First-Gen
RESOURCE BOOK

A GUIDE TO ALL
THE THINGS YOU
SHOULD KNOW
AS AN INCOMING
FIRST-GEN
STUDENT AT
MIDD
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Hello! Welcome to Middlebury--the town, college, and community! I am so excited that you have chosen to attend school here, and that you are becoming a part of the special community of support and belonging that is the Anderson Freeman Center! As the Director, I work to ensure the center is the most welcoming space for students like you. We strive for the AFC to feel like home--where you can come just to hang out, to study, to connect with the staff throughout the day, and especially when you need advice, care, and guidance. I advocate consistently for physical improvements to the building, funding for center initiatives, campus-wide support of our programs, and a better environment for all students from historically marginalized identities and backgrounds. Having been a first-generation student for all three of my degrees, I know firsthand that the journey through higher education is not easy and requires the collective support of family, friends, the student support professionals at the college, as well as sheer personal will to achieve goals and dreams. I will be your supporter on that journey, and promise to always be in your corner, especially when times get tough. I look forward to meeting you and connecting with during your time at Middlebury. Together, we are going to make your college experience full of amazing memories and the picture of success!

#IamFirst #WeAreF@Mily

-Derisa C.
Assistant Director’s Note

Howdy! Welcome to Midd! I am jazzed for the years ahead that I get to know you and follow your journey to success! I can’t wait to see all the ways you grow into your identity and find the path to your interests, passions, and all the things that bring you joy. Middlebury has so many opportunities to offer and I’m excited to help you explore some of them! I know how challenging, scary, and intimidating college may seem (I am first-gen too!), but we at the AFC want to make it as smooth sailing, fun, transformative, and exciting as possible!

My role in the AFC is to encourage your journey and provide you the best support I can. I supervise our student Fellows that work diligently to plan and execute awesome programming for you; and I work closely with queer and trans students individually, advise student organizations like Queers & Allies, Queer & Trans People of Color, and I am the advisor of the Effervescence House (housing centering the experiences of QTPOC).

The AFC is a home for you on campus - colorful, warm, and full of laughter. I am thrilled to be part of your F@Mily.

-Janae D.
WELCOME TO THE AFC!

The Anderson Freeman Resource Center is Middlebury College’s intercultural center. It is located in Carr Hall and is a space for historically underrepresented students in higher education, including first-generation college students, LGBTQIA+ students, students of color, and low-income students.

The space is colorful, bright, and cheery and includes two fully-furnished lounge spaces, study rooms, a private library of books you can use to study or borrow, and a full kitchen with cooking supplies just like home. The center is unlocked during the day and you will have ID card access to get in after hours at set times.

We serve as a home base for over 20 cultural organizations including ones specific to cultural and ethnic identity, nationality, and interests.

The AFC is also your bridge to resources. The staff will meet with you, answer questions, advise you as necessary, advocate for you in meetings with other professionals, and steer you in the direction of campus services and resources essential to meeting your needs.

During the week, there is tutoring in our library and peer career counseling where fellow students help with all your career and internship questions and preparation held in one of the lounges.

We also host monthly social gatherings, trips, learning and information sessions with other student services offices, and collaborate with faculty from the Luso-Hispanic studies and Black Studies programs for larger community events.
Our Mission

The Anderson Freeman Resource Center fosters an inclusive environment for students of color, LGBTQIA+ students, low income students, and first-generation students by providing advocacy, holistic support, and intentional programming. Through an intersectional and social justice framework, the AFC encourages student growth, identity exploration, and achieving personal, academic and social sense of belonging. Our services ensure the accessibility and longevity of intercultural student support and success at Middlebury College.
Office Assistants greet and connect with students, faculty, staff, or visitors at the center, connect with people as they sit out in the lounge, and upkeep the center's shared spaces as needed. Fellows plan and host events for students under their designated identity category. They are all older students who bring their own experiences and expertise to the center and the work we do. You will find they are a helpful and fun-loving bunch. Here's a view of your crew!

The AFC Student Staff

FRONT OFFICE

You? - Office Assistant

FELLOWS

Julissa Rojas - Womxn of Color Fellow

Samuel Eshetu - Students of Color Fellow

Tanya Chen - First generation Student Fellow 1

Roy Urbina - First-Generation Student Fellow 2

Karina Martir - Social Media and Marketing Coordinator
THERE WILL ALWAYS BE SOMEONE.

Watch Out! You Might Be the Next Fellow!

The AFC is always looking for new talent, so there may be opportunities for students like YOU to apply and potentially work at the AFC. Drop by this year to ask them about their job and see if it might interest you. We hire in the late spring semester for the following year for fellows (upper class students) and at the beginning of fall semester for office assistants, with first preference given to first-year students.

We welcome all students to consider the positions, and have opportunities for undocumented students as well.

The AFC is a lively and exciting place to work. There is always tons of laughs, good conversations, and a "work-hard but have fun" mentality. We pride ourselves on giving our student employees the guidance they need to grow their skills and thrive as integral members of our team.
MIDDLEBURY IS A SMALL TOWN SURROUNDED BY RURAL COMMUNITIES, VAST GREENS, AND THE FORESTS OF THE GREEN MOUNTAINS. IT IS ABOUT AN HOUR IN EACH DIRECTION FROM BIGGER CITIES. THE POPULATION IS MOSTLY WHITE, AND THOUGH CAMPUS DOES HAVE SOME DIVERSITY (MORE THAN THE TOWN ITSELF), BEING IN SUCH A LESS-DIVERSE SPACE CAN FEEL ISOLATING FOR SOME. THE DEMOGRAPHIC OF STUDENTS WHO ARE FROM WEALTHY FAMILIES IS HIGH AND THAT EXPERIENCE CAN BE OFF-PUTTING FOR FIRST-GENERATION STUDENTS AND OTHERS WHO ARE LOW-INCOME. HOWEVER, MIDD IS WHAT YOU MAKE IT!

A place where you can find your community and thrive, but will have to adjust to the environment.
Many Middlebury students engage in outdoor activities such as hiking, biking, golfing, kayaking, bird watching, and skiing. They enjoy walking or biking to Middlebury’s downtown area where there are a number of restaurants, a movie theater, a bookstore, and a few other shops. If that is not particularly your style of fun, there is also public transportation to Burlington, Rutland, and Williston, which you can catch at the edge of campus and head out for some fun!

Middlebury has a few places to shop, but the number of chain stores and restaurants is limited. Here is a running list of places we have in town and what can be found in other towns or cities within an hour’s travel:

- Hannaford (Grocery shopping and pharmacy)
- TJ Maxx (Home goods and clothing)
• Walgreens and Kinney’s (Pharmacy)

Most restaurants are locally owned and run. The only chain restaurants in Middlebury are McDonald’s, Subway, and Dunkin Donuts.

**Restaurants**

**In Downtown Middlebury:**
- Sabai Sabai (Thai & Sushi)
- Taste of India or “Tindia” (Indian)
- Rice (Chinese, Thai, Malaysian)
- Two Brothers Tavern
- Mr. Ups (American Bar food)
- Yogurt City (Smoothies, teas, fro-yo, boba)
- Haymaker Buns (Baked goods coffee)
- Otter Creek Bakery

**Middlebury (Marbleworks or on RT 7):**
- Magic Wok (Chinese)
- Fire & Ice
- Green Peppers (Pizza)
- Noonie’s Deli (craft sandwiches)
- American Flatbread (wood fired pizza)

**Burlington:**
- Red Panda (Himalayan/Nepalese, Indian)
- Sherpa Kitchen (Himalayan/Nepalese)
- Cafe Istanbul Halal Mediterranean Cuisine
- Central Market
- Taste of Asia (Indian, Himalayan/Nepalese)
- Istanbul Kebab House (Turkish)
- Ahli Baba’s Kabob Shop (Middle Eastern)

**Experience Midd**
There are plenty of fun events and programs the community holds. You can find updates on the Experience Middlebury page and the Ilsley Public Library website. Some include, but are not limited to musical performances, music lessons, exhibitions, and cooking lessons, etc.

**Town Hall theater:** Local theater that performs musicals, plays, opera, and they offer classes to those who want to learn.

**Middlebury Community Music Center:** Offers group or private lessons and financial aid to those who are looking to learn how to play musical instruments. They offer a variety of instruments (guitar, piano, cello, violin, etc.)

**Middlebury Studio School:** Offers lessons on the arts like painting, pottery, and drawing.

**Ilsley Public Library:** Offers adult programs that are free and open to everyone and are updated frequently. Examples are: Poetry Slam, Philosophical Yoga, Cooking dumplings for the Lunar New Year, and Classical Film Club, etc.

You can learn more about Middlebury, its community resources, and projects through the town’s website at townofmiddlebury.org.
WINTER IN VERMONT

TIPS TO BRAVE THE COLD...

Weather
The summers in Middlebury tend to be warm and wet while the winters are freezing and snowy. Over the course of the year, the temperature will vary between an average of 12°F and 80°F. However, summer temperatures have been steadily increasing over the past few years and Middlebury this past winter had days in the negatives. Snow and ice are common on the Middlebury campus, so it's important to plan strategies to keep yourself warm and healthy.

Winter Wear
- Dressing in layers will be practical as you move from building to building throughout the day.

- When choosing a winter jacket, it is important to consider a few factors such as waterproofing, insulation, and level of activity. Some winter jackets use zippers to attach a water-resistant outer shell with an inner layer made of fleece. Both layers can be worn together or separately, giving the wearer flexibility to use the jacket for multiple seasons.
GETS REALLY FROSTY
MAKE THE BEST OF SKI SEASON!

Winter Wear Contd.
• Snow pants are an optional layer that provides additional warmth and waterproofing in the winter. These pants are not needed for daily use but may be useful if you plan on engaging in winter sports or playing in the snow.
• Other gear: Gloves, hats, scarves, vests, thick socks, long underwear, and hand warmers.

Winter Boots
• When buying winter boots, you should consider a few things such as height, insulation, and waterproofing. Taller boots that come up around mid-calf will help keep out ice and snow. You should also consider boots with a thick lining, which will provide greater insulation from the cold. Finally, look for boots that are waterproof. For example, boots with rubber soles and toes will offer better waterproofing than shoes without.
• Yaktrax traction cleats, found on Amazon, are another option for dealing with the ice. These cleats fit over shoes and help increase traction on snow or ice.

Campus Resources for Winter Clothing
• Each year Middlebury College hosts a winter clothing closet drive where students can come to receive some basic winter items such as boots, sweaters, jackets, layering items, snow pants, hats, gloves, etc. Depending on what the closet receives each year, some items may be limited.
• You can seek winter coat purchase assistance through the opportunity grants.

Other Winter Tips
Car: If you bring a car to campus, make sure to winterize it. It is recommended that you prepare a survival kit, ice scraper, shovel, blankets, food, water, ice melt/salt, etc. in the event that you find yourself stranded.
Dorm: Plan for blankets, a humidifier, electric kettle, and rugs. If it gets stuffy, air out your room. Cover drafty windows and use hot water bottles or heating pads.
Self: Dry skin/bloody noses is common so lotion, water, cold medications, a first aid kit, and tissues should be on your winter shopping list.
WINTER WELLNESS

TAKE CARE OF YOUR MIND, BODY, AND SOCIAL LIFE DURING THE COLD MONTHS.

SAD/Depression: Seasonal affective disorder (SAD) is a type of depression that is related to changes in season. For most people, symptoms begin in the fall and continue throughout the winter. This can cause you to feel listless, sluggish, sad, and low energy. Other signs and symptoms of SAD include losing interest in activities you usually enjoy, sleeping too much, experiencing a change in appetites, and difficulty concentrating. If you experience mood changes, reach out to the Middlebury counseling team to find ways to help manage your symptoms.

Flu and colds: It is common to see a spike in flu and cold symptoms during the winter months, so it is important to prepare in advance. First and foremost, it is important to get your flu shot. With COVID, Middlebury has made the flu vaccination mandatory for students on campus.
Middlebury College offers the flu shot free to students, or students can also get their flu shot from Kinney’s Drugstore near campus or Walgreens.

- Prepare medications in advance: If possible try to have basic pain, fever, and cold medications on hand.

**Skin Health:** Although it is not always on the top of the list, Vermont’s cold winters quickly dry out skin, which can cause dryness, itching, flaking, and cracking. Dryness can also cause bloody noses and scratchy throats, so it’s important to stay on top of hydration in the winter. Be sure to drink plenty of water, stock up on lotion, and wear sunscreen while you are outside.

Heating will also dry out the air in your dorm rooms, so keeping a humidifier will add moisture back into the air.
THINGS TO WATCH OUT FOR AS YOU TRANSITION

Although beginning college comes with a lot of excitement, new experiences, and new challenges, sometimes students are faced with:

Homesickness

Homesickness is the feeling of emotional distress when you’re away from home and in an unfamiliar environment. It is common among college students who may be living away from home for the first time. Homesickness can be caused by a disruption of lifestyle or routine, cultural mismatch, difficulty adapting, and feelings of isolation or not belonging. These feelings are usually most poignant as you are trying to establish yourself in your new environment—trying to find a community, routine, or new ways to stay connected with communities back home. Homesickness is normal and temporary.

When it Doesn't Go Away

However, if these feelings persist throughout your first semester, consider seeking support from the Center of Health and Wellness as homesickness can increase feelings of anxiety or depression.
Imposter Syndrome

Imposter syndrome is a persistent feeling of being a fraud or believing you don’t belong or deserve to be somewhere. This is fueled by self-doubt about one’s own abilities, experiences, or accomplishments. This can be exacerbated by the Middlebury campus culture, where students can feel that they need to live up to a standard of “flawless perfection.”

How It Often Shows Up

- You attribute achievements to “luck” or downplay the importance of your accomplishments.
- You do not feel worthy of your opportunities or the space you are in.
- You subconsciously hold back when in class, at work, or in groups because you do not feel your contributions are equal to or important as that of others.
- You practice overworking to prove that you are achieving.

When you feel imposter syndrome coming on:

- Remind yourself that you belong here.
- Remember that you worked hard to be where you are.
- Remember that you are doing YOUR best.
- Resist the urge to compare yourself to others.
- Find moments to talk to people who lift your spirits and encourage you to keep going.

When those feelings arise, connect with the staff at the AFC, your academic dean, or first-generation faculty, staff and older students who can give advice and offer encouragement as you sort through your thoughts.
Culture Shock

Culture shock is the feeling of disorientation experienced by someone who is suddenly subjected to an unfamiliar culture, way of life, or set of attitudes. Culture shock is very possible at Middlebury for students who come from big cities and places with diverse populations or more people of color. Adjusting to Middlebury's "ski life and country club" type environment can also be a shock.

How It Often Shows Up

- Extreme homesickness
- Feelings of helplessness or dependency
- Disorientation and isolation
- Depression and sadness
- Hyper-irritability, including inappropriate anger and hostility
- Sleep and eating disturbances (too little or too much)
- Loss of focus and ability to complete tasks

Working through culture shock:

- Remember that adjustment takes time.
- Work to make connections with other students who understand and can support you, especially those with similar identities.
- Talk about it; if you're feeling out of sorts, name it and let the feelings out.
- Know your resources and supports (like the AFC).
- Seek additional support from loved ones.

When those feelings arise, connect with the staff at the AFC, your academic dean, or first-generation faculty, staff and older students who can give advice and offer encouragement as you sort through your feelings. Culture shock can be easier to manage if you anticipate it ahead of time and take steps to surround yourself with people and things that help dispel those feelings.
HOW TO GET INVOLVED

THE GROUPS AND ACTIVITIES WHERE YOU CAN FIND BELONGING AND COMMUNITY AT MIDD.

**Underrepresented in STEM (URSTEM)**
Mentorship (with upperclassmen and faculty), study sessions with peers, de-stressing activities

**Social Organizations**
- JUNTOS (immigrant activism and community outreach to migrant workers)
- Women of Color (WOC)
- Radical Asians (RAISINS)
- Distinguished Men of Color (DMC)
- QTPOC (Queer POC org on campus)
- Project Pengyou

**Recreational Organizations**
- Verbal Onslaught (open mic, poetry)
- WOMP (student bands, performances)
- Midd Masti (dance)
- Evolution (dance)
- Riddim (dance)
- On Tap (dance)
- Muevete Jevi (dance lessons every Saturday)
- Baggage Claim (improv group)

**School-wide Events**
- Concerts
- Winter Carnival
- Midd Mayhem
- Stressbusters during finals
- Hirschfield film series in Sunderland
- Nocturne Arts
MILC

Middlebury Intercultural Leaders Coalition or MILC (pronounced "Milk") is the cluster of intercultural organizations on campus. They are official student organizations funded by the Student Activities Office. These organizations range from identity-based connections to special hobbies and interest groups, to language and nationality-based groups. There's something for everyone within this cluster of organizations. The students who lead them help create community, host social events and collaborate with each other, and support other students altogether.

Organizations

- Alianza Latinoamericana y Caribeña
- Asian Students in Action (ASIA)
- Black Student Union (BSU)
- Chinese Society
- Club de Français
- Distinguished Men of Color (DMC)
- German Club
- Il Circolo Italiano (Italian Club)
- International Students’ Organization (ISO)
- Japanese Club
- Korean American Student Association (KASA)
- Mixed Kids of Middlebury
- Project Pengyou
- Queers and Allies (Q&A)
- RAISINS ( Radical Asians)
- Scandinavian Society
- South Asian Student Association (SASA)
- SEAS (Southeast Asian Society)
- SPUTNIK (Russian and Eastern European Society)
- UMOJA (African Student Club)
- Vietnamese Student Association (VSA)
- Women of Color (WOC)
- Queer and Trans People of Color (QTPOC)

Initiatives

These groups are not officially sponsored by the Student Activities Office and do not follow the SAO’s guidelines for student organizations. They are usually affinity spaces that cater to specific identity groups.

- ACESpace (Asexual Spectrum Affinity Group)
- TAG (Trans Affinity Group)

Learn more about MILC

Search and find out more about any of the organizations on Presence, the student activities online platform that you will use to manage your groups and other activities. You will be able to request membership there:

https://middlebury.presence.io/organizations
LGBTQIA+ STUDENT RESOURCES

LGBTQAI+ students have been served by the AFC since its founding in 2015. They will continue to be served by the AFC until the Prism Center is established. Assistant Director Janae Due at the AFC specializes in LGBTQ+ issues and is here to offer support, advocacy, and programming for students.

The AFC website has links to information on all-gender housing, name and pronoun information, all-gender restrooms, programs and events, campus resources, and Vermont resources.

- **The Planned Parenthood in Burlington, VT** offers LGBTQ services such as hormone replacement therapy (HRT), resources, service referrals, and PrEP (pre-exposure prophylaxis)
- Vermont Gynecology Transgender Care
  https://vtgyn.com/services/transgender-care/
- Transgender and Gender Nonbinary Health Care at Middlebury
- Middlebury Directory for Trans Students
- Sex-Postive Education for College Students (SPECS): Is a peer-led sexual health and education collective that offers comprehensive and inclusive sex education using LGBTQ-informed, medically accurate information.

Housing

- **The Queer Studies House** is an academic interest house dedicated to the study of sexuality and gender and their relationships to race, class, ability, geography, culture, and more. This space welcomes all students regardless of gender or sexual identities.
- Effervescence House is a social interest house for Queer and Trans people of color.

Email: jdue@middlebury.edu | Tel: (802) 443-2377
LOW-INCOME STUDENT RESOURCES

Reuse Shops
Buy Again Alley, Neat Repeats, HOPE (Helping Overcome Poverty’s Effects), Your Turn Resale Shop, Marion M Mumford Thrift Shop

Freecycle Addison County
Freecycle is a grassroots & nonprofit movement of people who are giving and getting stuff for free in their own towns.

Online Options
Craigslist, Facebook Marketplace, Free & For Sale pages

Cheaper book finding options and helpful tips
Middlebury College has a bookstore in Proctor where it is possible to purchase new/used textbooks, ebook options, and rent textbooks for your classes. However, this option tends to be very expensive. Students with demonstrated financial need will also be offered a loan to pay for books by Middlebury; however, you will have to pay it back within the next month. There are alternative ways to get textbooks outside of formal Middlebury channels that are more financially accessible.

- **Middlebury Resources**
  - go/summons and Midd’s e-reserve
  - Interlibrary Loan (ILL) for specific chapters
  - Check out the AFC library!! Loads of donated textbooks there

- **Informal student buying networks**
  - Sometimes students will sell old textbooks on their class facebook pages, post to MiddConfessions, or advertise in group chats. It may be possible to find other students in your department who will be willing to sell or lend out their textbooks; this will require you to ask around.

- **Check out Free and For Sale (FB group) for cheaper textbooks/ general necessities**

- **Sometimes professors put textbooks on hold at the library (reserve) so you can go to the library and check them out for 2 hours at a time to do your readings**
LOW-INCOME
STUDENT RESOURCES

• Photocopy a chapter/section from a friend who has a book

Other resources
• To buy or rent: Amazon and Chegg
• Bigwords.com, slugbooks.com, and libgen.is: all sites that help students find the lowest price for a specific book
• Sometimes free pdf files of books will be posted online
• Zotero: good resource for citations, if you need help learning how to use this program/citations in general, head to the Help-Desk at Davis Library

The Giving Fridge
A community refrigerator stocked with prepared meals from local restaurants and made with local ingredients. You can reserve a meal at https://careofvt.com/the-giving-fridge

Opportunity Grants
These are funds you can apply for to get assistance with books among other things. See the resources section on financial assistance on p. 28 for more details on how those work.
Student Life Deans

All students at Middlebury are assigned a Student Life Dean that serves as a source of support, guidance, and advocacy for students while they are at Middlebury. Deans will be introduced during MiddView Orientation and via email.

There are many reasons you can go to your Dean. A non-exhaustive list of reasons to speak with your dean may include:

- Academic extensions in case of emergencies
- Problems with your schedule (ie. schedule conflicts, dropping/adding a class, and more)
- If you need help/have concerns regarding financial difficulties
- Roommate issues
- Medical emergencies
- Family emergencies
- A liaison to other departments

To request an appointment with your dean or ask general questions, email SLD Deans Office at middlebury.edu
The Office of the Dean of Students, simply put, deals with the student experience and college community. Staff in the office are there to assist with problems beyond academics and can be an important ally in getting the support you need. They can assist in areas such as living situations, health issues, learning accommodations, disability, conflicts with other students, campus climate, or other personal situations. The dean of students is very knowledgeable about campus resources and can connect you with people who may be able to help address your concerns.

Smita Ruzicka, Vice President of Student Affairs
Derek Doucet, Dean of Students

https://www.middlebury.edu/college/student-life/dean-students
RESIDENTIAL LIFE (HOUSING)

Housing is supported by the Residential Life, or ResLife, staff, who coordinate housing assignments, residential programming, and other support services.

Residential Staff

The ResLife staff is comprised of full-time professionals and student employees. Some of the positions include:

- Residence Directors (RD) which are a part of the full-time Middlebury College staff. RDs oversee the residential life students staff, address student behavioral concerns, connect students to campus support, and provide after-hours emergency support.

- Residential Life student staff includes resident assistants (RA) and community assistants (CA) who are housing’s student leaders who live in student housing. These students uphold community standards, residential policies, and serve as student support.

Housing

First-year housing is assigned by the college. Most students will reside in traditional-style rooms (a private space shared with a roommate and community bathrooms). First-year dorms include Allen, Battell, Hepburn, and Stewart. Dorms will not have air conditioning, but they will have heating.

After their first year, students can apply to live in social houses or special interest houses, which offer good opportunities to connect with students who have similar interests. Some special houses include: Chromatic, PALANA, Tavern, Xenia, language houses, etc.

More information about housing can be found at https://www.middlebury.edu/office/residential-life/housing-overview
There are many student support offices at Middlebury, all with a specific role in ensuring your success. You will get chances to connect with them briefly during First@Midd and MiddView, but you should also become familiar with what they do so you are aware if you ever need those services. The key is to access these services from the beginning, so that you are supported along your journey, not just when you have a hardship.
WHAT TO DO ABOUT DISCRIMINATION OR BIAS

Title IX

Title IX protects people from discrimination based on sex in education programs that receive federal financial assistance.

The U.S. Department of Education defines this as: “discrimination based on sex, including sexual orientation and gender identity [including] recruitment, admissions, and counseling; financial assistance; athletics; sex-based harassment, which encompasses sexual assault and other forms of sexual violence; treatment of pregnant and parenting students; treatment of LGBTQIA+ students; discipline; single-sex education; and employment.”

Issues with Title IX are handled by the Civil Rights and Title IX Office, headed by Title IX Coordinator Butterfly Blaise Boire
https://www.middlebury.edu/office/title-IX/about/title-ix-information

To learn more about the reporting process visit
https://www.middlebury.edu/office/title-IX/file-report-or-complaint

Bias Incidents

Middlebury has a non-discrimination policy and you can file a report if you have experienced biased treatment from someone or you have witnessed it perpetrated against someone else. These incidents should be reported no matter where on campus, and whether they are done by faculty, staff or students.

You can report conduct prohibited by the non-discrimination policy and other behavior that negatively impacts community members, but doesn’t fit under that policy. If you are made to feel uncomfortable, you can fill out a “Bias Incident Report Form” located on the Civil Rights and Title IX Office page “File a report or Complaint” or “Reporting to Middlebury.”
WHO TO SEE AND WHAT TO DO FOR FINANCIAL ASSISTANCE

College Finance

Student Funding Opportunities
Middlebury has money available to financially support students in a variety of situations. A breakdown of all the types of funding available can be found at https://www.middlebury.edu/student-funding. Students can also contact certain offices directly depending on the situation (e.g. contacting the Center for Careers and Internships to fund an unpaid internship).

Opportunity Grants
Opportunity grants can be used for a variety of purposes, but they are essentially available to ensure that all students have access to the full Middlebury experience. Some of this funding is specifically designated for high-need international students and first-gen students. Opportunity grants may be put towards travel needs, materials (e.g. technology, textbooks, winter clothing), and experiences (e.g. ski rentals) among other things.

To apply for an opportunity grant, you must fill out an application on Handshake, (the careers and internships online platform for students) with an itemized list of what the funds would be put towards, reason for requesting funds, and your Estimated Family Contribution (EFC). If you are unsure whether an opportunity grant is appropriate for your needs, you can email your Student Life Dean or Naomi Flint (nflint@middlebury.edu).

Emergencies
Funds are available in case of emergency (illness, death, etc.), but a student’s first course of action should be to contact their Student Life Dean.
WHO TO CONTACT IF YOU NEED SPECIAL ACCOMMODATIONS, ACADEMIC OR OTHERWISE

Disability Resource Center (DRC)
Jodi Litchfield (litchfie@middlebury.edu) and Peter Ploegman (pploegman@middlebury.edu) run this student services office and will help you identify and arrange the accommodations you need.

What They Cover

Academic accommodations: assisted or early registration, classroom access, course load, course withdrawal, time extensions

Auxiliary aids and services: interpreter services, note-taker/scribe services, reader services

Dining and housing accommodations: food allergies, quiet housing, single room

Mental health accommodations: Depression, anxiety, and other forms of mental and emotional health are eligible for support and accommodation.

We recommend connecting with Jodi and Peter before the school year begins to make sure you are set up for all your needs.
WHERE TO CONNECT IF YOU NEED A JOB

Student Jobs

Student job listings are available on the job Workable platform. You can sign in by navigating to workable.com/signin. On the sign-in page, select “Sign in with Single Sign-On (SSO)” which is the same as your email address and password login for email and all things at Middlebury. You will be asked to enter your account’s subdomain which is (middleburycollege). Submit the subdomain and you’ll be redirected to your Middlebury SSO. Sign in and you’ll be automatically redirected to your Workable dashboard. Most positions are posted and kept open until they are filled. Positions can be temporary, for a semester, for an entire school year or for multiple years.

Students are allowed to have multiple jobs on campus. Positions are posted as they become available but there are usually more postings in the beginning of the school year.

Student wage scale and level definitions can be found here: https://www.middlebury.edu/office/human-resources/student-employment/getting-paid/wage-scale-and-level-definitions

Finding a Student Job without Work Authorization

Undocumented Students should contact Alicia Gomez (agomez@middlebury.edu) at the Center for Careers and Internships (CCI) for job options open to students with that status. There are Middlebury offices (including the AFC) and other local business who employ undocumented students via a paid internship type arrangement.
WHAT TO DO ABOUT MENTAL HEALTH AND WELLNESS NEEDS

Health resources (on and off-campus)

Parton Center for Health and Wellness (located in Centeno House)
Middlebury’s on-campus health center that provides counseling, telehealth, and other non-emergency health services. Students can access the center’s services through the online student health portal.

Sex-Postive Education for College Students (SPECS)
A peer-led sexual health and education collective that offers comprehensive and inclusive sex education using LGBTQ-informed, medically accurate information.

Pharmacies
There are two pharmacies in Middlebury. Kinney Drugs is about one mile from the Middlebury Campus, making it the closest pharmacy. The second pharmacy is Walgreens Pharmacy.

Porter Medical Center
This center is part of the University of Vermont Health Network and is the local hospital in Middlebury. It also has an ExpressCare office that accepts walk-in appointments.
WHAT TO DO IF YOU ARE DACA OR UNDOCUMENTED AT MIDD OR WITHOUT HOME SUPPORT

Equity Initiatives and International Scholar Student Services (ISSS)

Elaine Orozco Hammond and Jennifer Hayden from Equity Initiatives are the main source of group and individual support, advocacy, programs, additional financial assistance for DACA and undocumented students. They collaborate with Kathy Foley from ISSS to make sure you remain knowledgeable of all regulations, policy changes, and related resources for DACA and undocumented status.

The Wily Network

The Wily Network supports students who are facing challenges such as:

- Aging out of foster care
- Experiencing homelessness
- Lacking family support (including LGBTQIA+ students who may have separated from family)

Wily aims to help students succeed through managing finances, securing summer and break housing, and working to provide themselves with food, books, clothing, and dorm essentials.

Current and incoming students can contact Elaine Orozco Hammond at ehammond@middlebury.edu with questions and for support.
MIDD BUILDING GLOSSARY

All the buildings on campus, what they're used for, and what students or others on campus may call them.
## FIRST-YEAR RESIDENCE HALLS

<table>
<thead>
<tr>
<th>Name</th>
<th>Colloquial Name</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allen Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Battell Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hepburn Hall</td>
<td>Hep</td>
<td>All dorms have group chats that are usually shared by their year’s senators. There also might be floor group me’s, but it depends on a person’s RA or hall.</td>
</tr>
<tr>
<td>Stewart Hall</td>
<td>Stew</td>
<td></td>
</tr>
</tbody>
</table>

## OTHER RESIDENCE HALLS

<table>
<thead>
<tr>
<th>Name</th>
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<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atwater Hall</td>
<td>Fratwater</td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Coffrin Hall</td>
<td>Coff</td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Gifford Hall</td>
<td>Giff</td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Hadley Hall</td>
<td></td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Milliken Hall</td>
<td>Milli</td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Kelly Hall</td>
<td></td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>LaForce Hall</td>
<td></td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Lang Hall</td>
<td></td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Le Château</td>
<td></td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Painter Hall</td>
<td></td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Pearsons Hall</td>
<td></td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Ridgeline Townhouses</td>
<td>Townhouses</td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Ridgeline View Suites</td>
<td>Ridgeline</td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Starr Hall</td>
<td></td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Voter Hall</td>
<td></td>
<td>Part of the Ross Complex</td>
</tr>
<tr>
<td>Forest Hall</td>
<td></td>
<td>Part of the Ross Complex</td>
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### SPECIALTY HOUSING

<table>
<thead>
<tr>
<th>Name</th>
<th>Colloquial Name</th>
<th>Notes</th>
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</thead>
<tbody>
<tr>
<td>Language Houses</td>
<td>Arabic, Chinese, French, German, Hebrew, Italian, Japanese, Portuguese</td>
<td>Students living in Language Houses take a pledge to only speak said language when in the house. A native speaker, usually also the TA, lives in the house as well.</td>
</tr>
<tr>
<td>Chromatic</td>
<td>Chrome</td>
<td>Art social house; Social houses are both student organizations and residential communities.</td>
</tr>
<tr>
<td>The Mill</td>
<td></td>
<td>Music Social House</td>
</tr>
<tr>
<td>PALANA</td>
<td></td>
<td>Social house for students of color</td>
</tr>
<tr>
<td>Tavern</td>
<td>Tav</td>
<td></td>
</tr>
<tr>
<td>Xenia</td>
<td></td>
<td>Substance-free Social House</td>
</tr>
<tr>
<td>Food Studies / Local Food House</td>
<td>Weybridge</td>
<td></td>
</tr>
<tr>
<td>Intentional Living</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interfaith</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outdoor Interest</td>
<td>Brooker</td>
<td></td>
</tr>
<tr>
<td>Wellness</td>
<td>Homestead</td>
<td></td>
</tr>
</tbody>
</table>

### DINING OPTIONS

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<thead>
<tr>
<th>Name</th>
<th>Colloquial Name</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atwater Dining Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proctor Dining Hall</td>
<td>Proc</td>
<td>Also houses Campus Bookstore, WRMC student radio</td>
</tr>
<tr>
<td>Ross Dining Hall</td>
<td></td>
<td>Part of the Ross Complex</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Name</th>
<th>Colloquial Name</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alexander Twilight Hall</td>
<td>Twilight</td>
<td>Education Studies, Classics</td>
</tr>
<tr>
<td>Axinn Center at Starr Library</td>
<td>Axinn</td>
<td>American Studies, English and American Literatures, Film and Media Culture, History</td>
</tr>
<tr>
<td>Franklin Environmental Center at Hillcrest</td>
<td>Hillcrest</td>
<td>Environmental Studies</td>
</tr>
<tr>
<td>Freeman International Center</td>
<td>FIC or Freeman</td>
<td>German, Hebrew, Japanese, Russian</td>
</tr>
<tr>
<td>Johnson Memorial Building</td>
<td>Johnson</td>
<td>History of Art and Architecture (Art History, Architectural Studies), Studio Art</td>
</tr>
<tr>
<td>Le Château</td>
<td></td>
<td>French</td>
</tr>
<tr>
<td>McCardell Bicentennial Hall</td>
<td>Bi Hall</td>
<td>Biology, Chemistry, Geography, Geology, Molecular Biology and Biochemistry, Neuroscience, Physics, Psychology</td>
</tr>
<tr>
<td>Munroe Hall</td>
<td></td>
<td>Anthropology, Religion, Sociology</td>
</tr>
<tr>
<td>Mahaney Center for the Arts</td>
<td>Mahaney, CFA (Center for the Arts), Arts Center</td>
<td>Dance, Music, Theatre</td>
</tr>
<tr>
<td>Sunderland Language Center</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Voter Hall</td>
<td></td>
<td>Chinese, Arabic, Italian</td>
</tr>
<tr>
<td>Warner Hall</td>
<td></td>
<td>Economics</td>
</tr>
<tr>
<td>Chellis House</td>
<td></td>
<td>Feminist Resource Center</td>
</tr>
<tr>
<td>75 Shannon Street</td>
<td></td>
<td>Computer Science, Mathematics</td>
</tr>
<tr>
<td>Name</td>
<td>Colloquial Name</td>
<td>What's There</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>----------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Carr Hall</td>
<td></td>
<td>Anderson Freeman Resource Center (AFC), Black Studies offices</td>
</tr>
<tr>
<td>Emma Willard House</td>
<td>Admissions</td>
<td>Admissions</td>
</tr>
<tr>
<td>Hathaway House</td>
<td></td>
<td>Charles P. Scott Center for Religious Life</td>
</tr>
<tr>
<td>Kitchel House</td>
<td></td>
<td>Center for Careers and Internships, Midd2Midd Office</td>
</tr>
<tr>
<td>Old Chapel</td>
<td></td>
<td>Office of the President Academic Affairs</td>
</tr>
<tr>
<td>Service Building &amp; Biomass Gasification Plant</td>
<td>Service Building</td>
<td>Civil Rights &amp; Title IX Office, Disability Resource Center, Office of Diversity, Equity, and Inclusion (OIDEI), Student Financial Services (SFS), International Student and Scholar Services (ISSS)</td>
</tr>
<tr>
<td>Sunderland Language Center</td>
<td></td>
<td>Study Abroad Office</td>
</tr>
<tr>
<td>125 South Main Street</td>
<td></td>
<td>Public Safety (Pub Safe)</td>
</tr>
<tr>
<td>Name</td>
<td>Colloquial Name</td>
<td>Notes</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>----------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Centeno House</td>
<td>Parton</td>
<td>Houses the Parton Center for Health and Wellness, which offers medical health services for non-emergency cases, some basic medical procedures, testing, vaccines, telehealth, and counseling.</td>
</tr>
<tr>
<td>Davis Family Library</td>
<td>Davis</td>
<td>Center for Teaching, Learning, and Research (CTLR), Fellowships, Wilson Cafe (Starbucks), Information technology Services/Technology Helpdesk, Midd Archives, classrooms</td>
</tr>
<tr>
<td>Kirk Alumni Center</td>
<td></td>
<td>Golf Course</td>
</tr>
<tr>
<td>Mahaney Center for the Arts</td>
<td>Mahaney, CFA (Center for the Arts), Arts Center</td>
<td>People who work in the building and employees who have been here longer often avoid calling it Mahaney. Houses the Middlebury College Museum of Art (MCMA)</td>
</tr>
<tr>
<td>McCullough Student Center</td>
<td></td>
<td>Mail center, Midd Express, Student Activities Office, The Grille, Crossroads, Wilson Hall (auditorium)</td>
</tr>
<tr>
<td>Middlebury Chapel</td>
<td></td>
<td>Largely used for formal events</td>
</tr>
<tr>
<td>Porter House</td>
<td></td>
<td>Medical center (off-campus)</td>
</tr>
<tr>
<td>Wright Hall</td>
<td></td>
<td>Houses the Wright Theater</td>
</tr>
</tbody>
</table>
MIDDLEBURY TERMS GLOSSARY

There will be many terms used on campus by faculty, staff, and other students. Here is a glossary of commonly used terms that may be new to you.
Abbreviations Quick Guide

CCE: Center for Community Engagement
CCI: Center for Careers and Internships
CTLR: Center for Teaching, Learning, and Research
FAFSA: Free Application for Federal Student Aid
FYS: First Year Seminar
ISSS: International Student and Scholar Services
OIDEI (oy-dey): Office of Institutional Diversity, Equity and Inclusion
RA: Resident Assistant
RD: Resident Director
SAO: Student Activities Office
SFS: Student Financial Services
TA: Teaching Assistant

Academic Jargon

Academic Year
At Midd, the academic year runs from early September of one year until mid-August of the following year. Midd's academic year consists of three terms: Fall semester, spring semester, and J-term, which takes place in January.

Course Catalog
Middlebury College's catalog provides information about the college's programs, degree requirements, courses, student services, and policies. A new college catalog is issued for each academic year. More information about the Middlebury College Catalog can be found at https://www.middlebury.edu/academics/catalog

Corequisite
A course that a student is required to participate in while enrolled in another course. These courses will be taken simultaneously. These requirements are listed in the college course catalog.

Credit Hour
One credit hour at Middlebury is equivalent to 30 hours of classroom instruction over the course of one semester/term. This does not include additional work done outside of class, including reading, writing, language drills, laboratories, discussion, etc. At Middlebury, each class counts as one credit.
Academic Jargon Contd.

**Curriculum**
All of the courses that must be successfully completed in order to earn a degree constitute the curriculum, or course of study, for that degree.

**Declining Balance**
A $25 credit added to your student account every fall and spring semester. It can be used at any retail location on the Middlebury Campus by scanning your student id card.

**Distribution Requirements**
General education courses that all students at Middlebury are required to take in addition to their major course requirements. More information about the types of courses students should take can be found on the Academic Advising web page. The page also has the worksheets “Your Four Years” and “Distribution Worksheet” that help students track the completion of their distribution requirements.

**FERPA**
Family Educational Rights and Privacy Act. A federal law that protects the privacy of student education records. Once students turn 18 years of age or enter into an institution beyond the high school level, the right to privacy is transferred to the student. Parents and guardians need the permission of the student to access their education records.

**Financial Aid**
Financial support that students receive for college expenses. Types of financial aid include loans, grants, scholarships, and work-study earnings. Collectively all the financial aid that students are offered is known as their financial aid package.

**Financial Aid Award Letter**
A letter that describes the financial aid package that the college is able to offer a student. A prospective college student will receive a letter from the financial aid office of the college after that student has submitted a FAFSA and has been accepted into a degree program. Students receive a new Financial Aid Award Letter for each academic year, after completing the FAFSA. You can find the definitions of many other common financial aid related terms, such as Expected Family Contribution and Enrollment Status here: https://www.nasfaa.org/glossary

**First-Generation College Student**
A first-generation college student is typically defined as a student whose parent(s) did not complete a four-year college or university degree. This definition closely coincides with the federal definition, which determines students’ eligibility for federal financial assistance and support programs.

**First Year Seminar (FYS)**
A small, discussion-based class that all incoming students participate in during their first semester of college. The aim of these courses is to introduce students to a liberal arts education and familiarize them with the standards of college-level work. For more information, visit https://www.middlebury.edu/academics/fys
**Academic Jargon Contd.**

**Full-time student**
Middlebury students enrolled in a minimum of 3 to 5 credits during the fall and spring semesters are considered full-time students. During the summer and winter sessions, a full-time load is 1 course credit. There are different policies for Summer Intensive Language Programs.

**Go Links**
Shortened links that can be used on the Middlebury network. These links are created by people in the Middlebury community. To use a go link, connect to the Middlebury WiFi then type go-slash-link name-slash. For example, the Anderson Freeman Resource Center can be found by typing go/afc/

**Half-time student**
Middlebury students who are enrolled for 2 course credits during the fall and semesters.

**Handshake**
A career-services platform used by Middlebury and other colleges and universities. Students can login with their Middlebury login information. On Handshake, students can look for jobs, internships, and other opportunities. It is also where you can find CCI events, book appointments with CCI advisors, and apply for opportunity grants and other funding.

**Matriculation**
A student who is enrolled in a degree or credit-bearing certificate program as “matriculating.”

**Midd2Midd**
An online community that pairs Middlebury students with alumni for mentorship, coaching, and networking opportunities. For more information, visit https://www.middlebury.edu/office/midd2midd.

**MiddView**
The Middlebury first-year orientation program. This takes place in the fall before the beginning of the fall semester. There is also an orientation in February for those who will begin classes in the spring.

**Office Hours**
Time scheduled by professors and teaching assistants to meet with students outside of class. Office hours are a time when students can meet to ask questions and discuss class materials, performance, grades, and other related interests. This is also a good time to get to know your professors outside of class. Office hours are generally not required and it is up to the student to decide whether or not they want to participate. Office hours can be found in the class syllabus.

**Part-time student**
A student enrolled who is half-time or less than half-time. See corresponding definitions in this glossary.

**Prerequisite**
A requirement that must be met before a student can register for a course or be admitted to a particular program of study.
First-Generation Faculty and Staff

A list of all the people on campus who know, have personal experience, and understand what it takes to thrive as a First-Generation Student

<table>
<thead>
<tr>
<th>Name</th>
<th>Pronouns</th>
<th>Department</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alicia Gomez</td>
<td>she/her</td>
<td>Center for Careers and Internships (CCI)</td>
<td><a href="mailto:agomez@middlebury.edu">agomez@middlebury.edu</a></td>
</tr>
<tr>
<td>Amal C Duprey</td>
<td>She/her/hers</td>
<td>Sports Medicine</td>
<td><a href="mailto:aduprey@middlebury.edu">aduprey@middlebury.edu</a></td>
</tr>
<tr>
<td>Amitava Biswas</td>
<td>No preference</td>
<td>Enterprise &amp; Business</td>
<td><a href="mailto:amitavab@middlebury.edu">amitavab@middlebury.edu</a></td>
</tr>
<tr>
<td>Barbara McCall</td>
<td>she/her/hers</td>
<td>Center for Health and Wellness</td>
<td><a href="mailto:bmccall@middlebury.edu">bmccall@middlebury.edu</a></td>
</tr>
<tr>
<td>Brandon Majmudar</td>
<td>He/Him/His</td>
<td>College Advancement</td>
<td><a href="mailto:bmajmudar@middlebury.edu">bmajmudar@middlebury.edu</a></td>
</tr>
<tr>
<td>Crystal Jones</td>
<td>She/Her/Hers</td>
<td>OIDEI</td>
<td><a href="mailto:crystalj@middlebury.edu">crystalj@middlebury.edu</a></td>
</tr>
<tr>
<td>Daniel Silva</td>
<td>he/they</td>
<td>Luso-Hispanic Studies and Black Studies</td>
<td><a href="mailto:dfsilva@middlebury.edu">dfsilva@middlebury.edu</a></td>
</tr>
<tr>
<td>Erin Pockett</td>
<td>She/Her</td>
<td>Health Services</td>
<td><a href="mailto:epockett@middlebury.edu">epockett@middlebury.edu</a></td>
</tr>
<tr>
<td>Fernando Rocha</td>
<td>he/ele/él</td>
<td>Luso-Hispanic Studies</td>
<td><a href="mailto:frocha@middlebury.edu">frocha@middlebury.edu</a></td>
</tr>
<tr>
<td>Heather Sitkie</td>
<td>She/Her</td>
<td>Residential Life</td>
<td><a href="mailto:hsitkie@middlebury.edu">hsitkie@middlebury.edu</a></td>
</tr>
<tr>
<td>Héctor J Vila</td>
<td>he/him</td>
<td>Writing &amp; Rhetoric</td>
<td><a href="mailto:hvila@middlebury.edu">hvila@middlebury.edu</a></td>
</tr>
<tr>
<td>James Calvin Davis (James)</td>
<td>He/him</td>
<td>Religion</td>
<td><a href="mailto:jcdavis@middlebury.edu">jcdavis@middlebury.edu</a></td>
</tr>
<tr>
<td>Jen Sellers</td>
<td>she/her</td>
<td>Student Life</td>
<td><a href="mailto:jsellers@middlebury.edu">jsellers@middlebury.edu</a></td>
</tr>
<tr>
<td>Jennifer</td>
<td>she/her</td>
<td>Grants &amp; Sponsored Programs</td>
<td><a href="mailto:jbleich@middlebury.edu">jbleich@middlebury.edu</a></td>
</tr>
<tr>
<td>Name</td>
<td>Gender</td>
<td>Department</td>
<td>Email</td>
</tr>
<tr>
<td>-------------------</td>
<td>--------</td>
<td>---------------------------------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>Jennifer Mallory</td>
<td>she/her</td>
<td>Student Affairs</td>
<td><a href="mailto:jmallory@middlebury.edu">jmallory@middlebury.edu</a></td>
</tr>
<tr>
<td>Jessica Teets</td>
<td>she, her</td>
<td>PSCI</td>
<td><a href="mailto:jteets@middlebury.edu">jteets@middlebury.edu</a></td>
</tr>
<tr>
<td>Karly Beavers</td>
<td>she/her/hers</td>
<td>Health &amp; Wellness Education</td>
<td><a href="mailto:kbeavers@middlebury.edu">kbeavers@middlebury.edu</a></td>
</tr>
<tr>
<td>Kate Odell</td>
<td>She/her/hers</td>
<td>Counseling</td>
<td><a href="mailto:kgodell@middlebury.edu">kgodell@middlebury.edu</a></td>
</tr>
<tr>
<td>Kim Balparda</td>
<td>She/ her</td>
<td>Admissions</td>
<td><a href="mailto:kbalparda@middlebury.edu">kbalparda@middlebury.edu</a></td>
</tr>
<tr>
<td>Kristy Carpenter</td>
<td>she/her</td>
<td>Residential Life</td>
<td><a href="mailto:kristyc@middlebury.edu">kristyc@middlebury.edu</a></td>
</tr>
<tr>
<td>Larry Hamberlin</td>
<td>he/him/his</td>
<td>Music</td>
<td><a href="mailto:lhamberl@middlebury.edu">lhamberl@middlebury.edu</a></td>
</tr>
<tr>
<td>Liam Lawlor</td>
<td>they/he</td>
<td>Health and Wellness Education</td>
<td><a href="mailto:llawlor@middlebury.edu">llawlor@middlebury.edu</a></td>
</tr>
<tr>
<td>Marybeth Nevins</td>
<td>she/her/they</td>
<td>anthropology (chair), linguistics</td>
<td><a href="mailto:mnevins@middlebury.edu">mnevins@middlebury.edu</a></td>
</tr>
<tr>
<td>Michael Sheridan</td>
<td>he/him in English, none in Swahili b/c it doesn’t have them</td>
<td>Anthropology</td>
<td><a href="mailto:msherida@middlebury.edu">msherida@middlebury.edu</a></td>
</tr>
<tr>
<td>Michele Dube</td>
<td>she/her</td>
<td>Chemistry and Biochemistry</td>
<td><a href="mailto:mdube@middlebury.edu">mdube@middlebury.edu</a></td>
</tr>
<tr>
<td>Michelle Nelson</td>
<td>she/her</td>
<td>Admissions</td>
<td><a href="mailto:mmnelson@middlebury.edu">mmnelson@middlebury.edu</a></td>
</tr>
<tr>
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</tbody>
</table>

*Note: Gender pronouns are self-identified.*