Twenty-five Years for Peggy Fischel, LIS

Peggy Fischel, Manager of Telecommunications, first came to Vermont from her home state of Pennsylvania as a student at Goddard College. Even though she left Goddard without graduating and moved to Boston, Vermont still made an impression on Peggy, because she returned to the state in 1984 and made it her home.

Before coming back to Vermont, Peggy worked in Boston for a couple of years and then returned to her studies, this time at Brandeis University where she earned a bachelor’s degree in anthropology. A promotion within the Joseph E. Seagram Company (she had been office manager for one of its distillers in Massachusetts) brought Peggy to New York City where she worked for four years, first in sales and then in purchasing.

Not everything was ideal about the NYC life for Peggy, especially the subway commute, but she did meet her husband Greg King during those four years. Mutual friends set the two up on a blind date. “We decided to move to Vermont as newlyweds with a dream of a simpler life,” Peggy remembers, adding, “we were poverty-stricken for a few years” because they decided to move before getting jobs in Vermont. Peggy and Greg bought a house in Lincoln in the early spring of 1985. It was a former camp on the New Haven River, and she recalls pulling up to the remote property on the jeep trail and walking down to the river where huge chunks of ice were floating by. Greg, a fisherman, looked at the beautiful river and exclaimed, “And there’s a house to go with it!”

When the commute from her home in Lincoln became wearisome (to Montpelier where she worked for a consulting firm that was working on a “brand new technology – cellular phones”), Peggy walked into the Personnel Office here at Middlebury and looked at the posted jobs. She remembers her interview with Norm Hadley for a secretarial position in data processing. One of the things they discussed was installing phones in all of the student rooms. Coffrin was being built at the time, and that would be the first residence to have phones in every student room. Norm was looking

(Article continues on pg. 3)
2010 Staff Recognition Award Winners Announced

President Liebowitz invites all staff and faculty to a reception in honor of the 2010 Staff Recognition Award winners on Tuesday, June 8 at 12:00 noon in the Juice Bar.

Congratulations to the 2010 winners:

Kristen M. Devoid, Counter Worker Barista, Dining Services
Norma Leduc, Assistant Aquatics Director and Assistant Swim Coach, Athletics
Robert B. Preseau, Receiving Coordinator, Facilities Services
Liz Ross, Associate Director International Programs and Off Campus Studies, International Programs and Off Campus Studies

The award recipients were selected by the 2009 award winners from nominations submitted by members of the faculty and staff on the basis of their contributions to the College community, and their leadership, stewardship, and community service during their years at 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.

Middlebury History

25 years ago • Mickey Heinecken and Rick Dalton defeated Ed and Mike Sommers to capture the men’s doubles crown in the Jim Jette Memorial “Tennis Anyone” Tournament. Varsity lacrosse players Kevin Mahaney, Chris White, and Bart Riley earned post-season honors. Seedless grapes were 78 cents per pound and sweet corn was 10 cents an ear at the Grand Union on Washington Street.

10 years ago • A team of Middlebury College students returned to campus following a two-week relief project in flood-stricken Mozambique and Zimbabwe. The Language Schools launched the Bicentennial International Film Festival with the screening of West Beyrouth (Lebanon, 1998) in Dana Auditorium. The College announced the plan to establish a center for infant and toddler care in a building at 228 College Street.

5 years ago • The trustees of Middlebury College and Monterey Institute of International Studies approved a letter of intent to make the California graduate school an affiliate of Middlebury. The College provided shuttle service to the Town Swimming Pool while the Natatorium was closed for maintenance for the summer. Chela Andreu (Spanish) received a grant from the Program for Cultural Cooperation to support research on Spanish novelist Corin Tellado.

New Twenty-Five Year Club Members, 2010

Congratulations to this year’s 25 Year Club inductees! They will be celebrated at the 41st annual Twenty-Five Year Club Reception on June 8.

Martha Baldwin, Center for International Affairs
Eduardo Bejar, Spanish and Portuguese
Penny Campbell, Dance
Richard Church, Library and Information Services
Peggy Fischel, Library and Information Services
Connie Fox, Facilities Services
Linda Knutson, Library and Information Services
Christopher Laframboise, Dining Services
Carolyn LaRose, Athletics
David LaRose, Student Mail Center
Winston Leno, Dining Services
Tamar Mayer, Geography
Kevin Moss, Russian
Ellen Oxfield, Sociology/Anthropology
Marlou Packer, Facilities Services
Ronald Quesnel, Snow Bowl
Stephen Ratcliff, Physics
Tiffany Sargent, Alliance for Civic Engagement
Richard Saunders, Museum of Art
David Saward, Physical Education
Robert Schine, Religion
Sallie Sheldon, Biology
Stephen Trombulak, Biology
Phanindra Wunnava, Economics
for someone who could coordinate telephone service and other responsibilities in data processing.

Peggy got the secretarial position and began working in August 1985. A year later, she was promoted to Telephone Service Coordinator, later named Manager, User Services. In 1995 she became the Director of Telephone Services, and in 1996 when the current telephone system went in, Peggy and her group could do a lot more management of telephone services internally, on things like moving telephone lines and the voicemail system, so she hired additional staff at that time. A decade later, her title changed to her current Manager of Telecommunications Services. Peggy was on board when telephones first went in all of the student rooms in the late 1980’s, and she oversaw the removal of those telephones in December 2009 when it became obvious that most students no longer used their room phones and voicemail, opting to use their cell phones for both instead.

There have been many other changes over Peggy’s 25 years, some physical (Gifford Annex, Voter, and this month to the Davis Family Library), and some operational. She notes that Data Processing and Academic Computing for many years occupied the same building but really had nothing to do with one another. That changed around the time the David Family Library was being planned and the two groups were integrated into information services and began reporting to the Dean of LIS. “People had trepidations at first, but everybody is moving ahead now,” Peggy says.

“I’m really surprised I’ve been here for twenty-five years,” says Peggy, explaining that she and Greg were always throwing out ideas of self-employment, starting their own businesses. But, the beauty of the campus, the community in which she lives, and a commute that is not so bad have all contributed to her longevity here. “There’s relatively low stress in my work and my commute – I’m content with the choices I’ve made,” she says.

Like at work, there have been many changes for Peggy at home. Twenty-five years after buying that home in Lincoln, she says, “The house and property are still a work in progress! I have a dog for company; I do a little gardening and let the forest encroach on the yard. I enjoy Lincoln, my neighbors, volunteering at the Lincoln Library, and I like to bicycle on some of the great dirt, back roads.”

Peggy’s husband Greg, who passed away in 2007, was “always an enthusiastic fisherman” as she describes him, and when he got into freshwater fishing here in Vermont, Peggy took up the sport with him. The couple took up kayaking in the late ’90s after a trip to Florida, and they enjoyed a tandem kayak for paddling and fishing for many years. Peggy plans to get a single kayak that she can carry by herself and do some more paddling.

Peggy loves the beauty you can see from various spots on campus; you don’t have to walk far to find great views: the paths of the Ridgeline Woods, the mountains to the west and east that you see by Hadley, and town and the Green Mountains from the third floor of the Library.

As for future plans, Peggy doesn’t have anything specific, but she would like to stay in Vermont and do a lot more traveling. She would like to visit warmer climates and travel more internationally as well as within the U.S., but she will stay in Vermont to live and says, “I’m not tired of the small-town atmosphere!”

~ Liz Hammel
July 1 Staff Raises

President Liebowitz recently announced that effective July 1, 2010 there will be a 2% salary increase for employees who earn $150,000 or less. This article provides details about how this salary increase program will be carried out for staff employees.

Q1. Does the 2% raise apply to faculty as well as staff employees?
Yes, both staff and faculty are eligible for the 2% raise. This communication describes how the increase will be administered for staff employees; the Provost’s Office will administer the program for faculty employees.

Q2. Will the amount of the raise vary depending on staff performance level?
No, the salary increase will be an across-the-board increase for eligible employees.

Q3. In the past employees with performance problems have not been eligible for merit increases; will there be a minimum performance level to be eligible for the 2% increase this year?
Yes, Human Resources will follow the standard practice; that is, employees whose performance requires significant improvement will not be eligible for a salary increase.

Q4. What about employees with two jobs?
The annualized salary for each job will be looked at separately to determine eligibility for the salary increase. An employee with two jobs might receive an increase in one job, both jobs, or neither job depending on the annualized equivalent for each job.

Q5. Will employees in on-call or part-time/no-benefits jobs be eligible for increases?
Human Resources will follow the normal salary increase guidelines for these positions; generally those employees who worked the minimum number of hours required by their departments will be eligible.

Q6. What about employees whose current salaries are close to the $150,000 threshold and a 2% increase would put them over $150,000 – will they receive only a partial increase?
All employees who qualify for the increase, except certain new employees (see Q8), will receive the full 2% increase.

Q7. Does this program apply to employees whose positions are fully grant-funded?
No, the grant rules relating to salary increases (if any) will continue to apply to employees in those positions.

Q8. Will employees who have not worked a full year by July 1st be eligible for the increase?
Human Resources will follow the normal practice, that is: eligible employees hired by December 31, 2009, will be eligible for the full increase, those hired between January 1, 2010 and March 31, 2010 will be eligible for 1/2 of the increase, and any employees hired after April 1, 2010 will not be eligible for an increase.

Q9. Will superior performers who either receive no increase at all (because their salaries exceeded the salary threshold) or receive the 2% increase on July 1, 2010 be eligible for a retroactive merit increase next year?
No.

The Human Resources Office is responsible for the determination of staff eligibility for salary increases and for the administration of the program; if you have specific questions about the 2010 salary increase program for staff employees please contact that department at ext. 5465.

~ Patrick Norton
Vice President for Administration & Treasurer

Transitions

This column recognizes College employees who applied for and were hired for posted job openings. Congratulations to:

Joseph Durante

This month Joseph joined Library and Information Services as a Computer Specialist. Since 2001 he was the AM Manager of McCullough for Dining Services.

Pomp and Circumstance

Middlebury College celebrated commencement on Sunday, May 23 on the main quad of the Middlebury campus. The college awarded bachelor’s degrees to 570 students. New York Times columnist Nicholas Kristof and his wife, author and Pulitzer winning journalist Sheryl WuDunn, co-delivered the commencement address and received the honorary degree Doctor of Letters. Honorary degrees were also awarded to Oscar-winning documentary film maker Errol Morris; decorated Army Colonel Mark Weld Odom, Middlebury class of 1987; Vermont attorney and founder of the Vermont Freedom to Marry Task Force Beth Robinson; Physician, MacArthur Fellow, and global health activist Jill Seaman, Middlebury class of 1974; and President of the Juilliard School Joseph William Polisi.

Read the full story here: http://www.middlebury.edu/newsroom/archive/2010/node/256666
Important Reminder about CTO Maximums

The maximum amount of CTO that can be carried into the next fiscal year is capped at 24 days (see table below for maximum hourly equivalents): any CTO in excess of 24 days will automatically be transferred into your SLR as of June 27. (If you will be over the maximum and are planning to take June 28, 29, or 30 as CTO, please contact your manager and have him or her submit notification of your scheduled CTO for the 28th, 29th, and/or 30th to hr@middlebury.edu – prior to June 27th. HR will manually adjust your balance so that CTO for those days are returned to your CTO bank for use in the next pay period.)

Throughout the year each employee is responsible for managing his/her CTO amounts within the applicable limits. Remember, if you allow your balance to reach maximum during any pay period except the final one of the fiscal year, your excess accrual does not automatically transfer to SLR – instead you will stop accruing and forfeit the un-accrued CTO time. Now is a good time to check your CTO balance in BannerWeb or a recent paycheck stub and plan your CTO use for the next few weeks and the upcoming fiscal year accordingly.

How to transfer time:
When you report your time via BannerWeb, enter the number of hours you wish to transfer on the web time sheet in the row titled “Transfer CTO to SLR.”

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TIAA-CREF Reduces Expenses

The managers at TIAA-CREF shared some good news about Middlebury College’s TIAA-CREF retirement plan. For the second time in the past five months, they announced significantly lower expenses for the CREF variable annuity accounts.

The lower expenses are a result of TIAA-CREF’s diligent efforts to reduce overall operating costs, combined with market appreciation and the unique expense structure of the CREF accounts.

What does it mean for Middlebury College employees? Lower expenses mean that more of our money can be put to work toward our retirement goals. For the College, lower expenses help ensure that the retirement plan the College offers continues to serve the best interests of its employees over the long term.

While TIAA-CREF cannot guarantee future performance or expense levels, which are determined in part by market movements, they can assure TIAA-CREF’s ongoing commitment to help us plan for, and live well in retirement. They strive to do this through the right mix of high-quality, low-cost investment offerings, lifetime income options, and objective, noncommissioned advice from our consultant Erik Moreau.

Dates that Erik will be on campus from July to December will be announced soon. Look for the schedule in an upcoming MiddPoints.
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. Guidelines for ads can be found on the MiddPoints section of the HR Website. Please send ads to Classifieds, MiddPoints, HR, Service Building, or e-mail to middpoints@middlebury.edu (electronic submissions preferred).

Misc.

For Sale: 3 piece bedroom set custom made at Vermont Tubbs. Beautiful oak armoire, head board and dresser. A few minor scratches & a ding caused from moving. Not enough room for this set in our bedroom. The armoire can be used for both a T.V. center or clothes. Dimensions: dresser – 35-1/2” long, 46” high, 19-1/2” wide; armoire – 71” high, 42-1/2” long, 25” wide; headboard – 3-1/2” wide, 48” high, 66” long. $1,500 obo, call 802.623.6457 and leave a message.

For Sale: Delta 10” radial arm saw. Model 33-990. On locking wheels. All accessories included, $300. Contact Rick @ 802.443.3007 or lgreenemiddlebury.edu.

For Sale: Pottery Barn round Kirkwood dining table. Paid $480 FIRM (brand new, used once)! Contemporary farm house round/oval – seats 4 or w/ leaf 8 people. Can view the table online at Pottery Barn Website. Call 802.388.1308.


For Sale: 2 solid wood (small) living area end tables. Could be easily refinished. Both for $25. Call 388.1308.


For Sale: Child chair (the transition chair for dining table when your child is in between the high chair and a regular chair). $10. Call 388.1308.

Real Estate

For Sale: Charming, recently renov., light-filled 3 BR, 1-1/2 BA, 1,400-sq. ft. house on edge of Middlebury’s campus. Architecturally designed screened-in back porch, sky lights, new tall casement windows, hardwood floors, laundry cubby, mudroom w/ work sink, 2 pantries, mechanicals rm., 3-zone heating, new insulation, ample storage, free standing barn. Great locat., very quiet, on 1/4 acre. $289,000. Contact wbhart424@gmail.com or jhart@jhartcolor.com or call 802.389.8970.

For Sale: 3.5 BR, 2 BA Cape on the river in East Middlebury. Beautiful views, wood floors, huge 3-season porch, new appliances, updated bath, gardens. Walk to Waybury, store, tennis courts, park, trails, gorge, library, post office. Furnished. 10 min. to College. $1,100/mo. + utilities; Sept. 1. shanbacker@gmail.com or 388.9269.

For Rent: Beautiful contemporary condo, very private but only 1 mi. to town, great western views from two large balconies, 2-3 BR, 2 full BA. First floor: 2 BR, full BA. Second floor: open floor plan, dining, living, kitchen w/ cathedral ceilings, full BA, large balcony. Third floor: large sunny room w/ a large balcony & lots of built-in bookshelves. $1,200. Available the end of July. Call Tatiana 802.989.2483, tsmorodi@middlebury.edu.

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For House Share Rental: A full house to share - great location - 1 mile from campus, 5 from downtown. Large room - 26' x 14' and private bathroom on lower level are yours. Nice neighborhood, no pets, great deck & backyard w/ vegetable garden, wifi, utilities included. Available August 2010 – June 2011. $550/mo. plus deposit. Call 802.388.2720 or lbernard@middlebury.edu.

For Rent: Fully furnished house for rent Sept. 2010 (or later) – May 2011, one mile from College. Three BR, two BA, private back yard. $1,100/mo. plus utilities. No smoking/pets. apenuel9@gmail.com.

For Rent: Brand-new, beautiful Lake Champlain vacation rental. Stunning private waterfront location, lake and Adk views/sunsets. Sleeper 6, 2BA, hardwood floors, granite countertops, fully furnished, flat-screen TV, Jacuzzi tub, 1st & 2nd floor deck, 2 kayaks, mooring for boat. $1,200/week. Call 802.989.3240 or e-mail julee@middlebury.edu.

For Rent: Fully furnished house for rent Sept. 2010 (or later) – May 2011, one mile from College. Three BR, two BA, private back yard. $1,100/mo. plus utilities. No smoking/pets. apenuel9@gmail.com.

Free

Free: BlackBerry accessories (chargers, adapters, etc.) Visit Telephone Services, Library 125E.

The College Bookstore

Saturday June 5, 11:00 a.m.
JAY PARINI
will be autographing
his new book
The Last Station

Come in and get a signed copy of
The Last Station, which was made into an Oscar-nominated movie.