Update on the Compensation Review Project

Staff feedback is critical to the process of developing the new compensation program. The Wage & Salary Committee is very grateful to the hundreds of staff who have attended meetings and/or submitted comments over the past year. The Committee drew upon this feedback to develop guiding principles for the new staff compensation program. These guiding principles are:

- The Program should reinforce that staff are valuable contributors to the mission of Middlebury College;
- The Program should reward, attract and retain high quality staff;
- Base salaries for sustained good performance should continue to be positioned at the market 80th percentile;
- The Program should reward strong staff performance through our merit increase program;
- The Program should emphasize pay for performance and internal equity; and
- The Program should be clear and understandable.

The proposed compensation program utilizes job content to group positions into Career Bands and Levels. This structure provides a mechanism for internal equity and a framework for supporting career progression. In response to staff feedback, it includes a shift to greater emphasis on reward for performance than length of service (as emphasized in the current system).

The Staff Wage & Salary Committee presented some preliminary plan design ideas to the College community in a series of meetings in late February. The informational sessions were an opportunity for staff to learn about the process the committee followed over the past year and to provide feedback on the resulting proposed staff compensation program. The full presentation used in the February sessions is available at the Human Resources website home page under the Compensation Review Project logo.

Many issues and concerns were raised during the informational meetings, including:

- The removal of the benchmark program;
- Cost of living;
- Progress toward the 80th percentile;
- The impact of merit increases for those employees in the lower salary ranges; and
- The subjectivity of performance appraisals.

To learn more about the topics discussed in the information sessions, please visit the HR website and review a Questions and Answer document prepared following the meetings.

The committee is now in the process of refining the proposed program in response to the feedback heard from staff during the February sessions. Next steps include continued refinement of the proposed program, development of a transition plan and timeline (including transition payments for impacted staff for the upcoming fiscal year), and securing appropriate administrative approvals. Along the way, the Committee will communicate with staff and provide opportunities for continued input.
Jeff Rehbach grew up in Irondequoit, a suburb of Rochester, New York. Music has been an important part of Jeff’s life from early on. “I sang in the church choir for as long as I can remember,” he says. Also, from fourth grade on, he took violin and later played in the orchestra through high school. Jeff was also actively involved with the Irondequoit Summer Theatre, which presented musicals every year, and it was there that he received his early experience as a conductor.

After graduating from high school in 1971, Jeff went on to Cornell University in Ithaca, New York. He started in chemical engineering, but towards the end of his undergraduate career he switched majors to music. “I recognized that there were career opportunities either in music librarianship or in arts management that I hadn’t considered prior to then,” he says about his decision to change directions.

He graduated from Cornell in 1975 with a Bachelor’s degree in music, and stayed on to work in the music library and to assist in conducting various choruses. At this point Jeff decided that he wanted to pursue a career as a music librarian, and attended Syracuse University, where he earned his MLS. He eventually received his MA in musicology from Cornell.

Jeff applied to a number of institutions and eventually received two simultaneous job offers: one from Middlebury and one from the Lincoln, Nebraska Public Library. “I decided that I wanted to remain in an academic environment and in New England,” Jeff says of his decision to accept the Middlebury offer. He started as Music Librarian in October of 1981.

Two years later, the library began to look at ways to computerize the catalog system. “Having focused a bit on that in my graduate studies, I offered to assist in that process,” Jeff says. Initially a half-time position, the Systems Librarian evolved into a full time job in 1985. Jeff remained in that position until 1996, when he moved to Information Technology Services to become head of User Services. In January 1997, responsibilities in that position were increased with the consolidation of services in Voter, and Jeff became Director of Computing Services and Support. In July 1997 he was named Acting Director of ITS and then Director.

With the consolidation of ITS and the Library, Jeff served as special projects manager and focused much of his attention on the move into the new Library building in 2004. Jeff currently is LIS Policy Advisor, and also Director of Choral Music, conducting the Chamber Singers as well as the College Community Chorus. Jeff lives in Bristol with his wife, Meredith.

Jeff has seen a lot of changes on campus in the past 25 years. “There are many new facilities that directly affect my work, such as The Center for the Arts, the new Library, as well as Bicentennial Hall,” he says. “There have also been significant changes in the number of students from abroad, as well as from different parts of this country, and an increased number and diversity in the faculty.”

How does Jeff feel about being eligible for induction into the 25 year club? “When I moved here in 1981, I thought I would only be in Middlebury for four or five years,” he says. “So, to be here 25 years later is something I never imagined—but I am very happy that it happened.”

Greg Pahl

Middlebury College’s Office of Gift Planning and Community Financial Services Group, LLC (an affiliate of the National Bank of Middlebury) invite you to lunch and

**Preparing For Your Financial Future -**

**Retirement, Estate, and Charitable Planning**

Presented by local experts:
- William R. Heaslip, President and CEO, Community Financial Services Group
- Eleanor “Misse” Smith, estate planning attorney, Neuse, Smith and Venman, P.C.
- Daniel P. Breen, Middlebury College Director of Gift Planning
- Deborah T. Wales, Middlebury College Associate Director of Gift Planning

**Wednesday, May 3, 2006 ~ 12:00 P.M. ~ 1:30 P.M.**
Kirk Alumni Center, Middlebury College

Space is limited. Please RSVP to Tiffany Stowe
802.443.5169 or via e-mail tjstowe@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).

Real Estate

For Sale: Beautiful maintenance free home located in scenic Orwell, 25 min. from the College. Total sq. footage is 1352. House has an open floor plan with 3 BR (all with large walk-in closets), 2 full baths. Doublewide on a cement pad with detached 2 car garage and storage above located on 14 acres. Property features distant mountain views, pond, stream, woods & meadow. E-mail shuntley@middlebury.edu or call x3144 for pictures. Asking $150,000, negotiable. Yrly property taxes, $1,500.

For Sale: Middlebury Building Lot, 4.5 wooded acres just 4 miles from campus. Septic approved. $105,000 Call Chris at 443-5420 or 758-2604.

For Rent: Academic year 2006-07. Bright, quiet, and very private timber-frame home on 11 acres, less than 5 miles from campus. Country living with deck, a 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. Call for more details, map & photos. Contact Heidi: grasswick@middlebury.edu or 802-462-2568.


For Sale: House in Middlebury. 4 BR, 2.5 BA. Spectacular Adirondack views. Architect-designed, custom-built, 5-star energy-efficient house completed 2004. Master suite w/cathedral ceiling, deck, spacious BR with Jacuzzi tub. Main floor has spacious entry, wood stove, kitchen w/ soapstone counters, and island opening to living and dining areas. Downstairs: 3 BR, full bath, laundry, storage. Vegetable and flower gardens; many windows throughout. Safe private street, meadow and woods below. 5 min. to College, walk to downtown. $398,000. Photos at: http://middleburyvt.blogspot.com/2006/04/middleburry-house-for-sale.html. 802-388-0236. GregDennis@Adelphia.net.

For Rent: Beautiful Ripton home on Rt. 125 near the Robert Frost Trail. 3-4 BR, fully furnished, wood burning stove, pond, spacious back yard, frequent deer, and occasional moose. 15-20 min. to campus, 3-5 min. to the Snow Bowl. $1,000/month, plus utilities. Avail. end of August/beginning of September 2006, to June, 2007 (somewhat flexible with dates). Please call Sandy @ 443-5053.
For Rent: Academic year 2006-07. Looking for responsible subletters who are willing to care for one friendly indoor cat. Beautiful historic stone farmhouse situated on large plot of land by the banks of Otter Creek. 10 min. drive from Middlebury campus. Ideal for 2 people. Furnished. Downstairs: kitchen, LR, DR, 1/2 bath. Upstairs: Master BR, large library, small guestroom or kid's bedroom, full bath. Asking $1,200/month with unlimited heat and all utilities included. DSL internet and satellite TV available. For more information and photos contact Natasha: nchang@middlebury.edu.

For Rent: Condominium for long term rent in Middlebury. Furnished $1,000 per month plus utilities. Great location, beautiful views. Flexible dates. Call 443-5777 or slevine@middlebury.edu.

For Rent: Furnished apt. Available from August 15. $900 (includes all utilities, cable TV, etc.)/month. Located on the top of Chipman Hill overlooking town. Has western views of the Adirondacks. Kitchen, LR, 1 BR, and bath. Skylights in the LR and BR, central vacuum system, and a private entrance. Beautiful woods behind the house with walking /running trails. 15 min. walk to College, and 5 min. to grocery store (Shaws) and laundromat. No smokers. Call Sunhee at 443-5716 day time or 388-9725 evenings.

For Rent: 1,500 sq.ft. Vergennes home in town. 2 BR, 1 ½ baths, LR with large bay window, den/office, lg. modern kitchen/DR, washer & dryer, lots of storage & built-ins, big backyard w/ lg. patio, driveway $1,200/mo. Includes heat. Call 355-7118.

**Auto**

For Sale: 1991 Oldsmobile 98, 104,000 miles, loaded with options, blue, $1,800. OBO; can be seen at 3697 Route 30, Cornwall; Call 462-2917 before 9 pm.

For Sale: 1999 35' Damon challenger triple-slide 5th wheel camper; 3 season; central air; quality unit in excellent condition! Books for $24,490...asking $19,900 Call 462-2917 before 9pm.

For Sale: 2002 Nissan Pathfinder SE – White 4x4 SUV. Auto. 88K, 6 CD player, DVD, premium wheels, towing pkg., Great Shape. $12,500 OBO. Call 388-6562.

For Sale: '89 Jeep Cherokee Laredo for sale in Middlebury: 194,761 miles, 4.0 liter, 4 x 4, 4 door, slight lift, runs well. $500. Call 617-755-0851.

For Sale: Toyota Tacoma 1995; Extra cab, 4x4, 2.7, 4 cyl automatic; Fiberglass cap, bed liner, Class 3 hitch. 125k miles in good condition. Asking $5,500. Call 802-352-4610.

**Other**

For Sale: Mini-chopper. Kikker 5150 engine, working headlight, chrome frame, leather seat. Barely used. Asking $450 or best offer. Contact Carrie at X5703, or Don or Carrie at 388-0436.


For Sale: Full size sofa bed. Brown. Good condition. $50; Kerosene heater-excellent condition-$75; Love Seat-floral print-like new-$400. Call 453-4525 day or evening.

For Sale: Futon mattress and frame, frame is dark wood and in like new condition. Has been used as a couch, but folds out to a full sized bed. Paid over $600 2 yrs ago, new. Asking $200. Kenmore air conditioner, $50. Only used for 1 summer, 5,150 BTU, adjustable thermostat control. White shelves, $3 each. 6 are 32” tall, 12” long and 11.5” wide. The other is 11.5” tall, 31” long and 11.5” wide. Blue chair- free. Small rip on top, totally comfy. Three-bulb black floor lamp, 63” tall, $5. Weber Smokey Joe Gold Charcoal Grill, $15. Used for 1 summer, 14.5” diameter. Two light wood stools, 24” tall, $5 each. All prices are negotiable. Email jksmith@middlebury.edu for pictures or questions.

For Sale: VERMONT TEDDY BEAR CO. TEDDY BEARS $20 ea – In PRISTINE Condition. Colors include: Honey, Vanilla, Buttercream, and Milk Chocolate. Each bear has original hang tag, and comes with one accessory/clothing item (while they last). Please call 462-3580.

For Sale: Howe treadle sewing machine. It works, the belt looks solid and there are tools and attachments included. Pictures available. $50. Call Wendy at 388-3209. x5632.

Fire Wood: Help clean up the fallen trees & limbs on part of my wooded lot on April 22, and you will drive away with half of what you and I, together, cut. Experienced people please call x5657.

For Sale: New and lightly used Girl's clothing ages 7 – 9 years. $2-$3 per pair/outfit. By appointment. Call 388-2629.

For Sale: 7.5cu ft upright Kenmore freezer (22Wx48Hx25D) 3 adj, shelves & door storage, adj. temp control - excellent condition, moving must sell $150. Also 6ft tall oak cabinet w/5 adj. shelves (24wx27Hx19D) $35. Call 388-3825 or email peddie@middlebury.edu.

**Wanted**

House Wanted: Help Me Find My Dream House! Looking for: Country, low-traffic setting suitable for off-leash dog walking, within 20-min. drive of the College. Lots of light, needing minimal work. Under $250,000. Please pass on any hot tips to Karen at x2024 or kguttent@middlebury.edu.

House Rental Wanted: Looking to rent July 15-August 15: Former French Dept. faculty, here this summer to teach in the French School for umpteenth time. Prefer 3 BR, in town or within easy driving distance. x5722 or write Oconnor@middlebury.edu for reference and further contact info.

Housing Arrangement Wanted: Professor of economics at the University of Richmond visiting Middlebury in the fall semester (August- Dec) seeks housing arrangement. I would be especially interested in the potential for house sitting for anyone going on sabbatical or renting a room from another faculty or staff member. Please contact me at kmcgoldr@richmond.edu. KimMarie McGoldrick.

Job Wanted: Need a reliable housesitter? Or babysitter, or petsitter, or horsesitter? I’ll be around Middlebury this summer (working a day job during the week) and would be thrilled to provide you with these services. I’m reliable, organized and flexible. Locations within walking/biking distance to campus are desirable, but if that’s not the case, I’ll try to make it work! Let me know how I can help you out! Caitlin Littlefield, clittlef@middlebury.edu or 978-807-1494.

Car Wanted: Looking to buy a used car, reliable, but on a student budget. Please contact me at jmarsh@middlebury.edu. EBook Reader Wanted: RCA, REB, eBookwise or SoftBook. Phil Gullion – (802) 877-3085 pgullion.middlebury.edu or Gullion@vsac.org.
Grant Announcement

Gus Jordan, Director of the Scott Center for Spiritual and Religious Life at Middlebury College, recently received a matching, three-year grant to support dialogues in science and religion. The $30,000 grant is funded principally through the Local Societies Initiative grant program of the Metanexus Institute (www.metanexus.net), which advances research, education and outreach on the constructive engagement of science and religion, with additional funding from the Middlebury College Religion Department, the Academic Enrichment Fund, Ross Commons, and the Scott Center.

The project title is “Human Flourishing in the 21st Century: A Dialogue of Science and Religion at Middlebury College.” Participants currently committed to the project include faculty in the Departments of Physics, Mathematics, Philosophy, Political Science, Art History, Psychology, Religion, Computer Science, English, Environmental Studies, Theatre, and Women and Gender Studies, as well as the College Chaplains and local clergy.

This society of scholars and community members will facilitate dialogue between science and religion in response to the following question: What are the prospects for global human flourishing in the 21st century? Participants hope to emphasize the practical benefits that accrue to human communities when the disciplines of science and religion talk to one another. The three-year grant will support invited speakers, reading groups, theatrical performances, a web site and related newsletter, and associated publicity and social events. Likely topics for exploration include philosophy of science, epistemology, cosmology, evolution, neuroscience, and environmental science.

The project organizers welcome community participation from on and off campus. For more information contact the project director, Gus Jordan, at 802-443-2017 or by email at jordan@middlebury.edu.

Open Calendar Training Programs for Staff

► Speechcraft
register by June 14

Wednesdays, June 21 through July 26
1:00 – 4:00 p.m. (3.0 hours)
Mitchell Green Lounge

What did a recent survey show that adults fear most? Death? Nope. SPEAKING BEFORE A GROUP! If this is your worst fear, or even if it’s not but you would like to feel more comfortable when you have to make a presentation, do something about it! Participate in this Speechcraft program. Over six sessions, you will have the opportunity to prepare and present up to five short speeches as well as practice impromptu speaking in a relaxed, enjoyable atmosphere. You will also improve your listening skills and learn what makes a good speech by evaluating the speeches of others. The emphasis of the workshop will be on providing a supportive, friendly and fun atmosphere to alter the perception that public speaking is an uncomfortable and risky activity.

Conducted by Arabella Holzoffel, in association with local members of Toastmasters International

Please make certain you have your supervisor’s permission to attend. To register, contact Laura Carotenuto in Human Resources by e-mail or phone at x2012; with the following information: name, department, phone #.

Human Resources presents Speechcraft as part of the the Spring ’06 Open Calendar series. Open to all employees, Open Calendar programs are geared to professional skill development in a wide range of topics relating to your work. The on-campus programs are designed specifically for Middlebury College staff.

Know Your Benefits: Banner Web Options

Banner Web does more than just allow you to record your time worked. Did you know that you can also look up information such as:
- Your CTO and Sick Leave Reserve balances
- Earnings history by year or pay period
- Direct deposit allocations
- Benefit deductions
- Beneficiaries and dependents
- W-4 tax withholding allowances
- Taxes withheld
- Current and past job titles and dates of jobs

Anyone who can access Banner Web can find this information by tabbing to the Employee section. Be sure to click within each link for even more options.

Even if you don’t record your pay on Banner Web, you can still sign on: Go to the Middlebury College homepage and scroll down to the bottom. Choose the Banner Web link. Enter your ID number, then enter your PIN if you have one or your birth date (mmddyy) as your PIN if this is your first time signing on to Banner Web. Contact the IT Helpdesk if you have any difficulty signing on.

If you find something (beneficiary information, tax withholding, etc.) you’d like to change, drop by or call Human Resources x5465 for the appropriate form.
Facilities Who?
Buildings and Grounds, Physical Plant, and Facilities Management; these are the names by which we have been known over the past 15 years. Why has our name changed yet again? Past versions reflected changes in industry terminology. Our latest is not merely a name change, but part of a deliberate effort to examine who we are as a department, what we want to achieve for the future, and how we might reorganize our management structure to achieve those goals. The process began in the fall of 2005. Many months, mind maps, and sticky notes later, we are still a work in progress, but one thing became clear: our strong commitment to service should be reflected in our name. The Office of Facilities Services was born!

Facilities Services consists of two divisions: “Planning, Design, and Construction” and “Maintenance and Operations.” These divisions were once departments unto themselves, formerly known as “Facilities Planning” and “Facilities Management.” The department merger added new dimensions to our operations, and provided the opportunity to work more closely in developing seamlessly integrated facilities services. From program development to design, construction, and operation of our facilities, we work in tandem to provide clarity of process and inclusion of the campus community.

Much thought has been given to our vision and mission in supporting the campus Strategic Plan. The initiatives we are currently undertaking include:

- Major Revision of the Campus Master Plan – Jennifer Bleich is leading the Master Plan revision with Michael Dennis and Associates, of Boston. They plan to engage college community members throughout this 12-15 month process.

Progress on these and other initiatives will be announced to the campus community as they develop.

Office of Facilities Services

Faculty Grants
Timothy Billings (English) has received a New Directions Fellowship from The Andrew W. Mellon Foundation for a project titled “Sinological Methods for Renaissance Travel Writing.” The fellowship will fund his 2006-07 leave during which he will pursue an MA Sinology degree at the School for Oriental and African Studies at the University of London. In addition, Mellon funding will support research trips to Poland, Rome, and China as well as other research and conference travel.

Jeff Munroe (Geology) has received grants from the National Science Foundation and the USDA Forest Service in support of a conference he is organizing which will be held this spring in Utah. With a working title of UINTAS 2006, this conference will bring together scientists across many disciplines and Forest Service land managers who are collaborating to better understand the geology and ecology of the Uinta Mountains of northeastern Utah.

Michael Kraus (Political Science) has been awarded a grant from the International Research and Exchanges Board (IREX) for a book project titled "Between Democracy and Dictatorship: Edvard Benes, Cechoslovakia and the Great Powers, 1938-1948." The grant will support his research in Czech and Russian archives during his 2006-2007 leave. The book is under contract with Oxford University Press.

Ellen Oxfeld (Sociology & Anthropology) has received a research award from the Fulbright Scholar Program in support of her 2006-2007 leave. She will spend Spring 2007 in Mei Xian, Guangdong, China working on a research project titled, “Food and Cultural Transformation in Rural China.” She will be affiliated with Jiaying University in Meizhou, Guangdong, and living in a nearby village in Chengbei Township.

Gloria Estela Gonzalez (Spanish) has received a fellowship from the Marion & Jasper Whiting Foundation in support of a project titled, “Invisible Mexico: Migrant Workers in Vermont”. The grant provides support for a two month trip to Mexico this summer to gather materials and conduct interviews in preparation for incorporating service learning into her course, Latin American Perspectives on the U.S.

Ana Martinez-Lage (Spanish) has received a fellowship from the Marion & Jasper Whiting Foundation in support of her 2006-2007 leave. The grant provides funding for a curriculum development project titled, “One country, four languages: Exposing the linguistic plurality of Spain.” The grant will also enable her to take a course in Basque at the University of Pamplona.

2006 Staff Recognition Awards
Congratulations to this year’s winners of the Staff Recognition Awards:

Charlene Barrett (Department Coordinator, Religion and Sociology/Anthropology)

Patti McCaffrey (Assistant Banquet Chef, Dining Services)

Ann McLean (Department Coordinator, Geography and Psychology)

Mike Wakefield (Maintenance Electrician, Facilities Services)

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.