Connie Fox, Facilities Services, reflects on her long history at Middlebury College

In August, Custodial Supervisor Connie Fox will celebrate 25 years of employment at the College, but her memories of campus and relationship to Middlebury go back quite a bit further than that.

Thirty-nine years ago, the summer Connie was 12 years old, she came to campus with her grandmother (Alice Fleming) to help her clean out rooms after the students moved out. Connie remembers, “I was allowed to keep all the pennies I found but I had to surrender all silver to her. I made a whole $7 one summer in pennies!” she says. Connie is a third-generation Middlebury employee, and her two daughters (Becky and Amanda, both Facilities Services) work here too. “The fifth generation has strolled down the same halls that their great-great-grandmother did in Battell,” Connie says, proudly referring to her four grandsons. All of Connie’s family members who were or are College staff members (her grandmother, mother, aunt, daughters) have worked in Battell Hall at one time or another, starting with her grandmother. Amanda recently found a note dated 1975 that her great-grandmother wrote on the wall in a custodial storage room that she used for breaks in Battell.

Twenty-five years ago Connie began working here as a custodian working the 11 p.m. to 7 a.m. shift. The idea was to build up her retirement account and then leave, but she says now, “I’ll be here until the time is right for me to go.” She worked on the custodial crew for a few years as well, and has been a custodial supervisor for 18 years. “Middlebury is my second family. This institution has protected and benefited my family in many ways and on many levels. This article is not going to be long enough to capture all that I could say,” Connie explains, adding that progressing to her supervisory role is one thing that has kept her here for these many years.

Thinking back through all of the old times, Connie finds it difficult to pick just one fun memory from her time here. She does recall a huge old chandelier in the former Starr Library, now the (Article continues on page 3)
Like everyone at the College, we in Admissions have been very busy during the past year. We experienced an increase in applications of approximately 16% over 2009-10, and by all objective measures, the Class of 2014 is the strongest class we’ve ever admitted! In conversations with prospective students and their parents and high school guidance counselors in the U.S. and abroad, it’s clear that Middlebury enjoys the reputation of being a “hot” school (our weather notwithstanding). Many thanks to everyone – students, faculty, staff, alumni, town community – in helping to make Middlebury a top choice among today’s high school students.

There have been some recent changes at Emma Willard that we wanted to let the College community know about as you interact and meet with prospective students and their families. As always, please feel free to contact us at any time (x3000) if you have any questions.

New hours for information sessions and campus tours
Beginning Monday, August 2, we will be pushing back the starting times of our twice-daily group information sessions and campus tours by 1/2 hour, to allow a bit more time for visitors driving from far destinations. Our new times will be:

- Morning—information session 9:30–10:30, campus tour 10:30–noon (end time is approximate).
- Afternoon—information session 1:30–2:30, campus tour 2:30–4:00 (end time is approximate).

Also, beginning in August and continuing through the end of October, we will offer campus tours only (no information sessions) on Saturdays at 10:30 a.m.

Updated information about visiting the campus may be found on the Admissions website at www.middlebury.edu/admissions/visit.

Interviewing
We have recently changed our interviewing policy and are no longer offering on-campus interviews, since only a small portion of our applicant pool is normally able to visit us and have the benefit of an interview. Instead, we are expanding our alumni interviewing program and will offer to as many applicants as possible the opportunity to interview with a local alumnus/a in the applicant’s home or school community. After submitting an application to Middlebury, the applicant may be contacted by an alumni volunteer for an interview if an alumni representative is locally available. We do our best to interview international applicants, but due to the large number of applicants and the limited availability of interviewers abroad, we are unable to guarantee an alumni interview for all applicants living abroad.

More information about interviewing at Middlebury may be found at www.middlebury.edu/admissions/apply.

President’s Office Hours
President Liebowitz will hold open office hours from 2:30–4:00 p.m. on Tuesday, August 10 in Old Chapel, 3rd Floor. No appointment is necessary, but meetings will be limited to 15 minutes out of courtesy to other visitors.

Faculty Grants
Nick Muller (Economics) has received funding from the Environmental Protection Agency for a four-year project titled Design of Policies for Pollution Control Using Market Mechanisms, a collaborative effort with a colleague at Yale University to design efficient cap-and-trade and management strategies for multiple pollutants of water and air. The grant will fund four undergraduates and will support his 2011-12 leave.

Sam Liebhaber (Arabic) and a collaborator received a grant from the American Institute for Yemeni Studies that will fund data collection in Yemen documenting the use of the Mahri language, one of the remaining indigenous languages of the Arabian Peninsula. This research effort is scheduled for his 2011-12 leave.

Middlebury College has received a grant from The Andrew W. Mellon Foundation to support additional research by Professor Timothy Billings (English & American Literatures) related to his ongoing project, Sinological Methods of Renaissance Travel Writing. This grant is a supplement to the New Directions Fellowship that the Foundation awarded to Middlebury in 2006 to support the ambitious program of interdisciplinary study and research by Professor Billings.
Connie Fox, continued from page 1

Axinn Center, that she and Sue Button saw needed polishing badly. Despite their fear of heights, in their spare moments they climbed up on a 20-foot ladder and “Brassoed the tar out of it.” Sixteen to 20 hours of work and one beautifully shiny chandelier later, Connie and Sue were told (too late!) that the chandelier had actually been “antiqued” to get that tarnished look.

Connie thanks many for her success here. Jon Woodbury was the director in the early part of her career, and she says “he was instrumental in helping me start my education.” She thanks Norm Cushman for “his support in continuing my training and education to help me be a better employee and coach to my coworkers and subordinates.”

Connie credits Linda Ross with helping her become the person and the type of supervisor she is now. “Many a day I have run to my mentor and friend Linda Ross to help me see the errors of my ways and point me in a positive direction. I owe my career to her and will always be indebted,” she says. Connie describes herself as someone who always sees things in black and white, and Linda helps her see the gray areas. She hopes she does for her staff what Linda has done for her. Incidentally, it was Connie’s grandmother who trained Linda Ross when Ross was hired.

These days, Connie appreciates the schedule that allows her the flexibility to run to the school to pick up one of the grandkids if they’re sick and attend to her families’ needs. In her free time (when she has that luxury) she plays with her grandsons and explores new things with them. When they are too busy for her and the weather allows she’s on her Harley exploring on her own. Of her favorite place on campus Connie says, “It is the deck at Kirk, watching the sun come up over the mountains. It’s always a good choice when the weight of life gets kind of heavy. It’s tranquil and peaceful.”

~ Liz Hammel

Busy summer brings many office moves

The campus has been busy this summer with many things – including office moves! Here are some highlights to catch you up on the changes. Please note that this may not include every move, and some are still in process. Your best bet is to call a particular department directly or refer to the online directory before visiting.

- Middlebury-Monterey Language Academy (MMLA) moved off Campus to Marble Works
- Institutional Research moved to Forest Hall
- Alliance for Civic Engagement (ACE) can now be found in Adirondack House
- The LIS Technology Group moved from Voter 2nd floor to the Davis Family Library
- Events Management can now be found at 23 Adirondack View
- Some members of the Dean of the College have moved to the first floor of McCullough
- Student Financial Services has settled in to the first floor of the Service Building

...and Communications and College Advancement are in transition, so more moves are likely to come!

Carol Peddie, LIS, will return to Haiti to assist and translate

Carol Peddie will return to Haiti on August 20 to assist and translate for a medical relief team. Carol recently completed a three-week intensive Creole course at UMass-Boston and lived with a Haitian family to increase her language skills in preparation for the trip.

The medical team will return to Hospice St. Joseph, a small community clinic in Port-au-Prince that did not survive the earthquake. In addition they will be traveling to some remote areas and tent camps that still are in desperate need of medical help. Carol first joined the medical team in April and found herself in the position of assisting the surgeon within an hour of arrival. As she experienced, one can learn medical assistance quickly in the field, but communication was difficult. Carol is pleased to join the team on this trip and provide a basic level of communication that eluded them in April.

Six months have passed since the earthquake and Haiti is in no better shape today than it was during the “event” as it is called in Haiti. The medical team will collect and transport the medical supplies they will use while in Haiti. (article continues on page 6)
Milestones are determined by years of uninterrupted employment at Middlebury College. The following milestones were attained in July 2010:

5 YEARS

Justin Allen
Facilities Services

Rebecca Bennette
History

Manuel Carballo
Admissions

Robert Clagett
Admissions

Molly Costanza-Robinson
Chemistry/Biochemistry

Kim Downs
Student Financial Services

Larry Hamberlin
Music

Rick Iffland
Dining Services

John Maluccio
Economics

Robert Quinn Mecham
Political Science

Fran Meehan
Facilities Services

5 YEARS

Caitlin Myers
Economics

Zakk Neville
Dining Services

William Poulin-Deltour
French

Emily Proctor
Mathematics

John Schmitt
Mathematics

Stephen Snyder
Japanese Studies

John Spackman
Philosophy

Christopher Star
Classics

Gene Tougas
Facilities Services

Jimena Ugaz
Spanish and Portuguese

10 YEARS

Ann Crumb
College Advancement

John Davis
Golf Course

John LeCompte
Dining Services

Dolly Dame
Public Safety

30 YEARS

Linda Ross
Facilities Services

Michael Warner
Library and Information Services

Arlinda Wickland
Student Fellowships & Health Professions

35 YEARS

John Bertolini
English and American Literatures

Hans Raum
Library and Information Services

Congratulations on reaching these Milestones!
Annual written performance evaluations are conducted for staff members between January 1 and March 31 of each year as part of the College’s ongoing performance feedback process. Also part of this process, informal performance evaluation meetings are conducted at six-month intervals between the annual written performance evaluations.

For most staff, informal evaluation meetings occur between July and September. The annual evaluation process is designed to give employees and supervisors an opportunity to evaluate work accomplishments and performance during the review period and establish goals and objectives for the future. The informal evaluation provides a valuable opportunity for mid-year feedback, review of the progress in meeting goals, and plans for any necessary adjustments.

Supervisors should be making plans to meet with their staff members over the next several months to conduct performance discussions. Staff and supervisors should contact Human Resources with any questions or concerns about the performance evaluation process.

HR Announces New Phone Tree System

As part of our continuing effort to support and serve the members of our community, beginning Monday August 2, Human Resources will pilot some changes to our current phone system. When calling the main Human Resources number at x5465, callers will now hear the following message:

Welcome to the Middlebury College Office of Human Resources. If you are a member of the faculty, staff, student body, or a retiree, please press 0. All other callers please press 1.

If the caller presses 0, the call will be answered by an HR representative, or if we are momentarily experiencing high call volume, the caller will have the option to leave a voice mail message.

If the caller presses 1, the caller will have the following options to choose from:

Press 1 if you are calling regarding employment with Middlebury College.
Press 2 if you are calling regarding an Employment Verification.
Press 3 if you are calling regarding a rental property listing.
Press 4 if you are calling regarding contact information for a current or past employee.

When the caller chooses any of the above options, he or she will be given detailed information regarding their inquiry. If at any point, the caller would like to repeat the message or speak to a HR representative, he or she will have the option to do so.

As we strive to provide all employees with clear, concise, and accessible information about employment at Middlebury College, tools such as this phone tree will assist in our efforts. We appreciate your support and patience as we pilot this system and look forward to any feedback you would like to provide.

Informal Evaluations

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Staff Accomplishments

Kellam Ayres (Library and Information Services) has completed her MFA in poetry writing from the Warren Wilson MFA Program for Writers.

Editor’s note: The College would like to continue recognizing the many accomplishments of its staff in MiddPoints. Accomplishments include: awards, degrees, certifications, special licenses, apprenticeship completions, published writing, presentation at a conference, election or appointment to the board of a professional or trade organization. Please send the information about an accomplishment to the MiddPoints Editor at middpoints@middlebury.edu or call x2565.
Auto


For Sale: 2000 Subaru Outback, Limited Edition. 5-spd standard transmission, 126,500 miles, original owner, well-maintained. Maroon external finish w/ tan leather seats, 4 snow tires included, $4,200 obo. E-mail magbluefive@gmail.com or call 388.0574.

Misc.

For Sale: Tri-keel, flat bottom canoe. fiberglass, 16’6” long x 36” wide. New maple seats. Paddles included. Excellent condition. Photos available. $400. E-mail mperkins@middlebury.edu.

For Sale: Woman’s ICON motorcycle jacket, size medium, brand new, asking $250. Woman’s Carhartt jacket, size medium, great condition, asking $100. Diamond compound hunting bow, brand new, asking $400. marnswo@middlebury.edu.

For Sale: 2 tickets to the New England Country Music Festival headlining Brad Paisley, August 21 @ Gillette Stadium in Foxboro, MA. $170 for the pair. This is an all day event. If interested, please e-mail marnswo@middlebury.edu.

Bridport Town-Wide Yard Sales: August 21 and 22, 9:00 - 4:00. Maps available at all sales on the map, Pratt’s Store, and Boise’s Citgo.

Real Estate

For Rent: 4 BR, 1-3/4 BA unfurnished house in great Weybridge neighborhood, 1 mile from campus. Recently renovated kitchen/DR/LR/mudroom. 1/2 acre lot with veg. garden & fruit trees, deck, 2 car garage. Available September 1 for long-term lease. $1,350/mo. plus utilities. X3316.

For Rent: Available immediately, 3BR/2BA house 4 mi. from downtown Middlebury in great, quiet neighborhood. Upstairs: 2 BR, kitchen, living, BA, deck. Downstairs: kitchen, 1 BR, BA, office, and living area. One car garage. $1,200/mo. includes mowing. Renter pays all utilities. No smoking. Pets negotiable. Please contact Manuel at x5748 or mcarball@middlebury.edu.

For Rent: Large, charming 4 BR (plus study) house in Middlebury, on four acre lot set far back from road, surrounded by dairy farms, gardens. Two miles to campus. Furnished, includes all appliances, fireplace, wifi, utilities. 3 BA. $1,300/mo. Available from Jan. 1 – June 2011, maybe longer, can negotiate. Call 802.388.5057 or e-mail cohen@middlebury.edu.

Wanted

Apartment / House Share Wanted: Dance Program professor looking for housing from September 1, 2010- January 30, 2011. Apartment or house share w/ heat & utilities included preferable. Accompanied by 1 four month old child who does not require a separate living space. No pets. Travels to NY every two weeks. Please contact christal@middlebury.edu or call 336.253.1057.

Carol Peddie to return to Haiti, continued from pg. 3

Many of the supplies have run out, so it is important that they bring as much with them as possible (each person can take 150 pounds).

Carol is responsible for all the over-the-counter medications including the following: adult multivitamins; children’s chewable vitamins; children’s acetaminophen and ibuprofen; eye drops; nasal spray; ear drops; acetaminophen and ibuprofen for adults; antibiotic cream; anti-itch cream or spray; antifungal cream; antacids.

Carol will happily collect supplies. For questions about how you can help please contact Carol at cpeddie29@gmail.com, 802.282.6531, or peddie@middlebury.edu, x3113. Carol thanks you for your time, your compassion, and your support.