the increases are applied July 1st, only staff who work Saturday July 1st or Sunday July 2nd will see the increase reflected in their July 7th pay check (and just applied to time worked on those days). Increases will first appear in the July 21st paychecks for the majority of staff. Human Resources is available to answer any questions you may have about your increase amount, for questions regarding performance level please connect with your supervisor or manager.

Congratulations to the 2006 25-Year Club Inductees! A dinner to celebrate this service milestone took place June 14th. Pictured are:

Front row - Lisa Beck, Gail Jette, Glenna Emilo, Ellen Kelly, Audrey LaRock, Nina Stowe

Back row - Mike Schoenfeld, Jim Rubright, Dave Matthews, Peter Mackey, Chip Winner, President Liebowitz, Jeff Rehbach, Jim Maddox, James Butler, Crispin Butler, Harold Strassner.

Missing - Randy Benedict, Rafael Costillo, Dwight Dunning, Betsy Etchells, Dixie Goswami, Alan MacVey, Karl Obrath, Jochen Richter, Charles Sala, Ugo Skubikowski

2006 25-Year Club Inductees

Tickets are still available at the College Book Store for the VSO Pops Concert June 29th.
Nina Stowe – Dining Services – 25 Year Club

Nina Stowe was born in Charleston, West Virginia and grew up in Nitro located on the banks of the Kanawha River 14 miles downstream from Charleston. After graduating from high school, Nina moved to Texas, where she met her husband, Henry (a Vermonter), who was in the Army at the time. “I went back to West Virginia, and we got married when he got out of the Army,” Nina says.

In 1971, Nina and Henry moved to Vermont, and they ended up in Middlebury. Henry had been a cook at Middlebury College before he joined the Army, and he resumed his job for Dining Services upon his return. Initially, Nina stayed at home to raise their two children, but also ran an answering service for a local physician for several years.

Then, in 1981, Nina heard about a job opening for a counter worker in Dining Services. “My mother-in-law worked at the College in the old Crest Room in Proctor Hall, and she told me about an opening,” Nina recalls. “I applied, and started in the Crest Room on the evening shift.”

For about ten years, Nina worked in Proctor, and around 1991, the Crest Room operation was moved to the new Student Center in McCullough. Then, about eight years later, the old swimming pool in McCullough was transformed into The Grille, and Nina moved again. “When they decided they were going to have the Juice Bar open all day, they asked me if I wanted to work there and I said yes,” Nina says.

“In the Juice Bar I make lattes and cappuccinos, fruit smoothies, and so on,” Nina says. “I also make sandwiches at lunch and soup and tea along with all the beverages. It’s a busy place, and I enjoy seeing the students and other customers. I think I must know about half the campus, and it’s fun.”

Over the years, Nina has seen quite a few changes in Dining Service operations. “I remember when we first started, the catering was done by the same cooks in the kitchen who prepared the regular meals,” she says. “Then, they got a catering chef in and started getting catering teams to do it. That’s really changed a lot. Dining Service has expanded and they do things differently with the new Commons System; it used to be just the two main dining halls.” Over the years, Nina has gotten to know a lot of people in Dining Services. “Some of my best friends are in Dining Services,” she says.

Nina also has quite a few relatives on campus. “My nephews, Jon and Paul, and my son, Hank, all work for Dining Services. I also have a brother-in-law, Robert Stowe, who works at Proctor,” she says. In addition, Nina’s daughter, Melissa, is a Middlebury alum who graduated in 1995.

“I think it’s really nice,” Nina replies when asked how she feels about being inducted into the 25 Year Club. “I enjoy working at the College and it certainly is more interesting and offers more options than many of the other employers in the area. I think the College is very good to their employees, and they assist you in many different ways.”

Nina admits that she didn’t think she would be here for a quarter century. “No, I really didn’t,” she says. “My kids were little, and I just thought that I would work here for a few years and that would be it. But here I am.”

~Greg Pahl

Language School Summer 2006

The 92nd session of the Middlebury Summer Language Schools is now officially under way. As I did last year, I would once again like to extend a special invitation to all of you to participate in the intellectual life and artistic events of the Middlebury Summer Language Schools in many different ways:

1. The new “Middlebury College Language Schools Series in International Cultural Studies” is going into its second season. This year, instead of a lecture series, we will have one focused event, a symposium on Terror and the Mass Media, scheduled for July 30th, in the Robert A. Jones ’59 House Library from 8:30 a.m. to 1:00 p.m. and 2:30 a.m. to 5:30 p.m., organized by the Director of the Italian School, Prof. Antonio Vitti. The symposium will bring together speakers from the Arabic, Italian, Russian, French, and Spanish Schools. Mark your calendars! My office will be sending out the final schedule in a couple of weeks. Each lecture will be followed by a discussion (both in English), and the symposium is open to the public (students in the basic language sequence are excluded from these presentations because of the Language Pledge, but we have asked that, wherever possible, each lecturer should give an informal version of their public presentation in the language, so that these students can also benefit from the symposium).

2. The now-traditional International Film Festival will also once again present fascinating cinematic works from around the globe, all screened with English subtitles and followed by a discussion in English.

3. If you are fluent - or even near-fluent - in any of the nine languages we teach at Middlebury (Arabic, Chinese, French, German, Italian, Japanese, Portuguese, Russian, and Spanish) we invite you to come and have lunch with the students and faculty of the Middlebury Summer Language Schools. Once again, this traditional invitation is extended to both faculty and staff. It is not restricted to the faculty of the academic-year language departments. Any member of the Middlebury College faculty or staff who speaks the...
4

(Language Schools - continued from page 3)

language is welcome. All you need to do is walk up to the person from Dining Services who is checking the I.D., show them your Middlebury faculty or staff I.D. and let them know that you are a guest of the Language Schools.

4. We also encourage all of you who speak one or several of the languages, to send your name to the Coordinator of the respective Language School if you wish to be included on their e-mail announcements of intra-School special events in the language. There are many lectures, readings by resident authors, artistic presentations, discussions and other events that are not featured in the Weekly Calendar issued by the Language Schools, because the Weekly Calendar generally only lists those presentations that do not fall under the restrictions of the Language Pledge (e.g. concerts or dance performances). If you speak a language and if you are interested in participating in the intellectual life of one of the Schools, all you need to do is get in touch with the Coordinator (classes, athletic activities and workshops are excluded from this invitation since they are an integral part of the curriculum at the Language Schools).

5. Finally, by popular demand, the “Dean's Top 10” list of some of the most exciting events presented by the various Language Schools is back this year. Please bear in mind that this is a somewhat arbitrary selection of what we think might be most appealing to many colleagues outside the Language Schools. If you are interested in all the 2006 public Language Schools events, please go to our Events Calendar at: http://www.middlebury.edu/academics/ls/calendar/.

I hope to see you at many of these events during the summer.

~Best,
Michael Geisler

Contact the following Language School Coordinators for more information:


Real Estate

For Rent: Beautiful historic stone farmhouse on the banks of Otter Creek. A must see! 10 min. drive from campus. Downstairs: kitchen, LR, DR, 1/2 bath. Upstairs: Master BR, library, small guestroom or kids’ bedroom, full bath. $1,200 month, heat and utilities included! Avail. late August for 2006-2007 Academic Year sublet or for long term rental. Contact Natasha (nchang@middlebury.edu).


For Sale: Elegant log home on 10 acres in Ripton. 3 BR or 2 BR and study; 2 full baths, cathedral ceilings, 9 ft windows, jetted tub, 3 car garage, separate artist’s studio next to pond (good for swimming), deck and porch, woods, fields, gardens, wildlife. $389,900. Call 802-388-1270.

Auto

For Sale: 1996 Mercury Cougar XR7 85,000 miles, green, electric windows, electric leather seats, A/C, automatic, no rust, never driven in the winter. $3,500. Call 758-2297, evenings, 443-5175 days.

For Sale: 1998 Ford Escort Wagon automatic, AC, cloth seats, 125,000 miles, green, 30 miles to the gallon, $2,500. Call evenings 758-2297, days 443-5175.

For Sale: 2004 Honda Civic LX Sedan. Fern green, with light-colored cloth interior. Well maintained and in excellent condition. Automatic transmission, CD player, AC, cruise control. Low 21,300 miles. (Cars of this age typically have 35,000 miles), $14,855. Call Sarah at 207-650-6475 or e-mail smcgowen@middlebury.edu. Pictures available!

1993 Honda Accord EX Station Wagon, $2,500. Great reliable car in good condition. White. Automatic transmission, power windows, locks and sun roof. A/C and cruise control. 135k HAS all important records. Must sell immediately because of an international move! Call Aaron and Marianne at 802-388-4805.

Other

For Sale: Xbox with two controllers in original box, $100. 2 extra controllers, $10 each. DVD player adapter, $10. Games: Splinter Cell and Turok, $10 each. Area-51 and 007 Everything or Nothing, $15 each. Call Donna at x5826 or email: dzazzali@middlebury.edu.

For Sale: Lane Cedar Chest - good condition, $50; Evenflo Port About 3 Rear Facing Infant Car Seat with extra base - nice condition, blue checked pattern, for babies 5-22 lbs and 19-26 inches, $40; Roomba Robotic Floor Vac - works well on all floor surfaces, $30; Evenflo Exerceruer- $10. Contact Shannon at x5733 or 388-6852 or snguyen@middlebury.edu.


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