Good News About Benefits for 2011

Changes to Middlebury College’s benefits plans were announced last week. Our annual Open Enrollment period started November 1 and will continue through November 14. Please note that if you are benefits eligible, you must complete Open Enrollment to indicate your choices for 2011. Please click the Open Enrollment link in the box on page 3 for more information about Open Enrollment or visit the Human Resources home page.

The biggest news this year is NO cost increases for employees in the health and dental plans - for the fourth year in a row! This is a remarkable fact when average health care costs are increasing nationally every year. Other highlights include:

- **NEW!** Vision insurance.
- **NEW!** Debit cards available for flex spending accounts.
- Also...federal health care reform regulations will take effect for our new plan year starting 1/1/11. Among other changes, the guidelines allow for older children (up to age 26) to enroll in their parent’s insurance plans, regardless of their student or marital status.

No increase in employee costs

This marks the fourth year in a row with no cost increases for employees in our health and welfare plans. Bi-weekly contributions, deductibles, and out of pocket limits will remain the same for health insurance, prescription coverage, and dental insurance. By way of comparison, average increases in employee premiums nationally have averaged 6 - 9% each year over this same time frame. Many of us may have heard stories from friends, neighbors, and family members affected by rising health insurance costs. With economic recession squeezing businesses, many employers have had no choice but to pass increased costs directly to employees. While the cost of operating Middlebury College’s plans has risen somewhat this year, thanks to strong plan management, we have been able to contain costs at levels much lower than industry standards. That success has enabled the College to absorb the cost increases for our plans again this year. If you would like to understand more about how our plan is structured and managed, please see the Medical Plan Report Card link in the box on page 3.

Plan Enhancements

**Vision Insurance**
- Vision insurance covers annual eye exams (with a $10 co-pay) and a portion of the costs of glasses or contacts.
- There is an additional paycheck deduction if you enroll in Vision coverage (between $0.49 and $5.14 per pay period, please see the Benefit Rate Chart at the HR home page link).
- Vision is independent of Medical and Dental insurance. Employees can cover different family members on each plan, or enroll solely in Vision insurance without any other coverage.

(Article continues on page 3)

Benefits Open Enrollment

Benefits open enrollment is being conducted electronically again this year. HR has again worked with LIS to improve and enhance the electronic open enrollment process from last year. You should have received an e-mail for details on our 2011 benefits as well as step-by-step instructions on how to enroll using BannerWeb. Human Resources will gladly help you through the process; if you have questions please call x5465.

All benefits eligible Faculty and Staff are required to complete Open Enrollment between November 1 & 14.

Holiday Schedule

The College normally closes at noon on December 24 and remains closed through New Year’s Day. This year, Christmas Day falls on a Saturday, so the College will be closed the full day on December 24, 2010. This means that the holiday break will run from 12:01 a.m. on Friday, December 24, 2010, until 11:59 p.m. on Saturday, January 1, 2011. Benefits-eligible employees who do not work during this period will be entitled to holiday pay for the time they would normally have been at work. Some departments on campus will require staff coverage during the break; department heads will coordinate that coverage. Most non-exempt staff members required to work during the scheduled break will receive holiday premium pay. Further details on holiday pay and holiday premium pay are available in the College Handbook, and policy and schedule reminders will be provided to employees and supervisors closer to the holiday season. Questions regarding eligibility for holiday pay and holiday pay premium or this year’s holiday schedule should be directed to Human Resources.
SECOND YEAR OF NO MOW ZONES INSPIRES ACADEMIC INQUIRY

For the second summer in a row, 20 acres of Middlebury’s main campus are being actively ignored by the landscaping department. By mowing these areas only twice a summer—to prevent deer ticks from populating the campus—and instead of once a week, the no-mow program not only saves the College money, but also eliminates more than six tons of carbon emissions annually, moving Middlebury closer to the goal of carbon neutrality by 2016 (www.middlebury.edu/sustainability/energy-climate). The program stemmed from recommendations in the Campus Master Plan 2008 for a landscaping plan guided by the idea that “As the College strives to reduce its energy-related impact on local and global natural systems it will need to make deliberate and judicious decisions regarding how its landscape is maintained.”

In addition to economic benefits and reduced emissions, the no-mow zones provide educational opportunities and valuable habitat for native pollinators and other wildlife. In the Campus Master Plan 2008 (http://www.middlebury.edu/offices/business/facilities/pdc/masterplan), Jose Alminana of Andropogon Associates explains that “The campus landscape is an educational resource. The campus should be thought of as a member of the faculty, enabled to teach, to contribute to research, and to inspire.” Indeed, Professor Helen Young sees the zones as fertile ground for scientific inquiry. Several of her students are using the zones for research on the potential of mixed landscapes to attract pollinators, the potential for native plant colonization, and how the age of no-mow zones relates to the percentage of native and non-native plants present and to pollinator attraction. Students in Biology of Plants also collected seeds from native plants around campus which will be grown in a greenhouse next spring, then planted throughout the zones.

Currently, the zones are mostly populated by non-native species, but College Horticulturalist Tim Parsons hopes that native plants will become more numerous over time. He also expects that the resulting meadows may have positive ecological effects for pollinators even if they remain populated by non-native plants. The plant populations in the zones will continue to be monitored for years to come to see what sort of communities develop. As there is little precedent for this sort of project, any findings at Middlebury about the ecological benefits of no-mow zones could provide a valuable example for other institutions.

Over all, the campus community has been quite receptive to the no-mow program. The zones were planned for low-use areas and have had little impact on pedestrian traffic. In fact, many people find that the un-mown meadows bring a refreshing sense of nature to the otherwise well-groomed campus and enjoy the color that the wildflowers add to the landscape. You can read more about the no mow zones and comments on the program on The Middlebury Landscape blog at http://blogs.middlebury.edu/middland/category/no-mow/.

Fluorescent Bulb Safety Warning

Not all compact fluorescents (CFLs) are created equal! 3-Way lamps require a 3-way CFL bulb specifically made for 3-way fixtures. Installing a regular CFL in a 3-way lamp can create a fire hazard. The College provides bulbs for College-owned lamps, and you can get replacement bulbs by placing a Facilities service request.

Faculty Grants

Marcia Collaer (Psychology) and a colleague at St. Michael’s College have received funding through UVM’s NASA EPSCoR program (Experimental Program to Stimulate Competitive Research) for their project titled Stress & spatial cognition: Effects of acute stress on spatial navigation & attention. Their research investigates the influence of stress on individuals’ ability to navigate virtual spatial environments and on their performance in spatial attention tasks.
• For more info, see the Open Enrollment link in the box on this page or go to the HR Home Page and look for the Open Enrollment link.

Debit Cards for Flex Accounts
• Available for both Medical and Dependent Care flex accounts.
• Makes it more convenient to pay providers directly from your account (although not all providers will accept a Mastercard debit card).
• For Medical flex accounts, the card will let you access your full annual pledge amount, regardless of the actual balance in the account. Dependent Care cards will only access the amount you’ve had withheld so far this year.
• Not sure what a flex account is? See the Flex Account link in the box on this page or go to the Benefits section of the Human Resources web site.

Health Care Reform
Enrolling older children
• Employees can enroll older children as dependents in our health, dental, or vision insurance and flex spending accounts.
• The child must be 26 or under.
• The child’s marital or student status is not significant.

Some over the counter medications continue to be eligible for Flex Account reimbursement.
• Some over the counter medications (Advil, band-aids, etc.) are no longer eligible for reimbursement through a medical flex spending account.
• For the complete list of eligible and non-eligible items, click the Open Enrollment link in the box at right or look for the Open Enrollment link on the HR Home Page.

As always, please feel free to contact Human Resources at 443.5465 or hr@middlebury.edu with any questions.

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* except for employees earning in excess of $100,000

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Quick Links for “Benefits Good News” Article

Open Enrollment
www.middlebury.edu/offices/business/hr/staffandfaculty/benefits/openenrollment

Medical Plan Report Card
www.middlebury.edu/offices/business/hr/staffandfaculty/benefits/healthanddental/report

Flex Accounts
www.middlebury.edu/offices/business/hr/staffandfaculty/benefits/flex
Middlebury History

This month in

25 years ago ● The concept of a new student union on the north side of Proctor was unveiled to the Student Forum, and the proposal included a dance floor, pub, and lounge. The Armadillos, a campus political organization, announced plans to build a wall of river stones between Sunderland and Carr Hall to symbolize apartheid in South Africa.

10 years ago ● The College celebrated its 200th birthday on November 1 with a parade, an enormous cake on the town green, panel discussions, exhibits, performances, and fireworks. Founders’ Week concluded with the gala Bicentennial Dinner and Dance at the Center for the Arts and Athletic Complex. The College’s Page 1 National Book Drive concluded with the collection of over 22,000 books.

5 years ago ● Frank Sesno ’77, former senior vice president at CNN, gave the opening lecture in “Selling the News,” a weeklong student-organized symposium. Russ Reilly announced his plans to step down as director of athletics effective June 30, 2006. Professor of Chemistry Sunhee Choi was named 2005 Vermont Professor of the Year by the Carnegie Foundation and the Council for the Advancement and Support of Education.

SHH! Don’t tell …

LIS Training Opportunities are Alive and Well

Chances are good that you don’t know how LIS can help you learn about information technology. Why is that? Because we haven’t told you lately! Just to whet your appetite, here are few bite-size morsels to consider:

• You can sign up for free workshops here on campus. Type go/lisworkshops in your browser’s address window to view the current schedule (use www.go.middlebury.edu/lisworkshops if you are off-campus).
• You can request an online learning account with Element K and study at your own pace. Choose from over 1,000 courses covering programs such as Excel, InDesign, and Acrobat Pro as well as topics such as security awareness. Review specific topics of interest or take an entire course. Not sure where your knowledge gaps are? Take a course assessment to help you find out.
• You can ask LIS to pick up the tab for day-long, instructor-led courses offered by KnowledgeWave in South Burlington. It’s quite likely we’ll do it! Staff members taking advantage of this opportunity recently are enrolled in classes on advanced Excel, Access, and new features of Office 2007/2010. Type go/kwavesched in your browser’s address window to view current offerings.
• You can round up a group of friends/colleagues and ask LIS for a training session at a time that works for you. Resources permitting we are happy to arrange workshops for groups of ten or more.

Please contact the Technology Help and Support Desk (e-mail helpdesk@middlebury.edu or call 443.2200) to obtain more information about any of the above offerings.

MIDDLEBURY SNOW BOWL
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Starting 11/5/10

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802.443.7603 - SkiShop@Middlebury.edu
www.middleburycollegesnowbowl.com
Among many great events in the ARTS this month are:

**Performing Arts Series’ 1,000th Event!**
Friday November 12, 8:00 P.M., Mead Memorial Chapel

**Diana Fanning, piano; Jupiter String Quartet; Dieuwke Davydov, cello**
Beloved pianist Diana Fanning celebrates 40 years of performing professionally with a special program including Chopin’s *Nocturne no. 1*, *Carnaval* by Schumann, and the *Dvořák Quintet for Piano and Strings*, performed with the Jupiter String Quartet. Cellist Dieuwke Davydov makes a special appearance to perform Glazunov’s *Chant du Menestrel* with Fanning. This free Performing Arts Series concert is made possible with generous support from the Institute for Clinical Science and Art, in memory of Carolyn Reynolds Sunderman. Free; no tickets required.

**Saturday November 13, 8:00 P.M., Mahaney Center for the Arts, Concert Hall**

**Fall Choral Concert**
Featuring the Middlebury College Choir and Women’s Glee Club, with guest conductors Jeff Rehbach and Susanne Peck. A program sure to please with its variety of choral music spanning the centuries: soaring Renaissance sacred music by Jan Pieterszoon Sweelinck and Alfonso Lobo; inspiring choruses by Brahms, and Duruflé; and 20th century and contemporary works by Samuel Barber, César Alejandro Carrillo, Moses Hogan, and Eric Whitacre. The Women’s Glee Club offers music from Britten’s *Ceremony of Carols*, Gustav Holst’s *O Swallow Swallow*, and *The Parting Glass* by the Wailin’ Jennys. Sponsored by the Department of Music. Fac/staff tickets: $8

**Thursday–Sunday November 18–21, 8:00 P.M. each evening, Mahaney CFA, Seeler Studio Theatre**

**Hecuba**
Troy has fallen to the Greeks, and Hecuba, its beloved queen, is widowed and enslaved. She mourns her great city and the death of her husband, but when fresh horrors emerge, her grief turns to rage and a lust for revenge. A poignant and ruthless indictment of political necessity when it conveniently turns a blind eye to human suffering, Euripides’ play proves that Greek tragedy remains compelling 2,500 years later. Directed by Claudio Medeiros ’90. Sponsored by the Theatre Program. Learn more at the Behind-the-Scenes Lunch on November 16. Fac/staff tickets: $8

**Friday–Saturday November 19–20, 8:00 P.M. each evening, Mahaney CFA, Dance Theatre**

**Fall Dance Concert: The Place of Dance**
This choreography lab features works by emerging dance artists at the intermediate levels, the annual Newcomer’s Piece directed by Penny Campbell, and the senior-thesis work of Sonia Hsieh ’11, focusing on friendship. Join us for an evocative evening of new works highlighting how place affects the dancing body. Directed by Professor Andrea Olsen in collaboration with the dancers. Sponsored by the Dance Program. Tickets: $10/8/6; on sale November 1

**Sunday November 21, 3:00 P.M., Mead Memorial Chapel**

**Middlebury College Community Chorus**
Jeff Rehbach, conductor
A concert in celebration of the Thanksgiving season, performed by nearly 100 singers including Middlebury College students, staff, and faculty, and community members from towns and villages throughout Addison County and across the lake in New York State. The program includes joyous psalm settings by John Rutter, Ralph Vaughan Williams, and David Childs; selections from J. S. Bach’s Cantata “Nun Danket Alle Gott” (Now Thank We All Our God); songs of the changing seasons by Aaron Copland, Craig Courtney, and Middlebury music faculty member Peter Hamlin ’73; and songs about journeys. Conducted by Jeff Rehbach and accompanied by George Matthew Jr. Free

**Tuesday November 30, 7:30 P.M., Mahaney CFA, Concert Hall**

**Christiane Stotijn, mezzo-soprano**
Joseph Breinl, piano

For a full schedule of ARTS events this month go to www.middlebury.edu/arts/news/2010-2011/Nov2010.
Holiday Pay Reminder

The Thanksgiving break is near, so it is time to review the procedures regarding time entry for Holiday Pay. Holiday Pay (HOL) is a benefit that is provided by Middlebury College to keep benefit-eligible employees’ pay whole without having to use CTO during certain periods the College is not open for business. It is not intended to provide extra pay. Holiday Pay Premium (HPP) is a benefit that pays eligible employees extra for working during those periods. The schedule for the 2010 Thanksgiving break is 12:01 a.m. Thursday, November 25 through 11:59 p.m. Saturday, November 27, 2010. The President has announced that this year’s December holiday break will be from 12:01 a.m. Friday, December 24, 2010, through 11:59 p.m. Saturday, January 1, 2011.

Hourly (non-exempt) employees must use the specific holiday pay codes to record their time during these periods. HOL, which pays at an employee’s regular hourly rate, is to be entered for normally scheduled hours by benefit-eligible employees on days during the specified holiday break periods whether or not they work. For the Thanksgiving break, up to two days may be entered, and for the December break, up to six days.

HPP, which pays at time-and-a-half the employee’s base hourly rate, is to be used by all eligible employees for hours worked during the same specified break periods. A limited number of employees may not be eligible for HPP, so please speak with your supervisor or Human Resources if you have questions regarding eligibility.

Standard pay codes (Regular, CTO, etc.) should be used for any time before midnight of the first day and after 11:59 p.m. on the last day of the holiday break periods.

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<td>No action.</td>
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<td><strong>Hourly non benefit staff also ineligible for HPP</strong></td>
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<td><strong>Salaried, exempt staff</strong></td>
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*Don’t forget to enter hours on the correct shift.

Milestones are determined by years of uninterrupted employment at Middlebury College. The following milestones were attained in November 2010:

**5 YEARS**
Mary Bartz  
Registrar’s Office
Jack Byrne  
Environmental Affairs
Suzanne Gagnon  
Dining Services
Susan Holcomb  
Bread Loaf School of English
Tinaya Raymond  
Facilities Services
Barbara Roy  
Facilities Services
Lynne Stokes  
Facilities Services
Amanda Swain  
Facilities Services

**10 YEARS**
Valerie Demong  
Admissions
Lynn Dunton  
College Advancement
Michael Moser  
Facilities Services
Marie Winner  
Dining Services

Milestones continue on page 7
Setting Job Alerts

Did you know there is a service available that will alert you via e-mail to the job opening of your choice? Don’t wait for the weekly e-mail reminder. Here’s how it works: Once you are logged into Greentree as an applicant, you can create and edit Job Alerts by going to the Job Alerts menu. From there, you can identify the criteria for the jobs that interest you or set up to receive a notice when a new job has been posted. Once enabled, alerts will be e-mailed to you whenever positions are posted that meet your saved criteria.

To view current available positions and to access Greentree to set up your job alert, go to the Jobseeker page on the HR Website:

www.middlebury.edu/offices/business/hr/jobseeker

IRS Announces 2011 Pension and Related Limitations

On October 28, 2010, the Internal Revenue Service announced that dollar limitations for pension plans and other items beginning January 1, 2011 would remain generally unchanged from the limits in effect in 2010. Some of the limits to be applied in 2011 are listed below:

- Maximum Annual Compensation taken into account for determining benefits or contributions to a qualified plan: $245,000
- Basic Elective Deferral Limitation for 401(k), 403(b) and 457(b) Plans: $16,500
- 457(b) Catch-up Contribution (subject to age and other restrictions): $16,500
- Catch-up Contribution Limit for Pensions Age 50 and older in 401(k), 403(b) or SARSEP Plans: $5,500
- Limitation on Annual Additions to a Defined Contribution Plan: $49,000
- Social Security Taxable Wage Base for Social Security Tax (6.2%): $106,800
- For Medicare Tax (1.45%): No Limit

Each individual who wishes to increase or decrease his or her voluntary contribution to the retirement program must sign a new salary reduction agreement form. Voluntary Retirement Plan salary reduction forms are available in Human Resources or on the Benefits page of the Human Resources Website.
Classifieds

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).

Auto

For Sale: 2003 Ford Taurus, 4 door sedan, SES Package. Condition: good/excellent. Mileage: 76,600. Ford dealership checked major mechanical items in October 2010 - all okay. Ford dealer appraised at $6,125 retail - vehicle offered at $5,000. Call day or evening: 545.2170.


For Sale: 2 General Altimax Artic tires 205/50/R17, $60 each, good tread. 4 Dunlop Grand Trec Winter tires 225/65/R 17, $100 each, excellent tread. Call John at x5712.

Misc.


For Sale: Thule 822 Bed-Rider bike rack with one bike mount (can purchase additional mounts online). Needs cable for bike locking. Good condition, $65. convoers@middlebury.edu.

For Sale: Simplicity Sun Star garden tractor comes with 48” snowblower, 48” mower deck, turbo vacuum system, including cart. All attachments have been gone over mechanically with bearings and belts replaced. Also, tractor comes w/ wheel weights and chains. Tractor totally reconditioned 4 years ago by a Simplicity dealer. Price: $1,300. Contact marchica@middlebury.edu or home 802.273.3540 - Sudbury.

Real Estate

For Rent: Spacious two-plus room apartment. Available on January 1. Short walk to College and town. In private setting. 2 large rooms, kitchenette, plus small sitting room, full BA, use of backyard, washer & dryer shared in basement. Rent $900/ month (includes heat, parking). No pets/ no smokers. Reply to lmlkids009@gmail.com.

College Bookstore

Looking for holiday ideas? The College Bookstore has the latest styles of Macs, iPads and iPods.

College Bookstore discount policy

Current faculty members, staff members, and retirees of Middlebury College are eligible for a 15% discount on clothing, gifts, and office supplies purchased by them. The Bookstore reserves the right to exclude merchandise on sale or previously marked down items. Eligible members must show their college ID card at the time of purchase and pay for the merchandise directly.

Homeless Shelter in Need of Beds

The Charter House, a seasonal housing facility in downtown Middlebury, is in strong need of standard-size (39” x 79”) twin mattresses and bed frames. These will be used to help support our four resident families as they search for permanent housing. The Charter House is run by the Middlebury Community Care Coalition, a community partner of the Middlebury College Alliance for Civic Engagement. To donate, please contact Robin Curtis at 443.3010 or rcurtis@middlebury.edu.