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Are You Confused About Committees at Smith?

If you're like most people on this campus, you're probably overwhelmed by the number of committees and the confusing acronyms. The latest puzzle has to do with the difference between Staff Council and the Smith College Council on Community Policy (until recently referred to as the College Council). To help clear the confusion, here are two definitions:

Staff Council

Comprised of community-elected staff representatives that hear and respond to staff concerns, Staff Council provides input on matters pertaining to staff, sponsors social activities that promote a sense of community, and acts in an advisory capacity to the president. (Turn to the last page of this newsletter for a council roster and contact information.)

Smith College Council on Community Policy (SCCCP)

A broadly representative (students, faculty, staff, alumnae, city), deliberative group, SCCCPC addresses issues of common concern. Its mission concerns the well-being of the campus community, its capacity for collegiality and the pursuit of the commonweal while providing an excellent education for women. (Chair: Tom Riddell, Class Deans' Office; Vice-Chair: Scott Girard, Physical Plant)

In the near future, the Staff Council Communications Committee will compile a list of all committees on campus and the definition of each. (Then there are the ad hoc committees. But let's not go there... yet.)

The Council Chronicle

FALL 2000

News and more for the Smith College community

THE COUNCIL CHRONICLE IS FUNDED BY THE SMITH COLLEGE STAFF COUNCIL AND IS PUBLISHED IN JANUARY, APRIL, JULY AND OCTOBER BY AND FOR THE STAFF OF SMITH COLLEGE, NORTHAMPTON, MASSACHUSETTS. THE CHRONICLE IS DISTRIBUTED TO STAFF, FACULTY AND COLLEGE TRUSTEES.

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Staff are encouraged to contact the editors to offer story ideas and/or writing services. Copy deadlines are the 15th of the month preceding publication. Letters-To-The-Editor are also encouraged and should include name and campus address. The *Chronicle* reserves the right to edit material for clarity and length.

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www.smith.edu/staffcouncil/council_chronicle.html

For more information about Staff Council, or the Smith College discount program, visit www.smith.edu/staffcouncil

Smith and the United Way

Supporting the Greater Community

Though sometimes Smith College might seem like its own, little sovereign nation, at the end of the day its employees leave campus and return to their homes and lives in the greater community. But in many ways the college remains part of the community. And one of the important ways in which Smith lends its support to the community is by its employee contributions to the Hampshire County United Way. This year's Smith College United Way Fund Campaign was launched on September 29 with a campus wide goal of \$135,000. Last year, 42 percent of Smith employees participated in the United Way fund drive. Our goal is to move this number as close to 100 percent as possible.

Considering past successes, this year's campus United Way volunteers are confident that the college will exceed its goal. But the statement the college makes about its commitment to the community is just as important as the total dollars raised.

To set us on our way, President Ruth Simmons has, for the second year, issued a generous challenge. She will make a \$25 contribution to the United Way for every new contributor to this year's campaign. If you haven't previously participated in the Smith United Way campaign, now is an ideal time to make a pledge. Watch for coming details about some campus United Way events that you will not want to miss!

Because of concern on campus regarding the relationship between the United Way and the Boy Scouts of America, we have reprinted below the United Way's recent communication to the Smith community and the general public. This text was provided to The Council Chronicle by the United Way Steering Committee.

—Patricia C. Hayes, coeditor, *The Council Chronicle*

A Letter from the United Way

TO: MEMBERS OF THE SMITH COLLEGE COMMUNITY
RE: HAMPSHIRE COUNTY UNITED WAY AND THE BOY SCOUTS
FROM: THE SMITH COLLEGE UNITED WAY STEERING COMMITTEE

Some members of our community have expressed concerns about giving to the United Way because of its support for the regional Boy Scouts organization, Great Trails, because of the Boy Scouts of America (BSA) national organization's discriminatory employment policy, recently upheld by the Supreme Court.

The Smith College United Way Steering Committee wants to assure you that both the Hampshire County United Way and the Great Trails organization which it funds have taken significant steps to protest and counteract the national organization's stance. The letter reproduced below from the Daily Hampshire Gazette articulates the measures HCUW has taken to respond to this situation. Together with the information about Great Trails' local actions that follows, we hope you will agree that the HCUW remains, as it has been, extremely worthy of your continued support.

United Way Explains Stance on Boy Scouts

(Daily Hampshire Gazette, A6, June 24, 2000)

To the Editor: **The Supreme Court will issue its decision on gays in the Boy Scouts in the near future. Before it does, the Hampshire Community United Way board of directors would like to respond to community members who have questioned our funding of the local Boy Scouts council, Great Trails.**

The Hampshire Community United Way provides funding to 30 member agencies in Hampshire County, one of which is Great Trails. Great Trails was one of the original members of HCUW when, in 1922, it joined with seven agencies to form the Community Chest, HCUW's forerunner. HCUW continues to fund Great Trails because, at the eminently reasonable cost of \$6 per child, per year, it provides after-school services to the largest number of children of any agency we fund. Further, a large percentage of their children are from low-income families.

Those of us on the HCUW board are mindful of discriminatory policies espoused by the national council of the Boy Scouts of America, the local council's parent organization. We do not support nor would we fund any agency that adheres to such policies. Beginning in 1994, we have required our agencies to sign a non-discrimination agreement as a condition of membership. Great Trails has readily signed on. The Board of Directors of the HCUW commends Great Trails Council for its years of service to the community and for its support and practice of non-discrimination.

ELIZABETH SILVER
On behalf of the board of directors
Hampshire County United Way

see "Letter" on page 4

United Way

“Letter”

continued from page 3



Great Trails has thus adopted a non-discrimination policy that is counter to that of its national organization, including (as does the State of Massachusetts) the phrase “sexual orientation.” Additionally, HCUW Executive Director John Sheehan has informed our Steering Committee that Great Trails

has formally written to the Boy Scouts of America to protest their national policy.

We would hope that this information would address most of the concerns expressed, but add also the following:

- the United Way maintains a very flexible and responsible donor policy, enabling donors to target their gifts however they wish within the UW network so as to best suit donor interests and values; donors may designate any single agency or agencies they choose to support or they may specify any agencies that they do not wish to support;
- the United Way’s support to agencies in the region is not only invaluable but in many cases essential to their operation;
- None of the funds passed along by HCUW to the national United Way organization support the Boy Scouts or any other agency. Only 7/10 of 1% of every dollar donated to the local United Way goes on to the national United Way organization, and 100% of that money supports national United Way administrative costs.

Please feel free to contact the Smith UW chair, Peter Rowe, or the HCUW directly at 584-3962 if there are additional concerns or questions. We hope we can continue to count on your support for the United Way and the valuable work it does on behalf of our local community.

Yours sincerely,

PETER ROWE, Chair; DEBBIE COTTRELL, Co-Chair; SANDRA DOUCETT, Co-Chair; PAM BENSON; ALAN BLOOMGARDEN; CHERYL DONALDSON-DAVIS; LUCY GREENBURG; CLAIRE KMETZ; ANN LEONE; JUDI MARKSBURY; JOSHUA MILLER

Response to the United Way from Smith Staff Members

Thank you for your public letters explaining the Hampshire County United Way funding of the Boy Scouts of America local chapter. We are writing to let you know we continue to believe the HCUW and Smith College should distance themselves from the Boys Scouts of America and its subsidiaries, such as Great Trails.

Though the local chapter of the Boy Scouts of America has signed a non-discriminatory clause, it continues to receive funding from its parent organization, the Boy Scouts of America. By raising money for the local chapter of the BSA, Great Trails, the HCUW is putting their stamp of approval on an organization so homophobic in its mission that it went to the Supreme Court to defend its right to exclude gay men and boys. We cannot continue to support the Hampshire County United Way because by funding a local chapter of a national organization whose policies and culture are prejudiced and harmful to all young people, gay and straight, they are condoning BSA’s legalized discrimination.

While we acknowledge the importance and the economic value of the Great Trails program to the working poor of Hampshire county, we cannot overlook the damage institutionalized discrimination has on the same youth of this valley. We bear witness to the violence perpetrated on LGBT youth in this region. Their stories of verbal and physical violence, on a near daily basis, along with our own experiences with the same, prevents us from supporting tolerance of this behavior no matter how distant the source.

It is not okay for the Smith College community to support the HCUW when one group has been excluded from participation in an organization. What would it be like if the BSA had banned African-Americans? Jews? People of Polish decent? Italian decent? Would we continue to rationalize our tacit support of BSA’s intolerant policies?

Where prejudices are tolerated violence follows. Please encourage the HCUW to drop the local BSA chapter, Great Trails, from it’s funding. The Smith College community must be outraged by this abhorrent example of bigotry.

Sincerely,

SHELLEY ADRIANCE, CHRISSE BELL, HOLLY BOWYER, BRAD EKSTRAND, DEBORAH JOHNSON, TRACIE KURTH, TRACY LABROAD, PEPPER LUMINA, RUTH VAN ERP, MAREA WEXLER

Art Show

Staff Visions, the annual exhibition of art and crafts created by Smith College staff, will be held in McConnell Hall foyer, February 17–March 16, 2001. Registration forms will be sent to all staff via campus mail in November. If you have any questions, please contact exhibit organizers Patty Czepiel Hayes, ext. 2180 (phayes@smith.edu) or Amy Holich, ext. 2404 (aholich@smith.edu).

Staff Recognition

As you probably know by now, the winners of the Employee Excellence Awards were announced back in June. (But see the list at the end of this article if you haven't heard.) The 11 staff members have won an after-tax award of \$1,000. Here are some ways in which nominators described the winners: "first-rate professional," "unfailing kindness and hospitality," "amazing," "limitless energy," "positive attitude," "a catalyst," "changed the lives of many on campus," "patient," "persistent," "thoughtful," "insightful," "honorable" and "admirable."

The winners are Christine Barbuto, Cathy Brooks, Charlene Correa, Debra Diemand, Cynthia Furtek, Ay Ling Han, Janice McDowell, Tierney Richi, Steve Stander, Amy Wallace and Jeanne West. Congratulations!

Drivers Needed for New Employee Orientation Van Tour

Have you worked here for years but don't know where anything is? Would you like to know what connection Davis Center has to the Plymouth Rock, who the King's Men were, or where Mark Twain spent the night and William Allen Neilson is buried? If so, then volunteer to drive the New Employee Orientation van tour. Tours are conducted on the last Wednesday morning of each month and drivers are always needed. To volunteer, contact Emily Ferguson, human resources assistant, at ext. 2285 or via e-mail at eferguso@smith.edu.

Out to Lunch

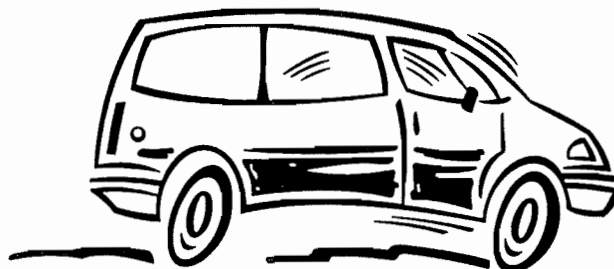
Known for its atmosphere of tolerance, Smith College provides several services geared toward its gay and lesbian community. Domestic Partner benefits have been available for a number of years, students have access to a number of lesbian and bisexual support and social groups, a number of queer studies courses are offered each semester, and human resources provides diversity training which include gay and lesbian concerns.

Recently, a group of administrators and staff gathered for the debut sack lunch meeting of Out to Lunch, a new and unofficial social group for queer women employees (nonfaculty). Eighteen women from across campus attended the initial meeting to chat, eat and get to know each other. Conversation centered on what an employee social group of queer women on campus would mean to the Smith community and group members. Many of the women commented that while Smith College is generally a tolerant work place, feelings of isolation are common. One woman said when she first got to Smith she looked in the campus directory knowing there were other queer women listed, but wondered how she would meet them. There were many nods around the room. Some women came nervously to the meeting as a first or second step to being out at work. All of the women who came to the first Out to Lunch meeting took a bold first step in creating a social community for queer women on campus. Whatever the reasons for being there, we all had fun!

Out to Lunch provides a chance for queer women employees to meet and mingle without a formal agenda. Please join us on at noon on the first Wednesday of every month in the Alumnae House Conference Room. We'd love to have you join us!

For more information, contact Ruth van Erp, ext. 2036, rvanerp@smith.edu or Tracie Kurth, ext. 2664, tkurth@smith.edu.—**Ruth van Erp, Tracie Kurth**

Many of the women commented that while Smith College is generally a tolerant work place, feelings of isolation are common



Activities

The Activities Committee has several events arranged throughout the first semester. On October 6, Smith College participated for the fifth time in the nationwide observance of Denim Day, an initiative that raises funds and awareness for breast cancer. This year, the event was dedicated to the memory of Antoinette "Toni" Veilleux, who worked as a cook in Residence and Dining Services for 19 years. Toni passed away on November 11, 1999, after a three and a half-year battle with breast cancer. Those who made a donation of \$5 or more to the Susan G. Komen Breast Cancer Foundation wore denim and a pink ribbon to work on Denim Day, Friday, October 6. More than 400 people participated in this year's campaign, which raised a record total of \$2,740. The department with the most donors was RADS, who made \$345 in individual donations. S.E.I.U. Local 211 contributed an additional \$500 in memory of Toni Veilleux. Thank you to everyone who helped make this our most successful Denim Day ever!

On Friday, December 1, John Sarage and Chris Gagnon of Amherst College Food Services and Creative Affair Catering will be back by popular demand for a holiday cooking demonstration and taste testing. Sarage and Gagnon led the popular cooking class held this past spring. Learn how to debone and stuff Cornish game hens as well as make spicy apple and red onion chutney, roasted winter vegetables with maple butter, two types of bruschetta, quick sauces for pasta, cannolis, and Caribbean cup flambe with mango and papaya rum glaze. The price for this event is \$10 for Smith faculty and staff and \$15 for their guests. Each participant receives a sample gift box at the end of the session.

On Saturday, December 9, the Committee will send two buses to New York City for another of our popular "day on your own" trips to the Big Apple. This will be our only New York City trip for 2000-01, so don't miss it. The price is \$27.50 per person.

On Friday, December 15, we will send two buses to tour Bright Nights, a 2.5-mile drive through holiday light extravaganza for the young and the young at heart. The fee is \$3 per person. Why sit in traffic and wait with everyone else when you can get priority reservations and leave the driving to someone else?

To make reservations for any of these events, call the Staff Council voice-mail line at ext.

4424, then press "1" for the Activities Committee and leave a message. You may also e-mail your reservations or questions to Cindy Rucci at crucci@smith.edu.

For your holiday gift-giving convenience, we will be selling 2001 season passes for Six Flags New England amusement park. Pricing information will be advertised as soon as we receive the passes. Special thanks to everyone who purchased single day passes when we offered them during the summer. More than 300 discount admission tickets were purchased during July and August allowing employees to save over \$5,500.

Committee Members

JUDY BIARDI, libraries
 SABRINA BRISTOL, admission
 PATTI CORJAY, student financial services
 CHERYL DONALDSON-DAVIS, ITS
 LISA DWINNELL, RADS
 LOU ANN KRAWCZINSKI, advancement
 LINDA LAFLAM, RADS
 JANICE MCDOWELL, controller's office
 WENDY MARTINEZ, student financial services
 CINDY RUCCI, libraries
 JOE STODDART, physical plant
 MARIA VALLEJO, institutional diversity

Communications

As it's name suggests, the Communications subcommittee is concerned with ways to enhance effective communication between all staff members and collegewide issues that affect us all. Past and present issues/projects have included:

- the creation of a Staff Council Web site (www.smith.edu/staffcouncil)
- providing effective representation to all staff members at the monthly council meetings
- enhancing the channels of communication so that all staff members stay informed on campus issues
- the goal of creating a comprehensive online glossary listing of the current college committees, their contacts and election procedures
- creating and maintaining a Discount Program Web page; listing many vendors who offer discounts to Smith employees.

Committee members

CRISTIN ABRAMS, Neilson Library
 SANDY BYCENSKI, ITS
 JO CANNON CARSON, ITS
 PATRICIA CZEPIEL HAYES, college relations
 DEB LETOURNEAU, RADS

Staff Council Subcommittee Updates

MARY MARTINEAU, advancement
SAM RUSH, theatre department

Nominations and Elections

One of the ongoing responsibilities of Nominations and Elections is to serve as a conduit between campus committees and staff members who would like to be involved in committee work. Interested individuals should contact committee chair Bill Sheehan, ext. 2222, wsheehan@smith.edu.

Committee members

Dottie Goulet, RADS
Serena Harris, human resources
Bill Sheehan, controller's office

Personnel Policy

The mandate for the Personnel Policy Committee is to examine, review and comment on college personnel policies and to promote improved staff training and development.

The committee meets monthly, with Lianne Sullivan-Crowley, director of human resources, joining the group every other month. The committee has been discussing the following items during the past few months:

- emergency personal leave plan for staff
- medical insurance premiums
- tuition assistance for staff and dependents
- group health plan for retirees
- sharing information about the bonus funding
- job classification review
- market study of specific job categories
- union job postings
- temporary clerical staff on campus
- workload and overtime issues
- computer training

Committee members

CHRISSIE BELL, admission
MARY LOU BOULEY, Neilson Library
MARY CLAYTON, controller's office
PATRICK DIGGINS, RADS
MICHELLE FINLEY, exercise and sports studies
HONEY GILLMAN, controller's office
MIMI LEMPART, Neilson Library
MICHELLE MOYE, admission
MARY ANN PHOENIX, provost/dean of fac. office
PATRICIA RIST, dance department

We encourage you to contact any members of the committee with questions or concerns.

A Message from Patty Kimura, Chair of Staff Council



DICK FISH

I want to begin the year by thanking you. Thank you for being interested and involved enough in the idea of community to take a moment from your busy day to read the *Council Chronicle*. Every big change

starts with small acts, so thank you for this.

We have ambitious and challenging goals this year for Staff Council. While we continue to advocate for larger institutional changes, we also believe we have a responsibility to change the interpersonal work climate in simple and direct ways. We all know that our differences can be a challenge, leading to moments when we misunderstand and poorly treat each other. But they can also be our strength, giving us a wealth of ways to see issues, value each other and solve problems. So the 27-member Staff Council decided to create and participate in a six-part diversity/problem-solving/leadership training program this fall. This training will give us the tools to offer staff another (noninstitutional) way that we can resolve problems together, and improve our daily work lives.

I look forward to the day (today?!) when we see our different races, sexual orientation, physical status, religion, culture, ethnicity, gender, color of uniform, seat in the office, not as a point of conflict or disinterest but as a wealth of experience, a trove of possibility, a darned good thing that will improve our work lives.

2000 - 01 STAFF COUNCIL ROSTER

NAME:	CAMPUS ADDRESS:	PHONE:	E-MAIL:	REPRESENTING:	UNTIL JUNE OF:
Cristen Sankey Abrams	Neilson Library	4162	cabrams@smith.edu	LIB ADMI	2002
Chrissie Bell	7 College Lane	2514	cbell@smith.edu	DOC ADMI	2001
Cyndee Button (Co-Secretary)	Gill Hall	3270	cbutton@smith.edu	CMP ADSU	2001
Sandy Bycenski (Vice-Chair)	Stoddard Hall 23	2634	sbycensk@smith.edu	PPO ADMI	2002
Mary Clayton	College Hall 4	2539	ktaylor@smith.edu	VPA ADSU	2001
Patti Corjay	College Hall 10	2530	pcorjay@smith.edu	DOC ADMI	2001
Patrick Diggins	Cushing Kitchen	2300		RADS SERV	2002
Lisa Dwinell	Haven Kitchen	2300		RADS SERV	2002
Dottie Goulet	Baldwin Kitchen	2300	dottiegoulet@webtv.net	RADS SERV	2002
Michelle Finley	Ainsworth Gym	3971	mfinley@smith.edu	PPO ADSU	2001
Scott Girard	126 West Street	2466	sgirard@smith.edu	OU SERV	2001
Honey Gillman	College Hall 5	2229	hgillman@smith.edu	PHYS At Large	2002
Serena Harris	30 Belmont	2289	sharris@smith.edu	PHYS At Large	2002
Patty Hayes	Garrison Hall	2180	phayes@smith.edu	VPF/PA ADMI	2002
Patty Kimura (Chair)	30 Belmont	2260	pkimura@smith.edu	PPO At Large	2001
Deb Letourneau	Morrow Kitchen	2300	heplumbs00@aol.com	RADS SERV	2002
Mimi Lempart	Neilson Library	2925	mlempart@smith.edu	LIB ADSU	2002
Bob Lesko	Physical Plant	2403	Rlesko@smith.edu	Presidential Appointee	
Clara Lopez	Admission	2523	clopez@smith.edu	Presidential Appointee	
Mary Martineau (Co-Secretary)	Alumnae House	2688	mmartine@smith.edu	VPA ADMI	2001
Janice McDowell	College Hall 5	2217	jmcdownel@smith.edu	VPF/PA ADSU	2002
Pat Rist	Berenson 1	3232	prist@smith.edu	PPO At Large	2001
Sara Rush	Theatre	3249	srush@smith.edu	PPO ADMI	2001
Stephanie Schoen	76 Elm Street	2680	sschoen@smith.edu	PPO At Large	2001
Bill Sheehan (Treasurer/Parliamentarian)	College Hall 5	2222	wsheehan@smith.edu	VPFA/PA ADMI	2002
Joe Stoddard	126 West	2459	jstoddard@ais.smith.edu	PHYS SERV	2002
Maria Vallejo	College Hall 31	2141	mvallejo@smith.edu	PPO ADSU	2002

There are many ways you can communicate with us. Questions, comments or ideas are always welcome!

E-MAIL staffcouncil@ais.smith.edu

THE WEB www.smith.edu/staffcouncil

(From the Web page you may e-mail individual Staff Council members.)

CAMPUS MAIL Send mail to the Staff Council box in Central Services.

TELEPHONE OR IN PERSON See the Staff Council roster above.

STAFF COUNCIL SPONSORED COMMUNITY FORUMS

For more information about
the discount program, visit
www.smith.edu/staffcouncil/discount_page.html