Meaningful and Lasting Change Does Not Happen Overnight

"The climate of this campus points us in the right direction to move toward change. The courage and the determination of the talented people we have at Smith, makes things happen," in a review CCWO for THE COUNCIL, Carmen Santana-Melgoza also said that, "Dialogue marks the birth of change; planning takes it from its infancy to teenagehood; action makes it an adult; acceptance gives it maturity; and valuing it makes it divine!"

The Campus Climate working Group (CCWO) was organized by Ruth Simmons during her first year as President of Smith. Its first meeting in April, 1996, was in response to racially-biased incidents on campus which led to the recognition that the college needed a means through which the Smith Community could voice its concerns over issues relative to the climate of the campus.

The group's purpose is to hold open dialogue on issues of interest and to initiate courses of action to address those concerns. One example of this action is the lecture series organized by the CCWO's Public Events Subcommittee.

A newsletter summarizing the discussion of each meeting of the CCWO is distributed to all students, faculty and staff. All members of the Smith Community are encouraged to participate in the discussions. As Carmen says, "I look forward to hear from you!"

Several well-known writers and activists, including Cornel West, Henry Louis Gates, Molly Ivins, Dennis Hyshik and Randall Kennedy, provided informative and provocative dialogues for the community. In 1997, the subcommittee will continue its efforts to bring speakers to the campus who will share their thoughts on current societal concerns. For the spring semester, this will include immigration policy as well as gay and lesbian issues.

Notes from the Chair

A noted earlier in this column, 1996–97 has been a year of change and growing opportunities for staff in the committee life and policy-making process of the college. For the first time, staff members have been asked to serve on the college's self-study teams for reaccreditation, and staff members are currently serving on eight of these teams. In addition, several of the teams have solicited input from Staff Council as part of their review.

I was asked to serve on the steering committee that is reviewing the 130 plus proposals that have already been submitted for consideration as part of the process. We have staff representatives on several campus committees including, but not limited to, the Advisory Committee on..."
LETTERS, ETC.

To the Editor

In President Clinton's Inaugural address, he said, "The preeminent mission of our new government is to give all Americans an opportunity—not a guarantee—but real opportunity to build better lives." Why not a guarantee? Veterans are given guarantees for at least subsistence living for their service to their country. Those of us eligible for social security are guaranteed some income upon reaching a certain age. People who get pensions from government service are guaranteed income in their retirement. Our government guarantees millions of dollars to millions of people.

But the same system drives many people into poverty, illness and disability. The same system has discriminated against Afro-Americans, Hispanics, Jews and Asians. It has made a conscious effort to guarantee success for the white and wealthy. The same system does the same thing today under the guise of restricting immigration, attacking illegal immigrants and fighting affirmative action.

In our broken world, there will always be the poor and the bent. No amount of opportunity or money will make them go away. It is the most basic notion of social progress that assumes those at the bottom will disappear into the joy of hard work and education.

The nation's political and business leaders need to get off the high horse of rhetoric about opportunity. All societies whether capitalist, socialist or communist will have citizens who cannot compete, who are poor and sick, drugged or drunk, or depressed. A truly moral and humane country will guarantee more than opportunity. It will assure citizens in poverty the financial means whereby they can survive with dignity.

Perhaps, while this society's representatives in Washington remain blind to the real needs of a growing segment of the population, grass-roots organizations, like Staff Council, can help. In addition to sponsoring group activities for ourselves, besides volunteering for public television fund-raisers, couldn't Staff Council also support some of the social service programs in our community? Caring for the poor, the homeless, the vulnerable, must be seen as a duty, an obligation and privilege. This is the paradigm that the well cared for employees of Northampton's largest employer ought to be leading!

(name withheld by request)

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NOMINATION FORM
1997–98 STAFF COUNCIL

NAME OF NOMINEE

DEPARTMENT/GROUP

Please check one:

☐ Service Staff (SERV)
☐ Administrative Support Staff (ADSU)
☐ Administrative Staff (ADMI)

Nominated by:

☐ Self
☐ Other than self (Please check with nominee first)

There are 25 Staff Council vacancies in the following areas:

Campus School
Chief Advancement Officer
Dean of the Faculty
Dean of the College
Dean of Enrollment
Health Services
Physical Plant
President's Area
RADS

1 ADSU or ADMI
1 ADSU or ADMI
1 ADSU or ADMI
1 ADMI
1 SERV or ADSU or ADMI
3 SERV and 1 ADMI
1 ADSU and 1 ADMI
2 SERV

OPTIONS!!!

Return this form via campus mail to Sheri Peabody, College Hall 23
or
E-mail nominations to aiwa@smtpbody or smithvacm@msn.com

Phone in your nominations to Sheri Peabody, x2690 or Chris Ryan, x2962

DEADLINE FOR NOMINATIONS IS MONDAY, MARCH 3, 1997

You may nominate yourself for a Staff Council position if there is an opening in your area, or you may nominate someone else from one of the areas with an open position. If you are nominating someone else, please get their permission before you do so.
Learn & Earn at Smith

Louise Walton did it and so have more than forty others. Barbara Kozlowski and Charlene Moran are doing it now. These are just three college employees who have, are, or will earn their Smith degrees, while working full-time.

According to Ellie Rothman, director of the Ada Comstock Scholars Program, "Nine women who are still employed by the college, earned their degrees through the Tuition Waiver Plan. Nine more who took advantage of the TWP for part or all of the educations, have since left their positions at the college and an additional nine ACS alumni are current employees." In addition, as least 16 more Ada's have worked for the college before receiving their degrees.

During the current academic year, eight regular employees are enrolled as Ada Comstock Scholars. Rothman explained that, "Each of them was required to complete at least four courses (16 credits) through the Tuition Waiver Plan before applying for admission to a degree program. The demonstrated ability to be successful while both working and going to school increases the probability of admission considerably, when compared with that of the pool as whole."

Barbara Kozlowski reports that, "The simple step to being a full-time staff person and a part-time student at Smith is setting daily goals. Each day brings new challenges on the job and in school whether it is too many work projects or too much homework!" Kozlowski says that each semester she gives up lots of free time to meet school deadlines. She has found that by real discipline, she can go to bed at 9 with the alarm set for 2 or 3 a.m., so that her reading time is undisturbed. "I take one class a semester and this method of time management works best for my lifestyle," said Kozlowski. "And you say, Eight more years?" and I say, 'There's a light at the end of the tunnel!'

Charlene Moran has been taking courses for most of her 12 years on the college staff. "I enjoyed the classes immensely and being there in the classroom gave me a much greater appreciation for the excitement, challenge and the workload that is student life at Smith," she said. "As I began to develop an interest in sociology, it became clear that I very much wanted to complete the undergraduate degree that I had started many years ago. I began as an AEA this past semester and one of the best things for me is to maintain an enthusiasm and temper it with reason - that is, recognizing how much I can do and do well. Working full-time, being a student, and having a family is a challenge, but this wonderful benefit we have as women staff at Smith, it can be the road to making dreams come true," Moran explained.

Rothman stressed that she has always been impressed by and grateful to, supervisors who can be "adaptable and allow employees the flexible time they sometimes need in order to take specific courses required for their majors, thus supporting the development of their staff."

—Dick Fish

Get Involved!

WGBY Fundraiser—The next WGBY pledge drive is coming up in March. Volunteers are needed to answer phones and record pledges during an upcoming on-air promotion. Let us hear from you. Call Judy Blair, or Cindy Ruel at ext. 2923. Transportation and Smith College T-shirts will be provided.

Blitzgrid Basketball Trip—The Staff Council Activities Committee is sponsoring a bus trip to the Springfield Civic Center on the evening of Thursday, February 20, for a 7-pm game between New England and Rhode Island. Women's basketball was born at Smith College. Don't miss out on an opportunity to see women's professional basketball featuring many Olympic and NCAA Final Four standouts. For the bargain price of $15.00, you will receive a ticket to the game and transportation to the Springfield Civic Center. If you live in the Smithfield area and do not need transportation you may purchase tickets separately for $8.00 each. The bus will begin boarding in Amawalk parking lot at 5:45 and depart at 6 pm. For reservations or more information, call Judy Blair or Cindy Ruel at ext. 2923 in Neilson Library.

A Day In Boston—The Activities Committee is also sponsoring a trip to Boston on Saturday, March 15. The bus will leave Smith at 8 am and proceed to Faneuil Hall/Quincy Marketplace for a morning of shopping. At approximately 1 pm, we will travel to the 1997 New England Spring Flower Show at the Bayside Expo Center to enjoy over 40 glorious displays by some of the best horticulturists in New England and the world. If you would rather spend the entire day on your own, you need not purchase a ticket for the flower show. The cost is $27.00 for transportation and a ticket to the flower show, or $12.00 if you only want transportation. For information or reservations, please call Judy Blair or Cindy Ruel at ext. 2923.
Notes from the Chair

Resource Association (ACRA), Committee on Community Policy, Campus Planning Committee, the Society Organised Against Racism Council, Human Resources Advisory Committee, Economics Committee, AIDS Education Committee and the Special Events Committee of the Community Climate Working Group.

Recently, the Staff Council was asked to recommend two staff members to serve on the Board of Trustees' Investor Responsibility Committee, a group charged with monitoring social issues related to the operations of corporations in which the College invests and to establish policies for the voting of stock proxies. This task has been made up of two trustees, two faculty members, and two students. However, the board determined that consistent with the trustees' stated intent to "respect and protect the right of each member of this community to open expression and individual judgment," membership of the group should be expanded by the addition of two staff representatives appointed by the President. I am pleased to report that Audrey Pomeranz, Assistant for Administration in the Art Department, and Stacey Rosko, Staff Council member and Junior Buyer, have agreed to serve on this committee.

One of the responsibilities of Staff Council is to respond to such requests by the president, the board, and various committees throughout the community. It is vitally important that we know of your interests in serving the community so that we may draw from the broad pool of staff as we respond to situations.

In November, President Simmons established a 15-member staff committee to "develop a long-term plan that will address the challenges our staff will face in the future." The Staff Self-Study Committee is composed of staff from all areas of the college and representing each classification. The members are: Eld Daly, Chair, Miguel Candelario, Lisa DeCarolis-Osipowicz, Mickey Finn, Dottie Goulet, Patricia Hayes, Michelle Laplante, Sarah Lazansky, Maureen Lutwin, Wayne Nelson, Sheri Pembury, Bruce Sajdak, Kathy Sattler, Glenda Corbett, Bill Sheehan, and Marilyn Woodman are serving ex officio, and Marta Ostapchuk-Stahl is our liaison with the self-study project. At this writing, the committee has met six times and held a focus group with RADS staff attended by over 30 people. One of our goals is to contact every one of the 855 staff members on campus to solicit your ideas, thoughts, and dreams. We have already contacted 295 employees in 32 departments. This is an ambitious project, but one we hope will bear fruit and allow us to seize the opportunity to effect real, positive change in the interaction between staff and the rest of the college community.

The president has called for people to think big, without concern, initially, for budgetary questions. I am asking that you think about all of those suggestions, complaints, and observations you have made over your time at Smith about what this college needs to make it a stronger, more effective institution. How might your working life be better, more efficient, less stressful, and more fulfilling? Now we know that parking is an issue—you can even tell us again—but take it to the next level and tell us what are your ideas for addressing the problem? Then write down, send an e-mail, memo or letter. But please, put your proposals forward to the self-study teams so that they are heard and receive consideration. Your proposals can be sent to the self-study office where they will be sent on to the staff team and any other appropriate review body, or you can send an e-mail to the Staff Self-Study Team at:

staff_planning@smith.edu

We have a window of opportunity here to help chart the direction of this college for the next 20 years. In order to make Smith the very best women's liberal arts college in the country, we need an exchange of ideas reflecting the entire community. I don't believe that staff want to be the edge of the community and the decision making about what is truly important to Smith. So let your ideas be heard. Talk to your colleagues, be bold, and dare to envision how Smith might be if only...
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**‘Sophia’s Neighbors’ Find the Information Superhighway At Smith**

Harfield resident and college staffer, Alan Bloomer, hosted an introduction to the Internet on campus in January. More than 20 Harfield residents and school teachers hopped on our electronic surfboards and rode the Internet for the first time as part of a series of computer literacy classes offered by Harfield’s Net Day Initiative. Volunteers like Bloomer are guiding neighbors and Internet novices onto the waves of the World Wide Web for an introductory look around.

According to Bloomer, “An energetic group of parents and educators have teamed up to work towards a statewide ‘Net Day’, scheduled for April 5th. On that day, communities throughout the state will sponsor events to promote use of the Internet in elementary and secondary school classrooms, as well as build support for wiring schools and town facilities to connect to e-mail networks with the wide range of free electronic information resources.”

Harfield residents who would like more information, should contact Jan Davis at 247-5866 or Beere Elementary School Technology Coordinator, Peggy Westcott at 247-5010. You can visit the Harfield Net Day web site at: [http://k12.phast.umass.edu/~jsaw/harfield.htm](http://k12.phast.umass.edu/~jsaw/harfield.htm)

**Less Tangible Benefits Overlooked**

Last year, the members of Staff Council worked so diligently to come up with ideas to boost staff morale at Smith, and in so doing, asked for suggestions from other staff members as to what might help bring the community together. I thought at the time that it might be nice to hear from people about why they like working at Smith, rather than only about why they don’t like it here. I somewhat foolishly suggested that there be a column periodically in THE CHRONICLE about the ‘little things’ (and sometimes not so little) things that make this great place to work. Guess what? I get to write the first article!!!

Working in the Financial Aid Office during the spring and summer has been more hectic, stressful and nerve-wracking than any time in the past ten years that I have worked here. So, while it was a struggle just to find a few minutes to do things I enjoyed such as write this article, it was also a good thing for me to step back and to reassess what it is I like about Smith.

The College is wonderful in the ways that mean so much to all of us in terms of salary levels, medical benefits, educational benefits, etc. But I think, all too often, the less tangible get overlooked. I wonder whose else I could work that would afford me the opportunity to work-out at a free health club every day, if so choses. Where else could I go to lunch and get a delicious sandwich or salad for $2.00 (and not have to pay until next month!). How many employers provide the solitude afforded in the Cape Cod? How about the Japanese Tea House? Where else could you work and go through a first class art museum during your lunch hour?

I’m sure there are other great things about Smith that I haven’t mentioned here and that I may not even know about. I hope that there are other people who feel good about working at Smith and might take the time to jot down a few words for the next issue of THE CHRONICLE. —Sue Stano

[Illustration: A Little In-Put, Please]

The Staff Council Communications Committee is seeking ideas from the College Community which will increase the usefulness of the college telephone directory.

Committee Chair, Lane Hartman, solicited suggestions at the November Community Forum and the current list includes the following:

- Campus Map
- Correct E-Mail Addresses
- Alias E-Mail Addresses (WCR, CTL, SAMS, BENEFITS)
- Network Server included with department listings
- Aonway of Smith Terms (ACAI, SAMS, FCLAC)
- College Organizational Chart
- Expanding the Ready Reference (cross references)

If you have other suggestions, please feel free to e-mail "StaffCouncil@ASS" or contact any Staff Council members with your ideas. Staff Council committee members will bring all suggestions to Director of Publications, John Eue, early in the semester.
On My Mind
Some Thoughts About Diversity

As we work to learn more about each other, our differences and our similarities; as we struggle to celebrate rather than just tolerate each other, we have something else to remember. This process of pastoral connecting enriches our lives and cements our identity as humans: one category with equal membership.

If we don’t break people down into subgroups—Asian-Americans, African-Americans, etc.—we won’t assign different values to each group. “Like democracy, diversity encourages us to establish a unifying context, a community of meaning and action in which individual differences can thrive and strengthen the community that nurtures them,” according to Edgar Beilenson, Dean of the College of Humanities at Wesleyan.

We must each take the initiative and invest the time to see the disconnections, connections and intersections of our lives together.

In Beckman’s piece in a recent edition of the New York Times Magazine, he says that diversity is an intellectual venture. “Just as demographic diversity has increased hand in hand with the expansion of educational opportunity for all, the increasing diversity of knowledge has been a part of a knowledge explosion that has enriched the curriculum and made it more challenging.” Beckman sees the increased access to higher education and the creation of new pathways to knowledge as good for students, good for educational institutions and good for American society. “To produce this result, colleges and universities have had to respond to new students who speak other languages and learn differently, to teach courses some call remedial, to explain what influences a professor’s choice of subject matter and to produce new pedagogical techniques.”

Whether that’s down the valley at Wesleyan or here at Smith, diversity will continue to be a valuable resource that we can all use and learn from. We must each take the initiative and invest the time to see the disconnections, connections and intersections of our lives together. There is no quick fix. Only hard, heartfelt work can develop a spirit of wisdom and revelation, and then only if we remember that we are all traveling the same road, together.

There is no back-up plan. It is up to us.
—Dick Fish

Smith College Staff Council Mission

The mission of the Smith College Staff Council is to give members of the administrative, administrative support, and service staff a focused and direct involvement in the governance of non-academic affairs and in the life of the Smith College community.

The Staff Council will ensure participation of staff in the policy-making process, promote visibility of staff as valuable members of the Smith community, and facilitate a sense of belonging within the community. The Council will examine policies affecting the employment environment and the community and make recommendations to the appropriate committees and administrators. The Council will actively seek to involve all segments of the College's diverse staff in the Council's decision-making process.

The purpose of the Staff Council is to promote the welfare of the staff and the College, and to enhance the role of staff within the College. The Council will engage in the following activities in order to realize these goals:

1. As a council of shared governance for the College, the Council will hold regular meetings.
2. As a council of shared governance for the College, the Council will hold regular meetings.
3. As a council of shared governance for the College, the Council will hold regular meetings.
4. As a council of shared governance for the College, the Council will hold regular meetings.
5. As a council of shared governance for the College, the Council will hold regular meetings.

Staff Council Meetings

The Staff Council meets regularly to discuss various issues affecting the staff of the College. The Council meetings are open to all members of the staff and are advertised in the College's biweekly newsletter. The agenda for each meeting is posted on the Council's website prior to the meeting.

The Council works closely with the administration to ensure that the interests of the staff are represented in the decision-making process. The Council is also responsible for reviewing and making recommendations on policies and procedures that affect the staff.

The Mother of Staff Council:
Staff Connections

Bell, Skelly, Wittig, Girard, Kreiger. These are just some of the folks who comprised multi-cultural training with the Equity Institute in 1988. Their final assignment was to be an ongoing challenge: "increase the level of communication among Smith staff," and Staff Connections was the result.

THE CHRONICLE interviewed Chrissie Bell, Scott Ozard, and Kevin Skelly. [Kevin recently left Smith to be a full-time Umass student] so that we could share a little staff history.

Although Staff Connections was not an officially recognized campus organization, modest funding was provided by College Hall. According to Chrissie Bell, former president Mary Dunn was very supportive of a staff organization, "right from the first arrival at Smith." So money to publish a newsletter magically appeared from the Committee on Community Policy.

Staff Connections organized weekly Lunch Bunch gatherings at Davis, a softball group and a gardening group, a diversity group with SOAR and a international picnic. They sponsored open meetings for staff to speak out about work issues and bring to campus, Bill Cosby's Black history, "Lost, Stolen or Strayed."

"Frustration over inequities brought us together," Scott Ozard told a reporter. We gather to decide until we decided to write a newsletter. Even then there was difficulty over legal issues, mostly slander. One person's slander is another person's reality, in my opinion. But our discourse with the campus was free. We were able to write about anything that concerned us at the moment. I enjoyed this time and its comrades. Some of us became quite intimate friends," he said.

Kevin Skelly tells us, "Some of the folks began to contact similar organizations in the five-college are, and some other colleges around the country. When we began to see the various levels of legitimacy some of these groups enjoyed and the degree of organizational development they had achieved, we began to see the possibility of doing similar things at Smith."

Staff Connections became the bridge to the formation of Staff Council, and Girard remembers spending, "long hours and frequent meetings about hard issues as we learned the language of inclusion in order to write the charter for Staff Council." He says, "the language is there. It is up to staff to use it and keep it in good repair." "To keep Staff Council vital will take commitment from all sectors of the staff community," Girard said. "If participation of the entire staff community is not realized then it cannot function as a truly representative body. But I keep asking myself, if this happens, whose fault will it be?"
On My Mind
Some Thoughts About Diversity

As we work to learn more about each other, our differences and our similarities; as we struggle to celebrate rather than just tolerate each other, we have something else to remember. This process of pastoral connecting enriches our lives and cements our identity as a unique, one-of-a-kind category with equal membership.

If we don’t break people down into subgroups - Asian-Americans, African-Americans etc. - we won’t assign different values to each group. “Like democracy, diversity encourages us to establish a unifying context, a community of meaning and action in which individual differences can thrive and strengthen the community that nurtures them,” according to Edgar Beichtien, Dean of the College Universities at Wesleyan.

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There is no back-up plan. It is up to us.

—Dick Fisk

HISTORY

The Mother of Staff Council: Staff Connections

Bell, Skelly, Wittig, Girard, Kreiger.

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Their final assignment was to be an on-going challenge: increase the level of communication about Smith staff, and that was the result.

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Although Staff Connections was not an officially recognized campus organization, modest funding was provided by College Hall. According to Chrissie Bell, former president Mary Dunn was very supportive of a staff organization, “right from day one, at Smith,” so money to publish a newsletter magically appeared from the Committee on Community Policy.

Staff Connections organized weekly Lunch Bunch gatherings at Davis, a softball group and a gardening group, a diversity group with SOAR and an international picnic. They sponsored open meetings for staff to talk about work issues and brought to campus, Bill Cosby’s Black history, “Lost, Stolen or Strayed.”

“Frustration over inequities brought us together,” Scott Ozard told a reporter. We got about until we decided to write a newsletter. Even then there was difficulty over legal issues, mostly slander. One person’s slander is another person’s reality, in my opinion. But our discourse with the campus was free. We were able to write about anything that concerned us at the moment. I enjoyed this time and its confradery. Some of us became quite intimate friends,” he said.

Kevin Skelly told us, “Some of the folks began to contact similar organizations in the five-college area, and some other colleges around the country. When we began to see the various levels of legitimacy some of those groups enjoyed and the degree of organizational development they had achieved, we began to see the possibility of doing similar things at Smith.”

Staff Connections became the bridge to the formation of Staff Council, and Girard remembers spending, “long hours and frequent meetings about hard issues as we learned the language of inclusion in order to write the charter for Staff Council.” He says, “The language is there. It is up to staff to use it and keep it in good repair.” To keep Staff Council vital will take commitment from all sectors of the staff community, Girard said. “If participation of the entire staff community is not realized then it cannot function as a truly representative body. But I keep asking myself, if this happens, whose fault will it be?”

Smith College Staff Council Mission

The mission of the Smith College Staff Council is to give members of the administrative, administrative support, and service staff a focused and direct involvement in the governance of non-academic affairs and in the life of the Smith College community.

The Staff Council will ensure participation of staff in the policy-making process, promote visibility of staff as valuable members of the Smith community, and facilitate a sense of belonging within the community. The Staff Council will examine policies affecting the employment environment and the community and make recommendations to the appropriate committees and administrators. The Council will actively seek to involve all segments of the College’s diverse staff in the Council’s decision-making process.

The purpose of the Staff Council is to promote the welfare of the staff and the College, and to enhance the role of staff within the College. The Council will engage in the following activities in order to realize these goals:

1. Act in an advisory capacity to the President.
2. Advocate on behalf of rights and needs of College staff.
3. Provide a communication network for the exchange of information among staff.
4. Enhance communication between employees and the College.
5. Examine personnel policies and other policies affecting the employment environment and make recommendations to appropriate administrators and committees.
6. Establish standing and ad hoc committees as appropriate to the performance of its functions.
7. Recommend staff to the President for appointment to College committees.
8. Conduct public meetings, forums, surveys, etc. to determine staff needs and opinions and to discuss topics of interest.
9. Exercise control over the internal operations and maintenance of the Staff Council.
10. Staff Council is not a labor organization. Nothing contained in the Staff Council Charter will be construed as authorizing the Staff Council to negotiate grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.
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### 1996–97 STAFF COUNCIL ROSTER

**Sophia's Neighbors**

Find the Information Superhighway At Smith

Harvard resident and college staffer, Alan Carminger, hosted an introduction to the Internet on campus in January. More than 20 Harvard residents and school teachers trampled on our computer surfboards and rode the Internet for the first time as part of a series of computer literacy classes offered by Hallfield's Net Day Initiative. Volunteers like Bloomgarden are guiding neighbors and Internet novices onto the waves of the World Wide Web for an introductory look around.

According to Bloomgarden, "An energetic group of parents and educators have teamed up to work towards a statewide "Net Day", scheduled for April 5th. On that day, communities throughout the state will sponsor events to promote use of the Internet in elementary and secondary school classrooms, as well as build support for wiring schools and town facilities to connect to a Web network with the wide range of free electronic information resources." Hallfield residents who would like more information, should contact Jan Davis at 247-5866 or Joan Sicard at 247-5859.

If you have other suggestions, please feel free to e-mail "Staff Council@AISB" or contact any AISB members with your ideas. Staff Council committee members will bring all suggestions to the Director of Publications, John Euse, early in the semester.

**Staff Users' Group Expands**

Canadian Scott Girard, the founder and volunteer leader of the Smith College Users' Group has expanded the hours of computer classes for staff. A new workshop for housekeepers who live in the Hilltowns began recently at 4 pm on Wednesdays, in the Seelye basement computer lab. Wednesday evening classes continue to be offered from 6-10 pm and 11 am. Scott Girard, has volunteered to teach word processing and Girard adds, "This is a perfect opportunity for anyone with a home computer and Windows 95, to learn word processing the proper way."

Saturdays, Girard offers a graphics workshop from 9:30-11 am in the Seelye 84 Digital Design Studio. He invites us to explore the Users' Group web site at: http://www smith.edu/~sgirard/userr.html or his personal homepage at: http://www smith.edu/~sgirard.

Less Tangible Benefits Overlooked

Last year, the members of Staff Council worked so diligently to come up with ideas to boost staff morale at Smith, and in so doing, asked for suggestions from other staff members as to what might help bring the community together. I thought that the time that it might be nice to hear from people about why they LIKE working at Smith, rather than only about why they don't like it here. I somewhat foolishly suggested that there be a column periodically in THE CHRONICLE about the 'little things' (and sometimes not so little) things that make this a great place to work. Guess what? I get to write the first article!!!

Working in the Financial Aid Office during the spring and summer has been more hectic, stressful and nerve-wracking than at any time in the past ten years that I have worked here. So, while it was a struggle just to find a few minutes to do things such as write this article, it was also a good thing for me to step back to and reassess what it is I like about Smith.

The College is wonderful in the ways that mean so much to us in terms of salary levels, medical benefits, educational benefits, etc. But I think, all too often, the less tangible get overlooked. I wonder whose else could I work that would afford me the opportunity to work at a free health club every day, if I choose. Where else could I go to lunch and get a delicious sandwich or salad for $2.00 (and not have to pay until next month)!. How many employers provide the solitude afforded in the Cape Cod Gardens or at the Japanese Tea House? Where else could you work and go through a free museum during your lunch hour? I'm sure that there are other great things about Smith that I haven't mentioned here that I may not even know about. I hope that there are other people who feel good about working at Smith and might take the time to jot down a few words for the next issue of THE CHRONICLE. — Sue Stano

### A Little In-Put, Please

The Staff Council Communications Committee is seeking ideas from the College Community which will increase the usefulness of the college telephone directory.

Committee Chair, Lane Hartman, solicited suggestions at the November Community Forum and the current list includes the following:

- Campus Map
- Correct E-Mail Addresses
- Alias E-Mail Addresses (WCR, CTL, SAMS, BENEFITS)
- Network Server included with department listings
- Acomy of Smith Terms (CAIS/CAIS, SAMS, RCLAC)
- College Organizational Chart
- Expanding the Ready Reference (cross references)
Resource Association (ACRA), Committee on Community Policy, Campus Planning Committee, the Society Organised Against Racism Council, Human Resources Advisory Committee, Ergonomics Committee, AIDS Education Committee and the Special Events Committee of the Community Climate Working Group.

Recently, the Staff Council was asked to recommend two staff members to serve on the Board of Trustees' Investor Responsibility Committee, a group charged with monitoring social issues related to the operations of corporations in which the College invests and to establish policies for the voting of stock proxies. This group has been made up of two trustees, two faculty members, and two students. However, the board determined that consistent with the Trustees' stated intent to "respect and protect the right of each member of this community to open expression and individual judgment," membership of the group should be extended by the addition of two staff representatives appointed by the President. I am pleased to report that Audrey Pomerantz, Assistant for Administration in the Art Department, and Stanley Rosko, Staff Council member and Senior Buyer, have agreed to serve on this committee.

One of the responsibilities of Staff Council is to respond to such requests by the president, the board, and various committees throughout the community. It is vitally important that we know of your interests in serving the community so that we may draw from the broad pool of staff as we respond to invitations.

In November, President Simmons established a 15-member staff committee to "develop a long-term plan that will address the challenges we face in the future." The Staff Self-Study Committee is composed of staff from all areas of the College and representatives of each classification. The members are: Elda Blair, Chair, Miguel Candelario, Isha DeCavalcanti-Osowskcy, Mickey Finn, Dottie Goulet, Patricia Hayes, Michelle Laplante, Sarah Lazare, Maureen Litwin, Wayne Nelson, Shari Penuddy, Bruce Sajdak, Kathy Saffis, Gwin Corbell, Bill Sheehan, and Marilyn Woodman.

Of our goals is to contact every one of the 855 staff members on campus to solicit your ideas, thoughts, and dreams. We have already contacted 295 employees in 32 departments. This is an ambitious project, but one we hope will bear fruit and allow us to seize the opportunity to effectual, positive change in the interaction between staff and the rest of the college community.

The president has called for people to think big, without concern, initially, for budgetary questions. I am asking that you think about all of those suggestions, complaints, and observations you have made over your time at Smith about what this college needs to make it a stronger, more effective institution. How might your working life be better, more efficient, less stressful, and more fulfilling? Now we know that parking is an issue — you can even tell us again — but take it to the next level and tell us what your ideas are for addressing the problem? Then write down, send an e-mail, memo or letter. But please, put your proposals forward to the self-study teams so that they are heard and receive consideration. Your proposals can be sent to the self-study office where they will be sent on to the staff team and any other appropriate review body, or you can send an e-mail to the Staff Self-Study Team at: staff_planning@smith.edu.

We have a window of opportunity here to help chart the direction of this college for the next 20 years. In order to make Smith the very best women's liberal arts college in the country, we need an exchange of ideas reflecting the entire community. I don't believe that staff went to be at the edge of the community and the decision making about what is truly important to Smith. So let your ideas be heard. Talk to your colleagues, be bold, and dare to envision how Smith might be if only ...
It's Staff Council Election Time!!!

The Staff Council Nominations and Elections Committee is currently seeking nominees to run for election for the 1997-98 Staff Council. There will be 15 Staff Council vacancies for next year's Council. We have listed the open positions on the Nomination Form (see next page).

If you refer to the list of the present Staff Council members (see page 8), next to the name you will see the area they represent and the length of the term. The members listed with a term of 2 years will serve on the Council again for the 1997-98 academic year, so there is no need to nominate that person. The members listed with a term of 1 year are the positions we are looking to fill. The current member holding that position may be nominated and run for re-election. If you are nominating someone other than yourself, you should get permission from that person before writing his/her name on the Nomination Form.

Learn & Earn at Smith

Louise Walton did it and so have more than forty others. Barbara Kowalski and Charleen Moran are doing it now. There are just three college employees who have, are, or will earn their Smith degrees, while working full-time.

According to Ellis Rothman, director of the Ada Comstock Scholars Program, "Nine women who are still employed by the college, earned their degrees through the Tuition Waiver Plan. Nine more who took advantage of the TWP for part or all of the educations, have since left their positions at the college and an additional nine ACS alumnae are current employees," In addition, "at least 16 more Ada's have worked for the college >now< receiving their degrees. During the current academic year, eight regular employees are enrolled as Ada Comstock Scholars. Rothman explained that, "Each of them was required to complete at least four courses (16 credits) through the Tuition Waiver Plan before applying for admission to a degree program. The demonstrated ability to be successful while both working and going to school increases the probability of admission considerably, when compared with that of the pool as a whole."

Barbara Kowalski reports that, "The simple step of being a full-time staff person and a part-time student at Smith is setting daily goals. Each day brings new challenges on the job and in school whether it is too many work projects or too much homework!" Kowalski says that each semester she gives up lots of free time to meet school deadlines. She has found that by real discipline, she can go to bed at 9 with the alarm set for 2 or 3 a.m. so that her reading time is undisturbed. "I take one class a semester and this method of time management works best for my lifestyle," said Kowalski. "And you say, 'Eight more years!'; and I say, 'There's a light at the end of the tunnel!'"

Charleen Moran has been taking courses for most of her 12 years on the college staff. "I enjoyed the classes immensely and being there in the classroom gave me a much greater appreciation for the excitement, challenge and the workload that is student life at Smith," she said. "As I began to develop an interest in sociology, it became clear that I very much wanted to complete the undergraduate degree that I had started many years ago. I began as an ADA this past semester and of the two best things for me is to contain my enthusiasm and temper it with reason - that is, recognizing how much I can do and do well. Working full-time, being a student, and having a family is a challenge, but this wonderful benefit we have as women staff at Smith, it can be the road to making dreams come true," Moran explained.

Rothman stressed that she has always been impressed by and grateful to, supervisors who can be, "adaptable and allow employees the flexible time they sometimes need in order to take specific courses required for their majors, thus supporting the development of their staff."

-Dick Fish

Get Involved!

WGBY Fundraiser—The next WGBY pledge drive is coming up in March. Volunteers are needed to answer phones and record pledges during an upcoming on-air promotion. Let us hear from you. Call Judy Bland or Cindy Rucel at ext. 2923. Transportation and Smith College T-shirts will be provided.

Blitzend Basketball Trip—The Staff Council Activities Committee is sponsoring a bus trip to the Springfield Civic Center on the evening of Thursday, February 20, for a 7:30 pm game between New England and Richmond. Women's basketball was born at Smith College. Don't miss out on an opportunity to see women's professional basketball featuring many Olympic and NCAA Final Four standout. For the bargain price of $15.00, you will receive a ticket to the game and transportation to and from the Springfield Civic Center. If you live in the Smithfield area and do not need transportation you may purchase tickets separately for $8.00 each. The bus will begin boarding in Amherst parking lot at 5:45 and depart at 6 pm. For reservations or more information, call Judy Bland or Cindy Rucel at ext. 2923 in Neilson Library.

A Day in Boston—The Activities Committee is also sponsoring a trip to Boston on Saturday, March 15. The bus will leave Smith at 8 am and proceed to Faneuil Hall/Quincy Marketplace for a morning of shopping. At approximately 1 pm, we will travel to the 1997 New England Spring Flower Show at the Bayside Expo Center to enjoy over 40 glorious displays by some of the best horticulturists in New England and the world. If you would rather spend the entire day on your own, you need not purchase a ticket for the flower show. The cost is $27.00 for transportation and a ticket to the flower show, or $12.00 if you only want transportation. For information or reservations, please call Judy Bland or Cindy Rucel at ext. 2923.
LETTERS, ETC.

To the Editor

In President Clinton's inaugural address, he said, "The preeminent mission of our new government is to give all Americans an opportunity—not a guarantee—but real opportunity to build better lives."

Well, why not a guarantee? Veterans are given guarantees for at least subsistence living for their service to their country. Those of us eligible for social security are guaranteed some income upon reaching a certain age. People who get pensions from government services are guaranteed income in their retirement. Our government guarantees millions of dollars to millions of people. But the same system drives many people into poverty, illness, and disability.

The same system that discriminates against Afro-Americans, Hispanics, Jews, and Asians has made a conscious effort to guarantee success for the white and wealthy. The same system does the same thing today under the guise of restricting immigration, attacking illegal immigrants, and fighting affirmative action.

In our broken world, there will always be the poor and the bent. No amount of opportunity or money will make them go away. It is the most heinous notion of social progress that assumes those at the bottom will disappear into the joys of hard work and education.

The leadership of this country, both political and business, needs to get off the high horse of rhetoric about opportunity. All societies that glorify capitalism, social or communist, will have citizens who cannot compete, who will be poor and sick, drugged or drunk, or depressed. A truly moral and humane country will guarantee more than opportunity. It will assure its citizens in poverty the financial means whereby they can survive with dignity.

Perhaps, while this society's representatives in Washington remain blind to the real needs of a growing segment of the population, grassroots organizations, like Staff Council, can help. In addition to sponsoring group activities for ourselves, besides volunteering for public telethon fund-raisers, couldn't Staff Council also support some of the social service programs in our community? Caring for the poor, the homeless, the vulnerable, must be seen as a duty, an obligation, and privilege. This is the premise that the well-fed employees of Northampton's largest employer ought to be leading!

(name withheld by request)
Meaningful and Lasting Change Does Not Happen Overnight

"The climate of this campus points us in the right direction to move toward change. The courage and the determination of the talented people we have at Smith, makes things happen." In a review CCWO for THE COUNCIL, Carmen Santana-Melgoza also said that, "Dialogue marks the birth of change; planning takes it from its infancy to teenagethood; action makes it an adult; acceptance gives it maturity; and valuing it makes it divine!"

The Campus Climate working Group (CCWG) was organized by Ruth Simmons during her first year as President of Smith. Its first meeting in April, 1996, was in response to racially-biased incidents on campus which led to the recognition that the college needed a means through which the Smith Community could voice its concerns over issues relative to the climate of the campus.

The group's purpose is to hold open dialogue on issues of interest and to initiate courses of action to address those concerns. One example of this action is the lecture series organized by the CCWG's Public Events Subcommittee.

All members of the Smith Community are encouraged to participate in the discussions.

Several well-known writers and activists, including Camille West, Henry Louis Gates, Molly Ivins, Dennis Hyshki and Randall Kennedy, provided informative and provocative dialogues for the community. In 1997, the subcommittee will continue its efforts to bring speakers to the campus who will share their thoughts on current societal concerns. For the spring semester, this will include immigration policy as well as gay and lesbian issues. Santana-Melgoza, Director of Diversity and Assistant to the President, also announced that, "The group will be formulating plans for a national diversity conference to be held here during the '97-'98 academic year. There will also be continuing dialogue relative to the course offerings for students, focusing on an investigation of what is available and what could be added."

A newsletter summarizing the discussion of each meeting of the CCWG is distributed to all students, faculty and staff. All members of the Smith Community are encouraged to participate in the discussions. As Carmen says, "I kind of like to borrow Buzz Lightyear's quote (character from the Disney movie "Toy Story") in relation to the mission of the CCWG: "To infinity! ...and beyond!"

continued on page 4

Notes from the Chair

As noted earlier in this column, 1996-97 has been a year of change and growing opportunities for staff in the committee life and policy-making process of the college. For the first time, staff members have been asked to serve on the college's self-study teams for reaccreditation, and staff members are currently serving on eight of these teams. In addition, several of the teams have solicited input from Staff Council as part of their review, and as chair of The Council, I was asked to serve on the steering committee that is reviewing the 130 plus proposals that have already been submitted for consideration as part of the process. We have staff representatives on several campus committees including, but not limited to, the Advisory Committee on