A Message From the President

Dear Colleagues,

I write to you today regarding a change to our regular holiday pay policy. Recently I received a request from the Benefits Advisory Committee asking that I consider extending the regular holiday pay benefit to part-time benefits-eligible employees. It was with pleasure that I approved the committee’s recommendation on this matter. Like the Benefits Advisory Committee, I am well-aware of the important contributions made by this dedicated group of employees, and am happy to be able to support this move toward standardizing their employee benefits.

I have asked Human Resources to follow this announcement with an explanation of the regular holiday pay benefit as it will apply to benefit-eligible part-time employees. I encourage you to contact that department, should you have questions on this new benefit.

Sincerely,
Ronald D. Liebowitz

President Liebowitz recently approved a modification of policy that will extend regular holiday pay to part-time benefits-eligible employees. This article is intended to explain the new program and how it differs from the current policy.

The College currently differentiates between “regular” and “floating”* holidays. Regular holidays are: New Year’s Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Day and up to 4.5 days falling between Christmas and New Year’s. These are the regular holidays referred to in President Liebowitz’s announcement.

Currently all full-time staff employees, as well as those part-time staff employees who are exempt under the Fair Labor Standards Act (FLSA), are eligible for regular holiday pay. Part-time employees who are nonexempt under the FLSA (and are therefore hourly-paid employees) are not eligible for regular holiday pay under the current policy.

President Liebowitz has now approved the Benefits Advisory Committee’s recommendation that regular holiday pay be extended to those part-time staff employees who meet the benefit eligibility requirements: that is, nonexempt staff employees who are scheduled to work 1,000 or more hours per year in a regular part-time or time-limited job and are currently eligible for health and welfare benefits.

Under the new policy, holiday pay for eligible part-time employees will work in much the same way as holiday pay for full-time staff. That is, the intent of the policy is to maintain an employee’s regular pay when his/her schedule is affected by office/department closure due to a regular holiday. In other words, a part-time employee is only eligible for holiday pay for those holidays that coincide with his/her regular work schedule, and employees are only eligible for pay for the hours that they would have worked on that day, but for the holiday closure. For example, an employee normally scheduled to work 5 hours per day on a Monday through Thursday schedule would, on Thanksgiving week, be paid 5 hours of regular pay each for Monday, Tuesday and Wednesday plus 5 hours of holiday pay for Thursday. S/he would not receive any pay for the Friday holiday, since this is not his/her regularly scheduled work day. In this way the employee is ‘kept whole’ for the week – pay is not gained or lost due to the holiday closure.

More information about part-time holiday pay for benefit-eligible employees will be in the 2006/2007 College Handbook and additional communication will be sent out prior to Thanksgiving, which is the next regular holiday. Human Resources is pleased to roll out this new policy which recognizes the contribution these employees make throughout the year, and especially around the holiday season, when the College is particularly reliant on our part-time staff. Our thanks go out to the Benefits Advisory Committee for their work bringing this proposal forward and to Staff Council, which originally raised the issue.

(continued on page 2)
Audrey LaRock grew up in Middle Village, Queens, on Long Island, where she attended high school and was trained as a secretary. Audrey then married, and raised three children, Greg, Glenn, and Lisa (who are now grown with families of their own). In 1980, Audrey and her family moved to Vermont so her husband could accept a job at the former Simonds Precision plant in Vergennes.

“When we moved to Vermont, the first year I stayed home and was absolutely miserable,” Audrey recalls. “My husband suggested I get a job that I would get paid for, since I had been doing volunteer work for 15 years that I had not been getting paid for.”

Audrey applied for a job in the college Summer Language Schools and started work as a coordinator in the Chinese and Japanese Schools as well as the Chinese Department and East Asian Studies in 1981. “It seems like everybody says the same thing—‘I just can’t believe it’s gone that fast’—but it has,” Audrey replies, when asked about how she feels being eligible for the 25 Year Club. “I will be able to retire in less than two years, so this puts me closer to that moment as well, and that sort of scares me because the College really has been my life since I came to Vermont. Nobody wants to be getting older, but what’s the alternative?”

Audrey admits that she had no idea she would still be on campus after 25 years. “I really honestly didn’t think about it,” she says. “I knew I needed to go back to work to help pay to get my kids through college, but I never thought of it any further than that. However, I love what I do, which is wonderful.”

Audrey has seen many changes on campus since she first arrived in 1981. “I think the largest change has been the technology,” she says. “When I first started working here for the Chinese Department, I spent hours and hours running off dittos and mimeos. It was awful, messy work. Now it’s all computerized. I also remember when Ron Liebowitz was a young man attending the Russian School. Now, he’s the College’s President.”

Audrey offers high praise for her co-workers. “They are my family and my friends,” she says. “I had cancer in 1990, and they were my greatest supporters. Then, in 2001, I got divorced after 38 years, and they helped me through that too.”

Audrey hopes to spend more time with her four grandsons in the coming years. “They are very important to me,” she says.

~ Greg Pahl

Employee Achievements

Congratulations to the Office of Facilities Services staff members:

Scott Barker
John Gosselin
Steve teRiele

They have recently passed the State of Vermont Journeyman Plumber’s exam, to become licensed journeyman plumbers!

Holiday Pay

(Continued from page 1)

Please feel free to call Human Resources at ext. 5465 if you have questions about this new policy.

“‘Floating’ holidays are Memorial Day, Independence Day, and Labor Day. When a floating holiday falls on an employee’s regularly scheduled work day and the employee wishes to take the day off, the employee must use CTO (floating holidays are already factored into the CTO accruals for both full and benefits-eligible part-time employees).”

~ Human Resources
Real Estate

Summer Rental: 3BR house, fully furnished. Mid-June through mid-August. Close to town and beautiful mountain views. Will (453-4902; wpyle@middlebury.edu).

For Sale: Motivated sellers with a house for sale in scenic Orwell, just 25 min from the College. Beautiful maintenance free home on 14 acres. 1,352 total sq. ft.; open floor plan with 3 BR, 2 full baths. Doublewide on a cement pad w/detached 2-car garage and storage above. Property features distant mountain views, pond, stream, woods & meadow. Large corner lot on quiet country road, surrounding property is protected and cannot be built upon. Yrly property taxes, $1,700. Please e-mail shuntley@middlebury.edu or call x3144 for pictures. $150,000.

For Rent: Lake Dunmore, Salisbury 2 BR Chalet sleeps 6, on water, walking distance to store, snack bar and laundry mat. No pets/smoking, $675 weekly. Summer rentals Saturday to Saturday until Sept 1, 2006. Monthly rentals Sept 1st to June 1st. Call Dolly at 989-3693 after 4 pm.

For Rent: Faculty housing sublet at 30 College St. This is a 2-BR apartment (with basic furnishings and spacious living room) right on the edge of campus. 3-month rental starting June 8th: $900/month, everything included. Please call Robert Doran at 951-334-6062 or e-mail at rdoran@middlebury.edu.

For Sale: Vergennes townhouse, $168,000. 3 levels with a full garage, 1,276 square feet, 2 BR/ 1.5 baths, large living/dining room, loft and laundry room. $125/mo. association fees. Dishwasher, disposal, Washer/dryer and refrigerator. Sunny middle unit saves energy. 989-1913.

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.


For Sublet: Summer house sublet from June 5 - July 14. Beautiful historic (1786) farmhouse on 5 acres in New Haven, a quiet and friendly community that’s also very convenient to Middlebury (10 min by car). 3 BR plus a large office (two desks); bright and airy living/dining room; sun deck and cool stone garden shaded by trees; lovely views of the Adirondack and Green mountains. Satellite TV available. We’re looking for someone who would also like to take care of our calm and friendly indoor cat. $800/month, utilities included. Please contact jspackma@middlebury.edu, or call John or Marion at 802-453-4929.

For Rent: 2 BR apartment in downtown Middlebury. Cozy, quiet, very nice view, fully furnished, kitchen fully equipped. Parking and use of a bike included. Washer and dryer in the building. Quiet neighbors. 5 min. walk to campus. Available June 1-August 31. $600/month plus electricity. Contact Cláudio: cmedeiro@middlebury.edu or 802-388-3082.

For Rent: Academic year 2006-07. Bright, quiet, and very private timber-frame home on 11 acres less than 5 miles (7 min. drive) from campus. Country living with a deck, cozy wood stove, and high speed internet. Large study with 2 desks, hardwood floors, open dining/living/kitchen area. Most of property is wooded but the house and yard are bright & sunny. Available furnished (or unfurnished), $1,200/month. For photos and details call Heidi: Grasswick@middlebury.edu or 802-462-2568.

For Rent: Addison cottage on Lake Champlain. One week each: June, July, and August. Call for details. 545-2092.

For Rent: 2-3 BR house in Cornwall; 6 miles from campus; unfurnished (includes kitchen appliances); big lawn, gardens; marvelous views; big deck for barbeques; outstanding local school; no pets/smoking. $1,200/month. 462-2917 before 9pm leave message or 759-2221 before 9pm.

For Sale: House in Middlebury. New York loft disguised as a 2,000 sq. ft. Shaker traditional. Separate barn with roughed-in guest apartment. House has 14 ft cathedral main room, 2 BR, loft study, 1 1/4 principal bath, (2) 3/4 secondary baths, exceptional Adirondack views, approximately 1/2 acre lot, town water and sewer, underground utilities, private cul-de-sac street, radiant heat throughout, stained concrete floors, a cherry staircase, wood stoves and great neighbors. West side of Chipman Hill. 3/4 mile to center of Town. $375,000 firm. Call Parker Croft 388-0807.

For Rent: Country home in Bristol. 15 min. from Middlebury. 2BR, 1 bath, W/D, cable TV. Private. Available 12/23/05 – 6/1/07. Call (520) 625-4459 or (520)481-5801.

For Sale: 1995 35ft Innsbrook travel trailer; 3 season; central air; slideout; beautiful mountain views; big deck for barbeques; outstanding local school; no pets/smoking. $7,995. Please e-mail shuntley@middlebury.edu.

For Sale: 1991 Oldsmobile 98, 104,000 miles, loaded with options, blue, $1800.00 OBO; can be seen at 3697 Route 30, Cornwall; Call 462-2917 before 9pm.

For Sale: 1999 35’ Damon challenger triple-slide 5th wheel camper; 3 season; central air; quality unit in excellent condition, $18,500. Call 462-2917 before 9pm.

For Sale: 1991 Oldsmobile 98, 104,000 miles, loaded with options, blue, $1800.00 OBO; can be seen at 3697 Route 30, Cornwall; Call 462-2917 before 9pm.

For Sale: 1995 35ft Innsbrook travel trailer with 14ft dining and sofa slideout. Camper is in great condition. Has extremely large bathroom, separate bunkhouse in the back with two bunks and table that drops down to a bed. Separate bedroom located in the front with queen size bed, camper sleeps 10 comfortably. 2 year old water heater, 1 year old awning. $7,995. Please e-mail shuntley@middlebury.edu.

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 (electronic submissions preferred).


Other

For Sale: Four Hakkapelita, 2 snow tires with only 3,000 miles of use. They were used on a '99 Subaru Legacy Wagon and show little to no wear. New $440, now only $200 OBO. I'd be happy to reduce the price within reason as these tires must be sold. Used Kenwood stereo system with three cd changer, bass boost, 200 watts power. New $200, now $40. Tape decks don't work. Almost new convection space heater. Very quiet and efficient. New $60, now $20. Call Josh at (802) 989-3433 or email at jaxelrod@middlebury.edu.

For Sale: Folk, classic, popular soft rock music CDs (ask for price list). Learn to play the dulcimer with a beginners (cardboard) dulcimer & book $10. Hundreds of LPs at 25 cents each that cover the entire range of LP music and album art. Also, still available: books (mostly environment, entertainment, historic nonfiction & classic fiction). Contact Ginnie at x5657 or vbukowsk@middlebury.edu.

For Sale: Bed, queen, 4-poster maple, Ethan Allen brand, gorgeous & in excellent condition $450 OBO. Call 462-2191 or x5064.

For Sale: Acoustic Guitar Case - barely used dreadnaught size, hard-shell case, good quality, made in Canada, black with grey plush lining, $60. Call Ginny at 443-2391 or 388-2438.

For Sale: Furniture - 3 pieces of furniture in good condition: China cabinet (1940’s era) - $150, Buffet (1940’s era) - $150, Dining room table w/ 6 chairs and 2 leaves - $220. All three sold together $450. Call 247-8348 for more info or email at pdelven@middlebury.edu.

For Sale: Moving, so everything must go before May 29th! -Nice couch (sand color, made by Rowe), -Samsung 20” flat panel TV (not LCD) w/remote, -Philips (super VHS) VCR w/remote, -GE canister Vacuum, 12-Amp 2-motor, -computer desk with keyboard drawer, -Altec Lansing computer speakers, subwoofer, -Panasonic microwave (black), -Oster 12-speed blender, -cat tree/hutch, -Pottery Barn wooden CD stand (holds 200+ CDs), -Two antiqued wooden chairs (kitchen), -Oak two-drawer file cabinet, -Mikasa dinner plates (8), -Misc. pots and pans, -Mish stemware. Very close to campus (Frog Hollow area). Don't delay. Give a call, then stop by and make an offer. 377-9237 or x2533.


Directions from Middlebury: Washington St. to 4 corners, continue past Washington Ext., which turns into Painter Road. Continue to end at T with Munger Street. Turn left (north) on Munger, continue past farms etc. to stop at Cobble Road. Continue straight (north into New Haven) 1 more mile after stop sign. Brick house on the right (east) side of road, # 3334 on rusty white mailbox.

Wanted

Wanted: 1BR apt. to rent June 1: unfurnished, cats OK, $650/mo. in Middlebury. Excellent credit, quiet, non-smoker, call x5105.

Wanted: Size 8 hockey skates, 4 snow tires, 2 Icelandic sheep (preferably males). Please call Katy at (847)341-5131, or at x5027.


Faculty Grants

Eliza Garrison (History of Art & Architecture) has been awarded supplemental funding from the Alexander von Humboldt Foundation's Bundeskanzler Fellowship program for a project titled "Percy Ernst Schramm's Portraiture Idea". This grant will provide support for three months this summer to pursue research in Germany on the history of portraiture and on the scholarship of Schramm, an eminent German historian (1984-1970).

Allison Stanger (Political Science) was awarded a lecturing award from the Fulbright Scholar Program to teach American foreign policy at China Foreign Affairs University (the school of the Ministry of Foreign Affairs) in Beijing during her 2006-2007 leave. Due to other commitments, she was unable to accept the award.

John Spackman (Philosophy) has been awarded a grant to participate in a National Endowment for the Humanities Summer Seminar titled "Mind and Metaphysics" which will be held at Washington University in St Louis. During this six-week seminar John will be working on a project titled "Physicalism and the Explanatory Gap", which seeks to defend a physicalist account of the mind against some recent criticisms.

Greg Viterčič (Music) has been awarded a grant to participate in a National Endowment for the Humanities Summer Seminar titled "Modernist Paris" which will be held in Paris. During this five-week seminar Greg will be working on a project titled "The Greatest Audacity; Simplicity," which examines Virgil Thomson's setting of Gertrude Stein's text for the opera, Four Saints in Three Acts."
Employees now have the capability to list emergency contacts in Banner Web. In case of an emergency situation where an employee is not capable of communication, Human Resources and Public Safety have access to an “Emergency Contact” screen in Banner to obtain information about who should be contacted on behalf of the employee.

Employees who wish to participate can enter their contact information in Banner Web (easy directions below). It is up to each individual to keep the information updated; HR cannot do it for you! Rest assured that this information will be kept confidential and will only be accessed if needed.

All employees have access to Banner Web. If you don’t use Banner Web to submit your work time, you can still sign on to Banner Web by going to the College’s homepage and choosing Banner Web (on bottom of page). Enter your ID #, then your PIN (your birth date by mm/dd/yy if this is your first time). Once you’re in, follow the instructions below:

**Instructions on how to enter information in Banner Web**

1. Log in to Banner Web
2. Select “Employee” tab
3. Select “Update Emergency Contacts”
4. Select “View Emergency Contacts”
5. Select “Update Emergency Contacts” (bracketed in middle of screen)
6. Select “New Contact”

A form will pop up to enter your contact information in. You should enter the contacts in the order you would wish us to contact them. If you want to enter more than one contact, complete a form, select “submit changes”, then select “New Contact” and enter the information on the next individual. Each contact must be entered separately.

If you have a contact that has more than one phone number (a work phone and a cell-phone number for example), you’ll need to use the extra address lines to enter these numbers. For example in Address Line 1 type: “Cell: ####-####-####”, and in Address Line 2: “Work: ####-####-####”, reserving Address Line 3 for the actual physical street address. Use the original phone field for the home phone number.

After you’ve submitted your contact information, you can make changes to the information at any time. To change your information, get to the “Update Emergency Contact” screen, click on the purple-highlighted name of the contact you wish to edit. If you want to remove the contact, check the “remove” box, otherwise, simply type in the new information. Select “Submit Changes” to save.

If you have any problems signing in to Banner Web, please contact the Helpdesk, or contact Human Resources if you need assistance entering your emergency contact information.

For HealthCare Strategies that is free to use, HealthCare Strategies offers several programs to people with the goal of educating and assisting them in getting the best possible healthcare.

* **Care Counselors**

**Care Counselors** at HealthCare Strategies are registered nurses who are available 24 hours/day, 7 days/week to answer questions you may have about your medical symptoms, treatment, conditions and medications. They can assist you in finding a care provider, pre-certify you for an overnight hospital stay, or provide prior authorization for a procedure. The Counselors will take the time to listen to you and offer information that can help you make informed decisions about your healthcare.

* **Maternicare**

**Maternicare** is a program that provides reassurance, awareness and encouragement to expectant mothers. Statistics have shown that with such care, babies are less likely to be born prematurely and mothers stay healthier.

Since “HealthCare Strategies” is affiliated with the College’s medical insurance, don’t be surprised if a Care Counselor contacts you.
you to offer assistance with your pregnancy, chronic or serious condition. HealthCare Strategies does not intend to intrude – they simply want to offer you the opportunity to take advantage of their services. Of course, your participation is optional.

HealthCare Strategies programs can be accessed by calling the HelpLine at 1-800-582-1535. Have your EBPA medical insurance card handy when you call.

If you have any further questions about this benefit (or any other) call Human Resources at X5465.

Middlebury College Wins 2005 Governor’s Award

Middlebury College, and specifically Human Resources’ own Liz Kafer and Perry Richards, have been selected as winner of the Governor’s Award for 2005. The award is granted to people and businesses that have supported the employment of people with disabilities. Awards are granted in the categories of: Employment/Accommodation, Media, Design/Accessibility, and the Governor’s Award for Outstanding Effort.

The awards will be presented by Governor Douglas on June 19th at the 2006 Governor’s Summit on Employment of People with Disabilities.

Staff Recognition Awards Winners for 2006:

(from left to right: Mike Wakefield, Charlene Barrett, President Liebowitz, Patti McCaffrey, and Ann McLean)

Mike Wakefield (Maintenance Electrician, Facilities Services)
Charlene Barrett (Department Coordinator, Religion and Sociology/Anthropology)
Patti McCaffrey (Assistant Banquet Chef, Dining Services)
Ann McLean (Department Coordinator, Geography and Psychology)

The award recipients were selected from nominations submitted by members of the faculty and staff, on the basis of their record of leadership, stewardship, and community service during their years on the staff of Middlebury College. These awards have been endowed by Rudolf K. Haerle, Jr., Professor Emeritus of Sociology, as a way of recognizing the many members of the Middlebury College staff who contribute to the vitality of the College community and support the College’s academic mission.

A reception in honor of the award winners was held on Friday, May 19, 2006

New Employees

Sandra Therrien
Custodian

Valerie Costello
Graphic Designer

Frances LeBeau
Custodian