A Message from Human Resources

Review your 2006 pay deductions!
The new plan year is upon us and many employees have had changes to their Health & Welfare Plan coverage and deductions:

Flexible Spending Account Deductions
By now, all employees who enrolled in the Health Care and/or the Dependent Care portion of the College’s Flexible Spending Account Plan for 2006 should have received a confirmation letter from Ceridian and should have seen the first FSA deduction of the year come out of their January 6th paycheck. If you’ve enrolled in the plan, please review your paycheck to ensure that the deduction that appears on your check stub is 1/26th of your annual election.

Supplemental Life Insurance and AD&D Deductions
All employees who made a change in their Supplemental Life insurance and/or their Accidental Death and Dismemberment (AD&D) coverage for 2006 should note the new deduction that appeared in their January 6th paycheck. If you did not make a change in coverage, your deduction from 2005 will remain unchanged. Please remember that if you applied for new coverage for yourself or a dependent and were required to complete an EOI (Evidence of Insurability) form, you will not see a new deduction until the EOI has been approved by UNUM.

Medical & Dental Insurance Deductions
2006 Medical and Dental insurance plan deductions will show up in employees’ January 20th paychecks. If you are enrolled in either or both of those plans, please review your new deduction(s) and check your coverage level(s) if you have made any changes. 2006 contribution rates were sent to all insured employees in November, but are also posted on the benefits portion of the Human Resources website (look in 2006 benefits summary).

If You Think There’s an Error
Human Resources has made a super-human effort to accurately make all of the necessary benefit changes. If, despite our checking and rechecking, you believe that there is an error in your deductions or coverage, please contact Human Resources immediately so the problem can be rectified. Call 5465 or send an e-mail message to Loretta Lee or Cheryl Mullins.

SAVE THE DATE:
Friday, January 27, 12:30 – 4:15 p.m., Dana Auditorium
The Office of the Dean of Student Affairs is pleased to invite the Middlebury community to an afternoon conference entitled “Don’t Ask, Don’t Tell and the Solomon Amendment: Current Practices and Constitutional Challenges.” We will be joined by a variety of speakers who are actively engaged in challenging and defending these controversial policies at the district and national level.

A complete and detailed schedule of events will be posted shortly on the Events Calendar and elsewhere.

New Insurance Cards - Coming Soon!
New medical insurance cards will be mailed to the home address of all employees enrolled in the College’s medical plan within the next two weeks. Please be sure to replace your current card with the new one that reflects the 2006 prescription cost changes.
Monterey Institute Update: A Message from Clara Yu

Dear Middlebury Friends,

I have been invited to share with you news from the Monterey Institute of International Studies. As you may know, the Institute became an official affiliate of Middlebury College on Dec. 2, 2005, and I assumed the presidency of the Institute on January 1 this year.

For the past several months, I have been on the Monterey campus, listening and learning about this school, its mission and values, and the difference it is making in the world. I personally learn best when I can hear individual stories, see faces, and ask people directly for their thoughts and ideas. So I met in groups with all members of the Monterey faculty and staff and with the Student Council, and spoke with trustees, donors, and community leaders. This orientation was invaluable in helping me understand the true impact of this unique place, and I want to share some of my impressions with you.

I am struck, first of all, by the deep commitment and mission focus of the Institute faculty and staff. Monterey is a small school, where nearly everyone interacts daily with students and is, in one way or another, part of their education. In all of my meetings, I was moved by the remarks people made and the real conviction they feel for the work the Institute is doing. Monterey colleagues believe in both the importance and urgency of international education, convinced -- like so many of our colleagues at Middlebury -- that to make our world a safer, more just, and more sustainable place, we must first be able to listen and communicate. Really listening means knowing each other's native languages, not just basically but fluently, and really communicating means understanding deeply the cultural differences and similarities within our global community.

The depth of faculty and staff commitment partly reflects who is drawn to this unusual, quirky, passionate place. But it also is a statement about the people who chose to stay through times of financial crisis -- those who believe most deeply in the mission. Employees of the Institute have made real personal sacrifices to stay through years of hard times when wages were frozen, then cut, benefits eliminated, and colleagues laid off. Monterey colleagues are philanthropists at heart, I believe; so many have foregone raises or declined much more lucrative jobs elsewhere because they want to stay at the Institute, doing work they believe the world needs.

I’m equally impressed with the impact on the world that Monterey students and alumni are having. Monterey attracts students who want to make a concrete difference in the world, who believe that the public good should be pursued as vigorously as personal aspirations. I’m eager to tell you about the Afghani student who escaped the Taliban and ended up studying at Monterey while she raises relief funds for her native country, and about the Institute fellows, trained by the Center for Nonproliferation Studies, who have offered nonproliferation education programs in Armenia, Belarus, Kazakhstan, Russia, Ukraine, and Uzbekistan. Similarly, it is fascinating for me to learn about the alumna who does simultaneous Russian/English interpretation for International Space Station space walks, one of only two people in the world licensed to do so (“One slip in interpretation, and tens of millions of dollars, and astronauts’ lives, could be lost”). And, I have heard about Yuko Matsuoka, whose firm translates the Harry Potter books, audio tapes, and movie subtitles into Japanese. Imagine having to create the Japanese terms for an entirely new vocabulary, including “quidditch” (the sport of choice for witches and wizards), “muggles” (non-magic people), and “Lumos!” (the spell to turn one’s wand into a flashlight). In an internet interview for worldwide Harry Potter fans, Yuko stated, “It usually takes me about a year after the English version comes out to do the Japanese translation. Bookstores and wholesalers always pressure me, but I won’t compromise quality.”

No one here, however, is so naïve as to equate good work with good fortune. Throughout its 50-year history, the Monterey Institute has known alternating boom and bust cycles, far more of the latter than the former because of the lack of financial cushion and adequate endowment. My first task at Monterey is to preserve and enhance its intellectual capital, while ensuring its financial stability and sustainability. A strategic planning process will begin this month, followed by an academic program review. We are expanding student recruitment efforts, working with (continued on page 3)
Middlebury colleagues, including the Language Schools and the Schools Abroad. We are also building outreach to alumni and donors for their support--this effort is led by Ann Jones-Weinstock, formerly a Middlebury Advancement staff member, who is now the Institute’s Vice President for Institutional Advancement.

The strategic plan will focus on clearly articulated goals, and measurable steps to reach those goals. To plan for the long-term success of the Institute, we will need to look beyond business-as-usual, and instead seek brilliant and deliberate changes, in the context of the rapidly changing global educational market. One of Monterey’s most compelling opportunities is its small size, which allows – perhaps even demands—that it be nimble and creative. Yet it is also a challenge to exert great impact on the world from such a small place; we must have the courage to imagine, and then carry out, a plan for expanding our sphere of influence without proportionally increasing its physical infrastructure. We look forward to working with Middlebury colleagues to design a Middlebury-Monterey collaborative network that will extend our reach, and strengthen international education on both campuses and beyond.

I look forward to bringing more news and stories from Monterey as our work together begins to take root.

With best wishes,
Clara Yu

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Employees

Shawn Rae Passalaqua
Asst. Director Admissions

Nancy Rosenberg
Nurse

Ken Weber
Midd Rides Driver

Paul Lathrop
General Service Worker

Shirley Carpenter
Servery Worker

Ryan Henderson
Electrician

Ravinder Pal
3rd Cook

Leah Kerr
3rd Cook

Francisca Drexel
Academic Coordinator

Ethan Kvasnak
3rd Cook
The Wellness Corporation

**Fuel Saving Tips For The Home**

One of the effects of Hurricane’s Katrina and Rita will be significantly higher home heating costs this winter. Gas, oil and propane prices will all go up – by some reports as much as 30%. Electricity, because it is largely produced by gas and oil fired generating plants, is also expected to cost more. Even the wood used for heating some homes will be more expensive as homeowners place increased demands on cord wood supplies.

The following are some tips for conserving fuel this winter:

- **Contact your gas or electric company.** Most offer free or low cost home energy audits. A home heating expert will inspect your home and give you a detailed analysis of ways to save on heating costs. Some utility companies provide rebates if you follow through with their recommendations.
- **Make sure your boiler or furnace is in good condition.** Dirty or poorly adjusted heaters will increase your heating bills. Replace air filters monthly.
- **Caulk and weatherstrip around windows and doors.**
- **Pull-down attic stairs** if un-insulated, will increase your heating costs. Buy or build an attic stair cover. It will seal air leaks and provide a surface upon which insulation can be placed.
- **Fireplaces,** even those with dampers, leak large amounts of air. Buy an inexpensive fireplace draft stopper. This is an inflatable pillow that is placed below the fireplace damper that effectively seals the chimney. Don’t forget to take it out before you light a fire!
- **Turn down the thermostat at night or when you will be away from home during the day.** Programmable thermostats will do this automatically.
- **To save on water heating costs,** keep your water heated to the lowest temperature possible, use cold water to wash clothing that can be washed in this manner, keep showers as short as possible, install low flow shower heads, and, if your water heater is in an unheated area, wrap it with insulation. Don’t heat areas of the house that you do not regularly occupy.
- **Catch as much solar energy as possible** by opening the blinds on sunny southern exposure windows during the day, then closing them at night to hold the heat in.
- **Tax credits** are available for those who install alternative energy systems like solar hot water heating systems. With the increased cost of fuel, these systems will pay you back in savings over a shorter period of time. Similarly, such initiatives as installing increased insulation and energy saving windows can make more economic sense now that energy costs have risen.
- **Low and moderate-income households are eligible for heating fuel assistance grants.** Contact the National Energy Assistance Referral (NEAR) project at its toll free number (1-866-674-6327) or on the web at: http://liheap.ncat.org/referral.htm. This clearinghouse maintains a list of state administered Low Income Home Energy Assistance Programs.

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### 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).

### Auto

**For Sale:** 1991 Toyota Corolla Wagon. 145,000 miles, 5 speed, new struts, radiator, exhaust, tires, Hakkapelia snow tires. Runs good, needs some work. $900, OBO. Call 388-1308.

**For Sale:** 1989 Jeep Wagoneer 115,000 miles, 4x4 automatic, good shape, good tires and it runs good. $1,500.00. Phone: 802-767-3662.

### Real Estate

**House for sale:** Are you interested in learning about an ideally-situated home for sale in downtown Middlebury that generates income through a separate upstairs rental apartment? Please contact Matt Longman at x3350, or via e-mail at longman@middlebury.edu.

**For Rent:** 1 bedroom Apt. Available Feb 1. Close to campus and downtown. Beautiful hardwood floors; sunny, large rooms; brand new fridge; laundry on-site; basement storage; parking; cats welcome. Includes water and snow removal. Only $765/MO. Call Erin at x5988.

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**Midd Points Profiles**

Have you enjoyed learning more about those employees who have been profiled in Midd Points? Is there anyone you’d like to see profiled in the future? Nominate yourself or a co-worker. Send your suggestions to midpoints@middlebury.edu.

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**Other**

**For Sale:** Three-piece solid oak desk, chair, and night table set. Desk has four drawers and night table has two. This matching set circa 1960 is in like-new condition with original finish (never painted). Perfect for a child’s bedroom. $175. One minute from campus. Call 388-0178.

**For Sale:** George Foreman 10th Anniversary Grill (GRV160S), 160 sq. inch cooking surface, thermostat, non-stick cooking plate; 2 drip trays, 2 spatulas. Unused, in original box. Market price $50, asking $30. x5722, e-mail OConnor@middlebury.edu.

**For Sale:** Solid oak hutch. Two shelves above with glass doors, two below behind wooden doors. Paneling on back. Stained a natural color. Custom built in 1997. Stands 75” tall, 48” wide, 18” deep. Asking $200. Diana Sinton, dsinton@middlebury.edu, 388-8069, or 989-9217.

**For Sale:** One blue love seat/couch for sale, 1 year old, bought from Bub’s Barn. Would like $200.00 OBO. Please call Ann at 388-2848.