



Staff Council

C H R O N I C L E

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Employee Excellence Award Honorees

In a ceremony honoring many staff members for their 10 to 35 years of dedication and service to the college the following members of the Smith College community are to specially recognized. Nominated by their peers, we congratulate:

Serena Harris, Human Resources - for Diversity & Outreach

"Both her public and private effort to make real the welcoming, inclusive, supportive community that embodies the Smith commitment to diversity."

Khalilah Karim-Rushdan, Health Services & Chapel - for Community, Diversity, Leadership, & Service

"She is a significant force in moving the Smith College community toward cultural change that embraces respect for and civility toward all members, as Muslim chaplain and as a Clinical Social Worker at Counseling Services."

Museum of Art Staff, Museum of Art - for Teamwork

(Stacey Anasazi, Margi Caplan, David Dempsey, Martha J. Ebner, Aprile Gallant, Michael E. Goodison, Alicia Guidotti, Alona M. Horn, Ann D. Johnson, Louise A. Laplante, Ann M. Mayo, Linda D. Muehlig, Nancy L. Rich)

"They define the true meaning of teamwork as shown in their unselfish willingness to take another's burden, unbidden, with humor, caring and shared zest, as they re-opened the MOA."

Marisabel Alvarez, Physical Plant - for Leadership

"She takes initiative to share what she knows, to teach others, to find ways to improve work processes. She exemplifies the quiet leadership of those who lead by deed, not just by word."

AND WHAT THEY WON, beside our undying respect...

Each individual recipient will receive a \$1,000 award (after taxes). Teams or groups are awarded \$2,000 to be divided evenly among the team members.

Thank you to Patty Kimura for submitting information on the award recipients.



Staff Council Chair, Merrilyn Lewis
with Employee Excellence recipient
Serena Harris

Staff Visions

The Staff Visions art exhibit will return to the Books Arts Gallery in Neilson Library for a two-month engagement in November and December, 2003. Registration forms and more information can be found on the Staff Council website www.smith.edu/staffcouncil. **Deadline for submission of registration forms for visual art or creative writing has been extended to Friday, October 17!** We will accept up to 3 art works per person, and each piece must be framed or otherwise "ready to hang" by October 31. Dates for the opening reception, the popular lunch-time gallery talk, our Lunch & Learn presentations are in the Upcoming Events section of this issue of the Chronicle. If you would like further information about Staff Visions, you may also contact a committee member: Cyndee Button, Connie Dragon, Peter-Michael Kinney, Mimi Lempart (chair), Sherry Poirier or Madelaine Zadik.

Upcoming Events:

National Denim Day
Friday, October 10

IS Day
Friday, October 17
Multi Purpose Room, Campus Center
Open to everyone.

Potluck Lunch
Wednesday, October 22
Neilson Browsing Room, 12-2pm
Look for more information through Liaisons

Staff Visions – Gala opening reception
Monday, November 3, 4-6pm
Book Arts Gallery, Neilson Library, 3rd floor

Staff Council Meeting
Wednesday, November 5
Pierce Hall, Mary Maples Dunn Room
Open to everyone.

Lunch & Learn: Gallery Talk I
Tuesday, November 11, 12-1pm
Staff Visions artists discuss their work
Book Arts Gallery, Neilson Library, 3rd floor

Foxwood Casino Trip
Saturday, November 15
More information coming soon!

Lunch & Learn: Gallery Reading
Wednesday, November 19, 12-1pm
Book Arts Gallery, Neilson Library, 3rd floor
Staff Visions writers share their work

Lunch & Learn: Gallery Talk II
Wednesday, December 3, 12-1pm
Book Arts Gallery, Neilson Library, 3rd floor
Staff Visions artists discuss their work

SAVE THE DATE! - Cookie Swap
Monday, December 15

*Please contact your Staff Council representative
for more information.*

Cast your vote...

As new Chair of Staff Council –
Merrilyn Lewis asks:

What issues do you think Staff
Council should be exploring in the
year ahead?

Email your response to
mlewis@smith.edu

Staff Council Priorities

- Community outreach
- Improved communication within the campus community
- Being a part of the solutions

Communications Committee

The Communications committee met to finalize plans for the Community forum on Sept. 24th. Topics included determining a process for soliciting questions from the entire staff in advance of the forum as well as creating a flyer to publicize the forum. Means of distributing the flyer to all staff were also discussed.

Submitted by Nancy Brady

Activities Committee

The Activities Committee is once again coordinating the college's participation in National Denim Day – Friday, October 10th which supports the Susan G. Komen Breast Cancer Foundation. Smith employees will serve as buildings representatives to circulate donation information for the Denim Day campaign until the 10th. Activities Committee members will be collecting donations and distributing pink ribbons during lunch time (12-2PM) on Tuesday, October 7th at the Faculty Club and on Wednesday, October 8th in front of the Campus Center Café. Participants in this fundraising effort, with the approval of their supervisor, may wear denim to work on Friday, October 10th.

Other events for this semester and next are being planned and implemented. If you are interested in joining the Activities Committee or have ideas, suggestions or comments – please contact us at staffactivities@smith.edu

Submitted by Sabrina Marsh

Nominations & Elections

Nominations have been made for the following individuals to the Committee for Sustainability: Michelle Finley and Ann Finley. Also nominated were three individuals to CCCP: Patricia Swan, Jan Cole, and Carrie Hemenway.

Submitted by Kim Allen

Diversity Committee

The newly formed Diversity Committee will be meeting soon and is being headed by Steve Monteiro. If you are interested in being involved with this committee please contact him directly at smonteir@smith.edu

Submitted by Marilyn Lewis

Personnel Policy Committee

Fort Hill Renovations

Under OCCS regulations lead levels were a problem when the Infant Toddler program and campus school combined. The project to remove the lead will take 3 weeks, hopefully the school will open on August 25th.

Internal Mobility

Lianne spoke about how well the internal mobility has been received at Smith and has been very successful. The managers have been working hard on flattening (making more generic) the work descriptions to permit greater flexibility and movement. Also managers are being asked by HR to examine closely if a position vacant by attrition is still needed. If the manager is uncertain, then HR suggests considering a number of possibilities: looking at other ways to accomplish necessary responsibilities, identifying what work can be stopped, thinking about options such as limited-term positions. A Labor Management Task Force in Physical Plant and RADS are working together to re-examine positions, rethink, and redistribute assignments. It's proven to be a very healthy give-and-take discussion, resulting in a number of changes in both areas.

There was some discussion about limited term and grant funded positions who apply for the internal mobility positions will be treated as external candidates. Also Lianne clarified that the internal mobility opportunities allowed for upward as well as downward (if the employee chose) movement.

New Employee Orientation

The ad hoc committee attended the Human Resources New Employee Orientation. They will be meeting soon and report back their suggestions.

Submitted by Sandy Bycerski

Thank you!

Staff Council and the Staff Council Communications Committee would like to express a big THANK YOU to all the "Lunch and Learn" presenters for the academic year 2002-03. They are **Mimi Lempart** and **Sherry Poirrier**, "Enchanted Circles and Beyond," **Marsha Leavitt**, **Pat Billingsley**, **Barbara Day**, **Nickie Michaud**, **Jo Cannon Carlson** and **Sara Fisher**, "Craft Demonstrations," **Jennifer Walters**, "Living With Uncertainty," **Stephanie Schoen**, "Virginia Woolf in the World of Smith College," **Nancy Brady** and **Susan Etheredge**, "Pictures and Words: The Perfect Union," and **Tracey Putnam**, "Putting the Garden Bed to Rest and Planting Bulbs." These noteworthy presentations build invaluable connections within our Smith community by providing time to learn about our fellow co-workers' interests or areas of professional expertise. The "Lunch and Learn" committee looks forward to the upcoming year. Please contact Cyndee Button cbutton@smith.edu with any ideas or suggestions that you might have for future lunch gatherings.



PHOTO CREDIT: Dick Fish
Front row: Nancy Brady, Stephanie Schoen, Sara Fisher
Middle row: Tracey Putnam
Back row: Cyndee Button, Jennifer Walters, Susan Etheredge, Marsha Leavitt
Not shown: Mimi Lempart and Sherry Poirrier

Please Contribute!

THE STAFF COUNCIL CHRONICLE is published bimonthly by the staff of Smith College, Northampton, Massachusetts. Staff are encouraged to submit news, updates, and other items reflective of their Smith experience. Letters-To-The-Editor are welcome and should include a campus address. The Chronicle reserves the right to edit material for clarity and length.

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Goddess imparts wisdom

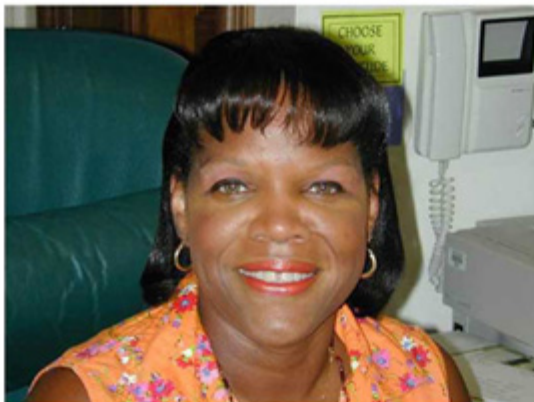
by Mary Martineau

Who recently made a lasting impression on the young minds of Holyoke's Lynch Middle Schoolers? It was our very own Goddess of Space, aka Alumnae House Events Coordinator and Secretary/Receptionist, Jonelle Dennis. A guidance counselor asked former Alumnae Association colleague, Elisabeth England '97, now teaching seventh grade at the Lynch Middle School, for Career Day speaker suggestions. She especially wanted to bring in a speaker who had a career without a four-year degree and who would be willing to speak to the students. Elisabeth immediately thought of Jonelle, whom she described as "the *major domo* of the Alumnae House."

Jonelle thought it would be a great idea to bring along some Smith souvenirs for the students. Collaborative efforts filled "This is About Smith" bags with an array of goodies including latté mugs with the Smith logo from the Alumnae Association; a new campaign video, tattoos, pins, those infamous fluorescent pink and green sunglasses (a huge hit) and hats from Campaign Marketing; "floating pens" from the Alumnae Fund; the "Great Moments in Smith History" timeline poster from the Admission Office; and some very colorful pads and pencils from the Office of Institutional Diversity. A big thank you goes out to Joyce Allen who pitched right in to help stuff the bags. Since Jonelle wasn't going empty-handed, she enlisted the help of Steve Monteiro, our former "man in the white house," to get a college van and drive her to the school. Steve was tremendous help in loading the van with gift bags for the 75 students with whom she would be speaking.

As soon as Jonelle began her discussion, she dazzled the crowd with her magic. She worked the room like a pro, tossing goodies to the students when they participated (a trick she apparently learned from our own fearless leader, Karin George). The kids really identified with Jonelle when she explained that she had grown up in Holyoke, and that the Holyoke Boys and Girls Club is now located where her family home used to sit.

In addition to career information, Jonelle provided these students with a glimpse into another world just a short drive down the road. None of the students had ever visited Smith, and only three students had ever been to Northampton. Jonelle handed out campus maps to everyone and proceeded to talk about her favorite Smith places. Their eyes grew big like saucers and they sat in rapt attention hanging on to her every word as she tantalized them with images of the Smith campus and its vast treasures. She described the beauty of Paradise Pond, the waterfall, the boathouse, the indoor swimming pool, Lyman Plant House, Brown Fine Arts Center and the construction of the student center. When Jonelle described the housing system, the kids were eager to learn about some of Smith's traditions like candlelight dinners and Friday afternoon teas.



when this fabulous woman spoke at Career Day in Holyoke...."

In Elisabeth England's thank you letter to Carol Christ, she wrote the following glowing review:

"Jonelle was a wonderful speaker, and held usually rambunctious children in the palm of her hand when she spoke of her upbringing in Holyoke. She really got them interested, though, when she talked about how great Smith is and how proud she is to work there. She played a video that showed women of color prominently woven into the fabric of the campus to a predominantly Hispanic school, and yes, they noticed. Many of the thank you notes the children wrote said they want to go to Smith. Who knows, one day, a future Smithie from the Class of 2012 may write on her application essay, "I first heard about Smith College

With her dynamic personality and enthusiasm for Smith, it's not surprising that Jonelle made such a positive impact on these kids. She's a great inspiration and role model for us all.