**The Council Chronicle**

News from the Smith College Staff Council, May 1998

**Two Hats, and Always In Motion**

Several months ago I assumed a new role in the college: outreach coordinator in the Office of Institutional Diversity. This is in addition to my job as associate director of admissions. The new position was created by President Ruth Simmons with funds granted to her last year by the Knight Foundation. Many people have asked what this new position means for the college and how it overlaps with my duties in the office of admission.

This new position allows me to focus all of my efforts on establishing stronger linkages between Smith College and communities of color. Great strides have been made in increasing the diversity among the Smith student population, yet there is more work to be done. My charge is to assist Carmen Santana-Melégena, the director of the Office of Institutional Diversity, in expanding existing partnerships, such as the relationship with the Young Women's Leadership School in New York, and Miami Dade Community College, and to develop new alliances. I travel around the country—and also work in our own backyard—to meet with educational agencies, community organizations and social service agencies that serve under-represented students. I want students and their families to know that Smith College is actively developing a diverse student community.

We anticipate that our efforts will yield a greater appreciation of the Smith College community and an understanding within communities of color, of the benefits of a liberal arts education. Students and their families will be better prepared to make an informed decision and more likely to visit and take advantage of Smith College re-established on page 14

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**Jeannie Ranney**

What do Calvin Coolidge and Dick Clark have in common? They're both related to Vermont native, Jeannie Ranney! A RADS floaters out of Hubbard House. Jeannie is in her seventh year at Smith; her fourth as the owner of Blue Iris catering, and in her second as the owner of Jeannie's Place on Prospect Street in Northampton.

Asked by a reporter if she likes being a RADS floater, Jeannie said, "It's fun because the work is different from day to day. The only part that isn't fun, is trying to find a place to park!"

Of all the tasty things that she makes, her most important item is time. "To do continued on page 15"
There are many ways you can communicate with your Staff Council.

E-MAIL
staffcouncil@ais.smith.edu

THE WEB
www.smith.edu/staffcouncil

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

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

TELEPHONE OR IN PERSON
See the Staff Council roster on page 20.

STAFF COUNCIL SPONSORED COMMUNITY FORUMS

We are an organization for you and we want to hear from you. Questions, comments or ideas are always welcome. Contact us soon!

the door and the jamb is not a good substitute. It can be easily broken.
* Don’t hide spare keys. It’s the next thing burglars look for after unlocked doors and windows. Give a duplicate key to a trusted friend or neighbor in case you’re locked out.
* Don’t put any personal identification on key rings, and if you lose your keys, change your locks immediately.
* Don’t leave clues to your whereabouts on your answering machine. Just say “I’m not available; but I will return your call as soon as possible.”
* Don’t give information to “wrong number” callers. Ask them what number they were dialing.
* Ask your local police department or Public Safety for rental property residents) to conduct a free home security inspection.

Sometime the most obvious prevention measures are the ones which are overlooked. Unlocked doors and windows are the points of entry in half of all completed burglaries. In many cases in which homes with alarm systems are burglarized, the alarm systems are not turned on.

Fewer than 10 percent of U.S. homes are protected by security systems. That’s partly because, in the past, these systems were very expensive. New technology has enabled home-security manufacturers to make systems which are affordable, dependable, easy to install and to use.

Any possessions that are valuable to you are worth protecting. The following devices can help:

* Another type of security system relies on the sound of a barking dog. Burglars tend to avoid homes with dogs.
* Some security systems can be programmed to turn lights on and off at random times while residents are away from home to give the illusion of occupancy. Another device which operates on the same principle is a timer, which can be plugged into standard outlets and will switch lights/applications on and off at periodic intervals.
* Burglars prefer to remain in the shadows so an outdoor infrared motion detector may be just the thing to deter a burglar-in-action. When someone approaches the house, floodlights outside the house and a lamp, radio or television inside will turn on. Some models include a feature which sounds an alarm as well.
* Worry that your lost set of keys will turn up in the hands of a burglar? Keyless locks use a combination to open the door, and eliminate the temptation to leave a key in a “hidden” location. If you want to deny access to someone, you simply change the combination, not the lock.
* A heavy duty deadlock lock with tamper-proof screws and a long bolt provides an effective deterrent by making it much more difficult to pick or break the lock.
* Devices designed to reinforce door frames prevent burglars from gaining entry by kicking in doors.
* New security storm doors are made of heavy gauge aluminum with steel security studs on the hinge side and tamperproof deadbolt locks.
* Engravers or rubber stamps for marking possessions with a personal ID number (usually a driver’s license or social security number) are helpful because marked possessions are easier to trace. This also makes these possessions less attractive to steal.
Motor Vehicle Theft

One car is stolen every 19 seconds in the United States. That’s less time than it takes most people to unlock the car, put on the seat belt and start the engine. While motor vehicle theft is not common at Smith College, it does occur and one incident has already been reported this year. Using common sense actions to reduce the risk of vehicle theft is the foundation of prevention.

- Whether you leave your car for a minute or for several hours, roll up the windows, lock it and pocket the key.
- Park in a noisy and well-lit area.
- Carry your registration with you. Don’t leave any personal identification documents, keys or credit cards anywhere in the vehicle.
- Keep packages or valuables in the trunk. If you leave anything in the car, make sure it is out of sight. Purchase stereo components, CBs or cellular phones that can be removed from their brackets and placed in a more secure location upon parking.

Burglary: Facts and Prevention Tips

According to FBI predictions, one in four homes will be burglarized this year. The potential for being targets depends on a variety of factors, including where you live, how well you know your neighbors and how well you protect your home.

Proximity to wooded areas, parks and major roadways may be a factor in many burglaries. A recent study indicates that most burglaries that happen in 1971 are not well-protected. The number of years you’ve lived in your home might also have a bearing on whether your home is burglarized. Burglars are more likely to choose victims who are not well-acquainted with their neighbors. Contrary to what some people believe, burglars do not necessarily occur in the dead of night. Burglars prefer to avoid confrontations and, in fact, daytime burglaries now account for 47 percent of the total.

What to do:
- Exterior doors and windows should be protected by deadbolt locks and sturdy frames. Door hinges should always be on the inside of the door.
- Tilt all windows and doors. Cut back tree limbs that could help a thief climb into windows or get on the roof.
- Keep porches, entrances and yards well-lit so that intruders are more easily seen.
- Consider putting lights and appliances on a timer when you’re away so that burglars can’t tell the home is unoccupied.
- If you are going away, cancel all deliveries and ask a neighbor to pick up your mail and mow the lawn.
- Install a peephole in every entry door so you can see who is outside without opening the door. A short chain between

Mail

Letter to the Editor

In a March letter to RADS staff (academic-year employees), the college announced that benefits will be deducted on a 52-week schedule instead of during the weeks actually worked. This change became effective April 1st.

One of the immediate results was an increase in take-home pay, since until April, deductions for the entire year have been taken over 30 weeks. On the surface this may sound appealing, but here is what this really means.

If a RADS employee works all in the summer (i.e. in one of the summer programs which may have shifts as short as twenty hours a week) that paycheck will have benefits and other deductions taken out, and the pay might not be large enough to cover those deductions.

Upon returning to work in September (or after Interterm, a period when some RADS staff opt not to work) benefit deductions will double until caught up.

RADS staff who work forty hours a week and are able to work much of the summer (summer work is “bid” and generally goes to employees with higher seniority in the union) may think this doesn’t hurt them very much, they may even welcome the increase in the take-home pay. However, they may find themselves working without help in the summer, because those shorter shifts may go unfilled. Who is willing to risk a zero or negative paycheck because they worked ten hours one week and that created a paycheck from which full deductions were taken?

Benefits Director Eileen Corbett has explained that staff have a couple of options to avoid that: Every time an employee works one of those short shifts, a phone call can be made asking to have no benefits taken out. I (presume) the newly created nine-month Residence Coordinator position, a house staff position with benefits. Interestingly, the college will be able to maintain 30-week deductions for Local 211 Union dues (RADS staff belong to SBIU 211). Hmm...

One of the reasons given for the change is the new payroll computer program, Banner. Supposedly, this program cannot handle different start and end times for deductions for different groups of employees. Having fairly computer illiterate, I thought computers could do anything we asked of them.

So I am left to wonder is it that Banner cannot do this, or is it simply easier not to?

And then I would ask, easier at what cost to a group of “essential services” staff?

-Stevie craft, RADS Staff Member
Staff Council Does Make a Difference

BY SHARON RUST

College staff have a voice in the policy-making decisions reached by standing college committees, because Staff Council members are also members of those bodies. All major fiscal and operating decisions are formulated in these committees, and their recommendations are taken by the president to the Board of Trustees for final approval.

Staff Council members represent you on:
- ACBA [Advisory Committee on Resource Allocation]
- CFP [Committee on College Planning & Resources]
- CIP [Committee on Community Policy]
- Trustee Investor Responsibility Committee
- Parking Garage Committee
- Fine Arts Center Renovation Planning Committee
- Snodgrass Center Building Committee
- McConnell Hall Renovation Committee
- Ombuds Person Selection Committee

Staff Council is now, routinely requested to nominate staff members to serve along side faculty, on other advisory panels.

Staff had major roles in:
- Self-Study
- Selection of the new Human Resources Director
- Winter Party
- Staff Vision Art Exhibit
- Community Forums

The Staff Council Activities Committee leads us in fostering a closer knit community by bringing together staff, faculty, and our families, for a broad spectrum of events.

- WQBY (CH 57) Pledge Drive volunteers
- Trips to Boston
- All College Picnic activities
- Taste of Northampton volunteers
- National Denim Day: breast cancer awareness & fund drive
- Rays of Hope Walkathon
- Trips to New York City
- New England Blizzard basketball games
- Have a Heart Food Drives

The need to build better ways to communicate is perhaps the original reason that Staff Council was born. That need is an on-going one, as evidenced by the recommendations of the Self Study Steering Committee report. While Mary Dunn was very supportive of our efforts to create a staff organization, it has been Ruth Simmons who has opened the doors to full staff participation in all decision-making processes at Smith.

- The President requests regular meetings with Staff Council
- Senior staff welcomes invitations to meet with Council
- Human Resources is most receptive to Council's suggestions
- College Relations encourages Council's help in making the Directory more useful
- The Council Chronicle has become a quarterly, with faculty and trustees added to the circulation.

All staff can take pride in the hours of hard work that our staff representatives volunteer on behalf of making Smith the very best women's college possible and assuring that this college remains a great place to work.

- Go into a store or other public place. If the person follows you, ask to use the phone to call Public Safety.

Protect yourself while traveling
- Always keep car doors locked and windows rolled up in traffic, especially at stoplights.
- Always lock your car and take the keys.
- Keep all valuables in the trunk, and never leave them on the seat or in the glove compartment.
- Park in well-lit areas that will be well-lit when you return.
- Check the back seat and the immediate area to see if anyone is hiding.
- When waiting for a bus, wait near others. Sit in an aisle seat, near the driver, if possible.
- While using subways and trains, wait in well-lit areas, near other people. Stay alert. If someone bothers you, make noise to other passengers know.
- Don't hitchhike. Don't pick up strangers.

Here at Smith College
- Know the location of the emergency phones. (There are 32 emergency phones located around campus. Pushing the talk button automatically connects to Public Safety.)
- Contact Public Safety, ext. 2490.
- If you are hesitant to walk alone to your vehicle after work or because of the late hour and darkness, an escort will be provided for you.
- Report suspicious activity and persons immediately to Public Safety, EMERGENCY 800.

Personal Safety in the Workplace
Public Safety has, as its primary responsibility, the security of everyone who lives, works and studies within the Smith community. Each individual must assume a share of the responsibility for higher personal safety. The following precautions and suggestions are to assist in this endeavor.

- Avoid working or studying alone in buildings. If you must work after regular business hours, contact Public Safety to advise them of your location and the time of your departure.
- Avoid using stairs in remote sections of a building. This is particularly important in larger complexes such as the Science Center and Nelson Library/Wright Hall.
- Keep your purse in a locked drawer or cabinet. Do not leave it in plain view, on top or under a desk or counter.
- Never leave a wallet, purse or other valuables in your clothing on a coat rack.
- Lock your office at all times when it is unattended. Never leave valuables in plain view or keys in the office door.
- Do not carry large amounts of cash and numerous credit cards in your wallet or purse.
- When a repair person enters your workplace, inquire as to the nature of the repair and request identification if you are unfamiliar with the individual. Legitimate companies issue ID cards for their employees. If there are any concerns, please contact Public Safety for verification.
- Contact Public Safety EMERGENCY 800, if you observe an unidentified or unauthorized individual in your workplace. Concentrate on a description of the individual so that you can provide information to the dispatcher.
- Report any suspicious person or activity to EMERGENCY 800, immediately.
Safety Information for Staff and Faculty

The Department of Public Safety is organized to provide protection and services on the campus to all members of the community, 24-hours a day, seven days a week. The department’s offices are located on Level B of the south addition of Nelson Library, offices B-57, B-54, and B-52. Public Safety officers are trained professionals with police powers on campus property. Officers are certified in cardiopulmonary resuscitation and first-aid techniques, as specified by state law.

Director Sharon Rust conducts Public Safety presentations for department and office as requested. These are general yet educational presentations, describing the department’s role and function, training and personal safety issues. Individuals interested in scheduling such a presentation should call Public Safety.

Rust’s primary message to the Smith community is that “the ultimate responsibility for staying safe rests with each individual. Officers can’t be with everyone every minute of the day.” The following information regarding personal safety both on and off campus, is provided by Public Safety.

Personal Safety

Personal safety is an important issue for everyone. It’s taking steps to protect yourself from crimes and involves both avoiding crime and knowing what to do if you do become a victim.

Many Crimes Can Be Prevented If You:

- Trust your instincts.
- If you suspect something is wrong or a situation seems dangerous, you may be right. Don’t dismiss suspicious people, cars or situations. Report them to Public Safety, EMERGENCY 800, immediately.
- Avoid dangerous situations.
- Don’t invite trouble. Use your best judgment about where you go and what you do.
- Work with Public Safety and the courts (People working together can prevent and solve many crimes.)

Use common sense and follow these tips:

- Walk near people.
- Avoid isolated areas, parks and parking lots. Shortcuts may save time, but they can expose you to danger.
- Walk with someone.
- Stay alert to those around you. If you must walk alone, walk confidently.
- Protect your valuables.
- Carry only what you need with you.
- Carry necessary valuables close to your body, and don’t set them down.
- Carry a wallet in a front or inside pocket, instead of a purse.
- If you carry a purse, hold it close to your body.

If you’re followed:

- Act suspicious—turn to look at the person. This gives you time to plan your strategy and lets the person know you won’t be taken by surprise.
- Change directions—if someone is following you on foot, cross the street and vary your pace. If the person is in a car, turn and walk in the opposite direction.

“The atmosphere was one of good cheer. I felt very comfortable, not at all as though we were being examined,” Staff Council member Audrey Pomeroy told The Chronicle following a special luncheon for members of Staff Council at the Alumnae House. The event was hosted by the Board of Trustees.

At one table with three Trustees and five Council members, “The conversation bounced around the table and covered such topics as the likelihood of having cancer as the result of hormone therapy, for whom does Rebecca Lobo play basketball, does Art 100 still meet on Friday afternoons, and flex time and communication issues on campus,” explained Pomeroy.

According to Council member Mary Martinez, “The new parking garage was a hot topic of conversation and that topic led to a lively discussion of architectural styles around campus. We all agreed that we were glad there was not more building done to the more modern style of the theater complex, the Fine Arts Center and Carter-Zinkind. Jane Howard (president of the Alumnae Association) said that she was especially pleased to return to campus after the cleaning of College Hall and to note what a beautiful building had been hiding behind the ivy, bushes, and decades of dirt.”

Staff Council member Nancy Brady lunched with trustee chair, Kate Belcher Webster ’46 and Ned Zimmerman (his dad and Tom Mendenhall were roommates at Yale). “I was aware that we were trying to build connections with people we didn’t really know, and I wish I had read a little about the trustees before attending the luncheon,” Brady told The Chronicle. “This is really a recommendation for next time,” she said. Brady characterized the trustees as “warm, accessible, interested and interesting. They listened! We accomplished the first step toward dialogue and community. It was clear that however much they do know about Smith, there are always things they don’t, and meeting with us is a way to learn some of those things—and to learn about our perspective.”

John Berryhill reported her regret that “There was only time to meet and get to know the four trustees who shared my table. They were a wonderfully diverse group, happy to share their backgrounds and answer my questions.” Berryhill said that the luncheon was held on “almost exactly the first anniversary of my arrival at Smith, so as a new employee, I didn’t know what to expect. I was delighted that these folks were eager to know about, not only what I do at the college, but what I feel needs improvement.”

[Editor’s Note. John Berryhill was not the only person who was unsure of what to expect at this event, because it was another “first” at Smith.]

Let’s Do Lunch.
Where Else Could I Do These Things?

BY SCOTT GIRARD

Over the last ten years, I have had the opportunity to help develop many units of affordable housing in the Northampton area. My affiliation with the Valley CDC (Community Development Corporation) has provided me with the opportunity to work in partnership with other community members, city employees and CDC staff to realize housing that works for low and moderate income folks. Severe fragmentation in income and job realization in the area has resulted in the gentrification of much of Northampton. With the Five Colleges as a draw to comfortable academic positions for faculty and administrative professionals, a severe earning gap has driven blue collar and other service workers out of town. While entertainment is offered to faculty, like very attractive second mortgages, many service workers are forced to migrate further away from their workplace in order to afford the cost of independent living.

The Valley CDC attempts to bridge this gap that has evolved over the last couple of decades. Self-help housing enables a family to enter into a contract with other families, in order to to build their own homes. The group effort has successfully put over 40 families into their own homes. This is a rural federal program and doesn't function within Northampton. Through alliances with local realtors who watch for appropriate housing units in the city, the CDC has purchased, renovated and rented another three dozen units in the downtown area.

In an effort to entice federal rehab funds to Northampton, the CDC came to Smith College to request financial participation in CDC projects. Ruth Constantine agreed to consider the request and decided to work with us on our New South Street project. With Smith agreeing to hold a mortgage on the property, the CDC arranged for over $1,500,000 in rehab funds for this building. The creative and innovative mind of the executive director, John Dunne, has ushered the CDC through many projects over the last ten years. Now, with a bright new staff, we turn toward the Northampton State Hospital property. The prospect of creating a community for this long neglected piece of property is a challenge to which we are looking forward. Our goal is to keep "working people" living in the community, and to provide all residents an equal voice.

Another piece of our work is Community Economic Development. Through these programs, the CDC offers small business counseling, training, and a wide variety of business loan opportunities. Whether you are thinking of starting your own business or are in need of $20,000 for the expansion of an existing business, the CDC can help.

If you would like to become a part of this vital community organization, or perhaps benefit from any of these services, call the Valley CDC at 586-5855.

[Editor's Note. In addition to serving on the board of the Valley CDC, Scott Girard is also the Chair of Staff Council.]

Art News

Staff Visions 1999, the exhibit of original art and crafts created by Smith staff, is scheduled for January 24-February 5, 1999, in Hillier Gallery. Registration forms will be mailed to all staff in the fall of '98. Questions? Contact Amy Holch (ext. 2404, aholch@alum.smith.edu) or Patricia Crespel Hayes (ext. 2180, phayes@coecol.smith.edu).

Smith College alumna and staff member Patricia Crespel Hayes '84 will exhibit "A Dozen Roses" at the Hart Gallery Wednesday, May 13-Monday, May 25. The twelve paintings commemorate Sophia Smith, founder of Smith College and were inspired by the Sophia Smith Rose recently cultivated and planted at Sophia's gravestone in Hatfield, MA. The exhibit coincides with the college's one hundred twentieth commemoration and the Alumnae Association's reunion activities.

The Hart Gallery is located at 102 Main Street, Northampton, MA and is open Monday through Wednesday, 9:30 a.m. to 5:30 p.m., Thursday through Saturday, 9:30 a.m. to 8 p.m., and Sunday, noon to 5 p.m.

New Publication for Alternative Families

Alternative Family Magazine, a new national bimonthly publication for gay, lesbian, bisexual, and transgendered parents and their children, hits bookstores this month. "At a time when our families are facing the edge of the battle for GLBT rights, we'll be telling the stories of ordinary people doing extraordinary things," says publisher Yolly Taylor.

In addition to essays and photos depicting the lives of GLBT parents and their children, the magazine will cross legal developments, reproductive issues, social and behavioral matters. It will also feature household hints, favorite recipes, and book and video reviews.

In the Kid's Room, children can find coloring and games pages, a pen-pals page, and a section where they can publish their artwork and writing. Rounding out the magazine will be a classified section and resource guide specific to the needs of GLBT families, including a personal section for people seeking partners with a shared interest in children.

"We're looking forward to developing a very special interactive relationship with our readers, and to the fact that our families will grow," says Taylor. In addition to its regular contributing writers and columnists, she sees readers as providing a major portion of the magazine's content in the future. She envisions the magazine as one-stop shopping for resources on GLBT parenting, and a website is in the works.

As a family magazine, Taylor has made a conscious decision not to accept alcohol, tobacco, or sexually explicit advertising—a mainstay of many GLBT publications. While this presents an initial challenge, Taylor says it also offers an opportunity to pioneer ad sales with clients who haven't traditionally been attracted to other GLBT advertising opportunities.

Initial response to the magazine has been overwhelmingly positive from parents to publishing industry executives to potential advertisers. "The National Center for Lesbian Rights reports that there are anywhere from 6 to 14 million children living in lesbian and gay families," Taylor notes. "These families deserve a voice of their own. I think we're filling an important niche by serving their families' needs at a time when efforts to gain societal and legal recognition for our families are at an important crossroads."

Jeannie Ranney continued from page 1

...everything that I want to do, I just make time for it," says Jeannie. "Just so full of energy, she hardly stopped talking to customers to be interviewed—and this on her only "day off." Jeannie says that her full-time work at the college and her time at the restaurant give her only about four hours of sleep, but it would agree with her. Her eyes twinkle as she recounts her growing successes in the food business and tells of her plans for the future.

How does Jeannie manage to operate a restaurant that opens very early every morning, 7 days a week, when she's at Smith or catering? "I have Colleen (her right-hand woman), who is worth her weight in gold! Just wish I had a lot of gold to give her," Jeannie exclaimed.

"Goulash to go" and other home-made dinner entrees, ready to heat and serve may be the next innovations at Jeannie's Place. "...something for folks on the way home, who don't want to pick up food from Burger King or McDonald's or a pizza, but want some real home-made food," How does she do it all? "I take care of myself. I go to the Smith gym and work out and swim."
Job Flexibility: The Possibilities Are Endless

One of the five priorities and recommendations identified in the Staff Self-Study report was flexibility. According to HR Director, Lianne Sullivan, "Over the coming months, our community will move forward with the process of discussion and education aimed at making Smith a more flexible workplace." Sullivan says that, "one size doesn't fit all." While many people and groups have already begun the dialogue about what it means to balance the needs of the workplace with the needs of the people who do the work, Sullivan says that the discussions need to include the nature and differences of the work people do at Smith.

HR encourages ideas, suggestions and questions about flexibility, as it moves toward more clearly identifying and defining the guidelines and resources that should be available to the Smith community. If you wish to get involved, please contact Erika Subocek in Human Resources. ext. 2267.

Just Remember What's Important

Like many people, I have lots of notes to myself taped around the edges of my computer monitor: contents of up-coming Chronicles; money for Margie to send to Albania; get a quake for a new microscope; a reminder to photograph the door to the ladies room (1) at the Club. But, centered at the top is always something high-toned; a thought to feel good about. At the moment, I have the words of Nobel laureate, Archbishop Desmond Tutu, "The world is hungry for goodness". The movers and shakers of the world can inspire us to do good things, but so too, can the ordinary little vignettes of everyday life, which turn out to be very memorable. Take this one, for example, sent by a friend.

--- Dick Fish

Last week I took my children to a restaurant. A six-year-old son asked if he could say grace. As we bowed our head he said, "God is great and God is good. Let us thank Him for the food and I would even thank you more if my mom gave us ice cream for dessert. And liberty and justice for all Amen!"

Along with the laughter from the other customers nearby, I heard a woman remark, "That's what's wrong with this country. Kids today don't even know how to pray. Asking God for ice-cream? Why I never!"

Hearing this, my son burst into tears and asked me, "Did I do it wrong? Is God mad at me?" As I held him and assured him that he had done a terrific job and God was certainly not mad at him, an elderly gentleman approached the table.

He winked at my son and said, "I happen to know that God thought that was a great prayer."

"Really?" my son asked.

"Cross my heart." Then in a theatrical whisper he added (indicating the woman whose remark started this whole thing), "Too bad she never asks God for ice cream. A little ice-cream is good for the soul sometimes."

Naturally, I bought my kids ice cream at the end of the meal. My son stared at his for a moment and then did something I will remember the rest of my life. He picked up his sundae and without a word carried it to the lady whose comment had caused his distress. "Here this is for you. Ice cream is good for the soul you know, and sometimes my soul is pretty good."

The President Chats with The Chronicle

CC: The numbers are in at the University of California, and minority enrollment is down by some 40% since they killed Affirmative Action. Will this serve as a lesson for other schools?

RJS: This is very sobering news. I think there is some evidence that private colleges and universities are beginning to meet together to review their commitment to the principles of Affirmative Action, and to find ways to insure that they can stay in compliance with its goals. I strongly believe that it is absolutely necessary to make certain that everyone has an equal opportunity for the best education possible.

CC: Did Affirmative Action help you?

RJS: Absolutely! Libraries and cultural events were not a part of our life. We didn't have enough books in our schools. We had very few of the tools for learning that everyone takes for granted today, and none of the necessities to get into a place like Smith. When I presented myself for college—as smart as I was—I didn't look like most of the other students who had had the advantages that I simply wasn't exposed to. The policy that allowed me to be given the chance for a good education was the thing that put me on the path that I've followed. I knew that I was smart and could have done many things, but I could not have proven that if I hadn't been given the chance. We need programs that give people the chance to demonstrate their ability. It would be sad to see such opportunities disappear.

CC: A couple of years ago, you told The Chronicle that, "In five years, incoming students should understand that diversity will be an important component of their Smith education." How are we doing now?

RJS: We're not doing badly, but we're still not doing as well as I'd like to see us do. Everyday there are signs that people here have great difficulty interacting; signs everyday that we still don't know what it's going to take for this country to work together as a diverse society. I'm not convinced that we're educating enough leaders for diversity. I've been thinking in the last few days about the first major, cross-cultural experience that I had. I was 17 years old when I went to Mexico for the summer and lived with a local family there. It was the beginning of a very long journey; a journey on which I placed a very high priority. In order to learn about other cultures, I realized that I couldn't leave that to others. It was up to me to work on it. I often have the feeling that on our campus, people think that we don't have anything to work on when it comes to our own dispositions toward diversity. We're expecting all those other people to make it easy for us. I don't know that we're doing all that we can; we need to find additional ways. The diversity programs that we've had over the last several years have been truly outstanding; as outstanding as any I've seen in my 25 years as a college administrator. We have groups who are working very hard at this, but I think I'd like to see more commitment at the individual and personal level.

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For more information about Institutional Diversity, please see the July 31st, 1981, issue of the Chronicle, page 11.
Credit Union, West?

UMass/Five College Federal Credit Union May Be Coming C loser to Smith

If you're a member of the UMass/Five College Credit Union, you have ever been frustrated by the fact that aside from direct deposit, you can only make deposits by mail or in-person at the office in Amherst—and only until 3 p.m. most days? As a member of our credit union who is very interested in accessing more services without having to travel to Amherst, and after hearing rumors that they were interested in placing an ATM on or near the Smith campus, I was eager to find out more. The rumors I heard were that the credit union had approached the college, but that BankBoston had been chosen to install the ATM which is now in the entry to the student mail center and the Grécourt Book Shop. I knew there had to be more to the story than what I was hearing, so I made some calls. Tony Synnatski, Smith's Commissary, filled me in from the college's perspective. About two years ago, the college reviewed its local banking relationships, forming a committee to look for a bank that could provide a comprehensive banking package that included payroll, vendor payments, investments, lockboxes, student banking, student payroll and an ATM, among other things. At that time, the credit union could not provide the specific services that the college required, and Fleet and BankBoston were the two finalists considered. After the contract was awarded to BankBoston, the credit union proposed the installation of an ATM on campus. The selection committee reviewed their proposal and unanimously agreed that BankBoston was the better choice for an ATM, as students are not eligible for credit union membership unless they work for the college. The BankBoston ATM allows on-campus access to student accounts. However, if there was insufficient volume at the BankBoston ATM, the college would incur charges on a yearly basis, so it would not be in the college's best interest financially to have two ATMs in close proximity.

I then talked with Kathy Hutchinson from the Credit Union, who corroborated Tony's story. As we talked, it became very clear that the credit union is most interested in providing the best possible service to its members, and that they are very eager to expand their presence on the Smith campus. Part of that increased presence would include the installation of an ATM through which members could not only access their accounts to make withdrawals and transfers, but also deposits. Because it may be difficult for Smith members to get to Amherst after the Coolidge Bridge construction begins, the credit union is currently seeking a branch site in Northampton, preferably close to the campus. It is not yet clear what level of service would be available at a Northampton branch, but at a minimum it would include deposits, withdrawals, account transactions (transfers, etc.) and loan payments.

Both Tony and Kathy indicated that the Smith membership group is comprised primarily of service and support staff. While reviewing legislation currently before the Senate (Bill HR1151, Section 2), I found it interesting that "the American credit union movement began as a cooperative effort to serve the needs of individuals of modest means," and that member groups must share a "community of routine interaction, shared and related work experiences, interests, or activities." As a longtime member who came from a family that did (and still does) bulk of its banking with the credit union, I find myself wondering why more faculty and upper administrators do not take advantage of the better rates and personalized service that credit union members receive. I know that when I call Lynn or Carol or Kathy at the credit union, they'll know who I am and will do everything in their power to serve me well. That sort of service is something one doesn't find in many business relationships these days.

Important legislation is currently before the United States Senate regarding credit union membership. On April 1, 1998, the United States House of Representatives passed the Credit Union Membership Access Act by a vote of 411-8. On April 20th, it was referred to the Senate Committee on Banking, Housing and Urban Affairs. If the House vote is any indication of how the bill may be voted on in the Senate, it will allow our credit union to offer membership to all members of the Smith community, including students.

So if you would like to see a credit union ATM or branch here in Northampton, and can suggest a location in close proximity to campus, contact Kathy Hutchinson at the UMass/Five College Credit Union.

Amy Holch

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Save Money / Make Friends

Want to help ease the parking crunch on campus, and at the same time, get to know your Smith colleagues who live near you? Ever feel the need to have back-up transportation options in case you have car trouble, or during some of New England’s most interesting weather? Could you use extra gas money by giving a ride to someone who lives further away than you?

If you answered “Yes!” to one or more of these questions, you may be interested in joining the Car-pool Matching Service. This is a volunteer program whereby you can be matched with other Smith employees who live near you for ride share arrangements.

To register for this program you simply need to complete a Commuter Information Form which is available from the Office of Human Resources. Once you register, you will receive a list of people who live in your geographic area and have also registered. You then contact those commuters who live closer to you to make the necessary arrangements. It’s as simple as that!

Take advantage of this new service and help the college in its efforts to ease our parking burden. If you have any questions regarding this program, please call Mark Carmien at Human Resources, ext. 2282 or e-mail Mark at mcarmien@jessie.smith.edu.

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College Supports Cooley Dickinson Hospital and Other Essential Community Services

Although the college has often provided "in-kind" services to community organizations, and occasional financial start-up assistance, Smith does not usually make significant monetary contributions to other non-profits. Exceptions in the recent past have been donations to the Northampton Fire Department and to the Forbes Library. The college also recently pledged $75,000 to the Cooley Dickinson Hospital renovation, to be paid over three years.

According to CFO, Ruth Constantine, "For the few cases in which Smith makes contributions to other non-profits, those organizations are usually providing direct and essential services to the Smith community; things we really rely on and can't do without."

In the case of Forbes, we contributed to the library renovation because in the college's early years, we didn't have our own library and our students used Forbes. We have a fine library system now, but that was not always the case, and this was an opportunity for us to give back," Constantine told a reporter.

In recognizing Smith's contribution to the hospital's building fund, CDH President Craig Melin told The Chronicle, "We have been pleased over the years to collaborate with Smith College and the area's other educational organizations to maintain the desirable quality of life in the Pioneer Valley.

We are very grateful for Smith's support of Cooley Dickinson Hospital because the contributions help us maintain the high-quality health care that we provide to students, faculty and staff."
Diversity is Healing Work, and We'll Keep Working

Having recently finished the Diversity Series Certificate Program (Level 1) with Richard Ford and Katja Hahn d'Ernico, we would like to express our enthusiasm for the workshop. Workshop was hardly the right word—training session, counseling session, discussion group, support group— it was all of those things. Why is it so interesting to talk about ourselves and how we connect? Because we’re surrounded by similarities and differences every day. Before we experienced these 12 hours of discussion, we thought we had most of it figured out anyway. We didn’t, of course. So we talked about groups and privilege, and stereotypes and pain, the history, the psychology, the anecdotes, how we connect with each other, our colleagues, our families, our work—and the need to unlearn. We talked about our good experiences, and our very bad experiences, our cynicism, our hope.

We Brought Our Daughters to Work

More than 30 girls, daughters, granddaughters, nieces and even a member of someone’s Girl Scout troop, enjoyed Web site design, rock-slicing, looking at bacteria under microscopes, music by the Smithereens, a tour of the museum, and some heavy duty athleticism, during Take Our Daughters to Work Day on April 23. Many members of the Smith community contributed to the success by donating their time and talent so that the girls could get a taste of work, study and play at Smith.

With awareness and hope, we now also have energy and courage. We understand that what we do every day influences, inspires or damages someone else. Diversity is healing work, and we’ll keep working. We encourage everyone and anyone to participate in this certificate program. It will shake you up—maybe even wake you up. Special thanks to Katja and Richard for guiding us along the way, letting us get lost in our stories, and watching us find our way back again. Their skill as diversity trainers and counselors helped make this experience incredibly valuable. Thanks also to Human Resources and the Office of Institutional Diversity for sponsoring the program.

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The college recognizes that employees in good physical health tend to be happier, more productive, more relaxed and better able to deal with job stress and responsibilities. To encourage physical fitness, Charlene Correa is on-board in Human Resources, as the Work Life Coordinator.

After 23 years as an Army family living around the world, Charlene and Peter [he’s the CFO at Hampshire College] brought their family to the Valley in 1996. With both of their kids in college, the Correa home is enlivened these days by “two Maine Coon cats, one Great Dane and two roosters named Bill and Bob. We added them to our menagerie during the presidential election.”

Charlene was the project manager for the Albert Einstein College of Medicine long-term study of stress and illness among cadets at West Point—their final Army posting.

At Human Resources since last August, Charlene calls the position “a work in progress.” She says, “it’s new, it’s developing, it’s just the tip of the iceberg of the positive things happening here.” She is the primary contact for staff and faculty in providing information on resources available to help find the balance between their professional and personal lives. Child care issues, health and fitness, and eldercare referrals are all her responsibilities.

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The reality is that being fit isn’t a luxury anymore, it’s a necessity for managing the stresses that all of us face every day. According to Charlene, “We are helping employees to find the tools necessary for them to improve their workplace effectiveness, manage their physical and mental health and take care of their dependents. Promoting good health is a win for everyone!”

Charlene Correa
Banner News from Human Resources

As you may have heard around campus or seen in the "Banner Bulletin," the folks in the Human Resources and the Payroll Office are working hard to "go live" with the final phase of Banner implementation. This last phase involves, among other things, changing over our payroll and benefits processes from the old system to the new.

One of the major issues confronted by the people involved in the Banner project has been that the system, although bringing many new advantages, does not have the same capability as the old system. It cannot deduct benefits costs over a 30 or 39 week period. Unfortunately, we did not involve the people in those benefit deduction categories in our discussions early enough... and we heard from them! Since that time, we have been working with groups of 30 and 39 week employees, receiving their input, and talking with them about both the perceived and real impact on each individual employee. The meetings have been positive and productive, and we have made adjustments and timing changes based on suggestions from those meetings.

If anyone has questions regarding the deduction changes, or would like to speak with someone in Human Resources about this or any other issue, please give us a call. We will meet with folks either here at 30 Elmourt or in their offices if they prefer.

In the meantime, we apologize for the delayed communication. We are working hard to solicit feedback from the community regarding the upcoming system implementation and would like to hear from you. Please read the Banner Bulletins and either call or e-mail us with your questions and comments. —Lanne Sullivan

Good Communication = Positive Results

Early in March, the college announced that all employees would move to a 52-week deduction plan for benefits, as part of the last phase of a 5-year implementation of the "Banner" computer system. For RADS hourly employees, 9-month workers used to a 30-week deduction schedule, and 9-month administrative support personnel on a 36 or 39-week schedule, the change sounded frightening, financially devastating, and completely unnecessary. (See the letter-to-the-editor on page 3.)

For some time, RADS staff had been reluctantly anticipating a change to a 36-week deduction schedule, which would have brought them more in sync with other 9-month employees on campus. The advantage to RADS of either of those schedules (30 or 36-week) is that any work all in the summer becomes more lucrative with only taxes taken out. Some people feared that short summer hours would result in a zero or negative paycheck—a legitimate fear.

The alternative would be "catch-up" deductions in the fall if one didn't work in the summer. Initially, these "catch-up" rates were referred to as "double-up" rates, slightly inaccurate, and very daunting.

Since the implementation of this deduction schedule late in March, several meetings were held with Director of Benefits Eileen Corbeil, Human Resources Directors Lanne Sullivan, and representatives of the RADS Local 211 Executive Board, and, in their own groups, 9-month administrative assistant employees. In the case of Union employees, the college and the Union lawyers sat in on the meetings, since the changes affect the existing contract.

Several things have come out of this confusing time: within a week of the initial announcement, RADS staff and students had teamed up to present petitions expressing their mutual concerns and fears about the impending changes (apparently the students care about more than the food that RADS serves them daily); staff was told that as late as January, Eileen Corbeil was still trying to make the 36-week deduction schedule work.

By the time everyone realized it wouldn't work (and Banner experts need to explain why, but it doesn't work), the change was just around the corner. In subsequent meetings, both Eileen and Lanne and their staff worked extremely hard to produce charts showing each employee exactly how they will be impacted this year. For Union staff who may work a little in the summer, different options have been discussed about how to get a paycheck for that work. (Remember, all deductions will occur when a paycheck is generated; a short work week could look very scary after taxes, medical credit union, computer loans, etc. are taken out.) Some of those options have resulted in contract changes asked for by the E-Board.

Best of all are the promises of things to come. All employees affected by these changes are strongly encouraged to make an appointment with Benefits to see how their personal situation can be helped. A number of options exist, so it is very important to do this. Employees can be move in charge than ever of their deductions, and there may be pre-tax options for some people who are not aware of them (flexible medical or child care accounts, SRAs, etc.). In the future we can look forward to more workshops to explore those options.

An Explanation of Banner's Design

The Banner system was designed with input from a diverse group of colleges, universities and community colleges, as well as private institutions, Systems & Computer Technology (the vendor that designed Banner) attempted to combine the best business practices in use at institutions across the country into a system that will meet the needs of all Banner clients. Unfortunately, Smith's approach to the processing of deductions and benefits is so unique that Banner is unable to accommodate it.

When Human Resources staff discovered this, they consulted with colleagues at other peer institutions to determine how policies and procedures could be adjusted to match the functionality of the system with minimal impact on the college's employees. The 52-week deduction schedule was the approach that was recommended by our peers.

—Kim Burt, Director of Administrative Technology

For the summer of 1998, some changes did occur in RAD. People bid summer jobs for different reasons, and this year the deduction schedule played a part in that. One woman chose to work more than usual this summer because "I realized that I can reduce the catch-up rate for September by every week I work this summer." Another employee who sometimes works only a little in the summer, opted not to work at all this year. "I think it's harder to figure out for part-time work, so I'm going to just pay it all in the fall. I can't bother trying to change this or stop that deduction just to work 3 hours a week for three or four weeks," he said. "I'll get a summer job somewhere else." In my opinion, one of the biggest changes is the idea that we can have positive results come out of an extremely negative situation.

We have heard apologies from both Eileen and Lanne, about the mess we ended up with, but we have also heard, "Let's move on, figure out how to live with this." Not change it, that can't be done. But it is time for all of us to accept some responsibility. Call Benefits, see what can be worked out for you. They are here to help us.

As for me? Well, I'm leaving my letter-to-the-editor on this issue because I used that frustrated and upset about this change, but I'm signing this article to say this is my apology. I don't like the change any better, but I realize that it can be made easier if we work together. —Sylvia Crafts
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ital renovation, to be paid over three years.
According to CFO, Ruth Constantino, "For
the few cases in which Smith makes contribu-
tions to other non-profits, those organizations
are usually providing direct and essential ser-
covices to the Smith community; things we really
reas履行 and can't do without."n the case of Forbes, we contributed to the
library renovation because in the college's early
years, we didn't have our own library and our
students used Forbes. We have a fine library
system now, but that was not always the
case, and this was an opportunity for us to
give back," Constantino told a reporter.

In recognizing Smith's contribution to
the hospital's building fund, CDH President
Craig Melin told The Chronicle, "We have
been pleased over the years to collaborate
with Smith College and the area's other edu-
cational organizations to maintain the desir-
able quality of life in the Pioneer Valley.
We are very grateful for Smith's support of
Cooley Dickinson Hospital because the con-
tribution helps maintain the high-quality health care that we provide to students,
faculty and staff."
Job Flexibility: The Possibilities Are Endless

One of the five priorities and recommendations identified in the Staff Self-Study report was flexibility. According to HR Director, Lianne Sullivan, "Over the coming months, our community will move forward with the process of discussion and education aimed at making Smith a more flexible workplace."

Sullivan says that, "one size doesn’t fit all." While many people and groups have already begun the dialogue about what it means to balance the needs of the workplace with the needs of the people who do the work, Sullivan says that the discussions need to include the nature and differences of the work people do at Smith.

HR encourages ideas, suggestions and questions about flexibility, as it moves toward more clearly identifying and defining the guidelines and resources that should be available to the Smith community. If you wish to get involved, please contact Erika Subocs in Human Resources. ext. 2267.

Just Remember What’s Important

Like many people, I have lots of notes to myself taped around the edge of my computer monitor: contents of up-coming Chronicles; money for Margie to send to Albania; get a quote for a new microscope; a reminder to photograph the door to the ladies room (1) at the Club. But, centered at the top is always something high-toned; a thought to feel good about. At the moment, I have the words of Nobel laureate, Archbishop Desmond Tutu, "The world is hungry for goodness".

The movers and shakers of the world can inspire us to do good things, but so too, can the ordinary little vignettes of everyday life, which turn out to be very memorable. Take this one, for example, sent by a friend.

—Dick Fish

Last week I took my children to a restaurant. My six-year-old son asked if he could say grace. As we bowed our head he said, "God is great and God is good. Let us thank Him for the food and I would even thank you more if you gave me ice cream for dessert. And liberty and justice for all Amen."

Along with the laughter from the other customers nearby, I heard a woman remark, "That’s what’s wrong with this country. Kids today don’t even know how to pray. Asking God for ice-cream! Why I never!"

Hearing this, my son burst into tears and asked me, "Did I do it wrong? Is God mad at me?" As I held him and assured him that he had done a terrific job and God was certainly not mad at him, an elderly gentleman approached the table.

He winked at my son and said, "I happen to know that God thought that was a great prayer."

"Really?" my son asked.

"Cross my heart." Then in a theatrical whisper he added (indicating the woman whose remark started this whole thing), "Too bad she never asks God for ice cream. A little ice-cream is good for the soul sometimes."

Naturally, I bought my kids ice cream at the end of the meal. My son stared at his for a moment and then did something I will remember the rest of my life. He picked up his sundae and without a word carried it to the lady whose comment had caused his distress. "Here this is for you. Ice cream is good for the soul you know, and sometimes my soul is pretty good."

The President Chats with The Chronicle

CC: The numbers are in at the University of California, and minority enrollment is down by some 40% since they killed Affirmative Action. Will this serve as a lesson for other schools?

RUS: This is very scaring news. I think that there is some evidence that private colleges and universities are beginning to meet together to review their commitment to the principles of Affirmative Action, and to find ways to insure that we can stay in compliance with its goals. I strongly believe that it is absolutely necessary to make certain that everyone has an equal opportunity for the best education possible.

CC: Did Affirmative Action help you?

RUS: Absolutely! Libraries and cultural events were not a part of our life. We didn’t have enough books in our schools. We had very few of the tools for learning that everyone takes for granted today, and none of the necessities to get into a place like Smith. When I presented myself for college—as smart as I was—I didn’t look like most of the other students who had had the advantages that I simply wasn’t exposed to. The policy that allowed me to be given the chance for a good education was the thing that put me on the path that I’ve followed. I knew that I was smart and could have done many things, but I could not have proven that if I hadn’t been given the chance. We need programs that give people the chance to demonstrate their ability. It would be sad to see such opportunities disappear.

CC: A couple of years ago, you told The Chronicle that, "In five years, in-coming students should understand that diversity will be an important component of their Smith education." How are we doing now?

RUS: We’re not doing badly, but we’re still not doing as well as I’d like to see us do.

Everyday there are signs that people here have great difficulty interacting: signs everyday that we still don’t know what it’s going to take for this country to work together as a diverse society. I’m not convinced that we’re educating enough leaders for diversity. I’ve been thinking in the last few days about the first major, cross-cultural experience that I had. I was 17 years old when I went to Mexico for the summer and lived with a local family there. It was the beginning of a very long journey; a journey on which I placed a very high priority. In order to learn about other cultures, I realized that I couldn’t leave that to others. It was up to me to work on it. I often have the feeling that on our campus, people think that we don’t have anything to work on when it comes to our own dispositions toward diversity. We’re expecting all those other people to make it easy for us. I don’t know that we’re doing all that we can; we need to find additional ways. The diversity programs that we’ve had over the last several years have been truly outstanding; as outstanding as any I’ve seen in my 25 years as a college administrator. We have groups who are working very hard at this, but I think I’d like to see more commitment at the individual and personal level.

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CC: In a Daily Hampshire Gazette story about nation increases among Valley colleges, you were quoted as saying that one of the reasons that Smith could keep the increase lower than some of the others, is because employee benefits have been reduced. Angry letters to the editor followed.

RUS: Clearly, that was not reported correctly. Employee benefits have not been reduced, but better management of those benefits has reduced the cost to the college. That’s one of the things that intrigues me a lot about our community. It always surprises me when something fairly illogical takes place, with a misquote of this kind, something that people ought to see clearly as a mistake, but people are distrustful and so they respond in that way. I think it’s just one more indication of how far we have to go in order to establish an environment of trust.

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Editior’s note: July 31st, Mentha will hang up her Associate Director of Admission hat, and move to a full-time position at Institutional Diversity.

Mentha Hynes continued from page 1

sources, (Admission application and an enrollment deposit are always welcome!) This is a unique opportunity for the college, and I am committed to making it all happen. Feel free to call or e-mail me as we move toward with these initiatives. —Mentha Hynes
Where Else Could I Do These Things?

By Scott Girard

Over the last ten years, I have had the opportunity to help develop many units of affordable housing in the Northampton area. My affiliation with the Valley CDC (Community Development Corporation) has provided me time to work in partnership with other community members, city employees and CDC staff to realize housing that works for low and moderate income folks. Severe fragmentation in income and job realization in the area has resulted in the gentrification of much of Northampton. With the Five Colleges as a draw to comfortable academic positions for faculty and administrative professionals, a severe earning gap has driven blue collar and other service workers out of town. While entitlements are offered to faculty, like very attractive secondary mortgages, many service workers are forced to migrate furtively away from their workplace in order to afford the cost of independent living. The Valley CDC attempts to bridge this gap that has evolved over the last couple of decades. Self-help housing enables a family to enter into a contract with other families, in order to build their own homes. The group effort has successfully put over 40 families into their own homes. This is a federal rural program and doesn’t function within Northampton. Through alliances with local realtors who watch for appropriate housing units in the city, the CDC has purchased, renovated and rented another three dozen units in the downtown area.

In an effort to entice federal rehab funds to Northampton, the CDC came to Smith College to request financial participation in CDC projects. Ruth Constantinone agreed to consider the request and decided to work with us on our New South Street project. With Smith agreeing to hold a mortgage on the property, the CDC arranged for over $1,500,000 in rehab funds for this building. The creative and innovative mind of the executive director, John Dornet, has ushered the CDC through many projects over the last ten years. Now, with a bright new staff, we turn toward the Northampton State Hospital property. The prospect of creating a community from this long neglected piece of property is a challenge to which we are looking forward. Our goal is to keep “working people” living in the community, and to provide all residents an equal voice.

Another piece of our work is Community Economic Development. Through these programs, the CDC offers small business counseling, training, and a wide variety of business loan opportunities. Whether you are thinking of starting your own business or are in need of $20,000 for the expansion of an existing business, the CDC can help. If you would like to become a part of this vital community organization, or perhaps benefit from any of these services, call the Valley CDC at 586-5855.

(Editor’s Note: In addition to serving on the board of the Valley CDC, Scott Girard is also the Chair of Staff Council.)

Art News

Staff Visions 1999, the exhibit of original art and crafts created by Smith staff, is scheduled for January 24-February 5, 1999, in Hibbert Gallery. Registration forms will be mailed to all staff in the fall of ’98. Questions? Contact Amy Holich (ext. 2404, aholich@alum.smith.edu) or Patricia Crespel Hayes (ext. 2180, phayes@coled.smith.edu).

Smith College alumna and staff member Patricia Crespel Hayes ’84 will exhibit “A Dozen Roses” at the Hart Gallery Wednesday, May 13-Thursday, May 25. The twelve paintings commemorate Sophie Smith, founder of Smith College and were inspired by the Sophia Smith rose recently cultivated and planted at Sophia’s grave site in Hatfield, MA. The exhibit coincides with the college’s one hundred twentieth commemoration and the Alumnae Association’s reunion activities.

Hart Gallery is located at 102 Main Street, Northampton, MA and is open Monday through Wednesday, 9:30 a.m. to 3:30 p.m., Thursday through Saturday, 9:30 a.m. to 8 p.m., and Sunday, noon to 5 p.m.

New Publication for Alternative Families

Alternative Family Magazine, a new national bimonthly publication for gay, lesbian, bisexual, and transgendered parents and their children, hits bookstores this month. “At a time when our families are on the cutting edge of the battle for GLBT rights, we’ll be telling the stories of ordinary people doing extraordinary things,” says publisher Yally Taylor.

In addition to essays and photos depicting the lives of GLBT parents and their children, the magazine will cross legal developments, reproductive issues, and social and behavioral matters. It will also feature household hints, favorite recipes, and book and video reviews.

In the Kids’ Room, children can find coloring and games pages, a pen-pals page, and a section where they can publish their artwork and writing. Rounding out the magazine will be a classified section and resource guide specific to the needs of GLBT families, including a personal section for people seeking partners with a shared interest in children.

“We’re looking forward to developing a very special interactive relationship with our readers, and to help our families grow,” says Taylor. In addition to its regular contributing writers and columnists, she sees readers as providing a major portion of the magazine’s content in the future. She envisions the magazine as one-stop shopping for resources on GLBT parenting, and a website is in the works.

As a family magazine, Taylor has made a conscious decision not to accept alcohol, tobacco, or sexually explicit advertising—a mainstay of many GLBT publications. While this presents an initial challenge, “Taylor says it also offers an opportunity to pioneer ad sales with clients who haven’t been traditionally attracted to other GLBT advertising opportunities.

Initial response to the magazine has been overwhelmingly positive from parents to publishing industry executives to potential advertisers. "The National Center for Lesbian Rights reports that there are anywhere from 6 to 14 million children living in lesbian and gay families," Taylor notes. “These families deserve a voice of their own. I think we’re filling an important niche by serving their families’ needs at a time when efforts to gain societal and legal recognition for our families at an important crossroads.”

Jeanne Ranney continued from page 1

... everything that I want to do, I just make time for," says Jeanne. Just so full of energy, she hardly stopped talking to customers to be interviewed—and on this her only "day off." Jeanne says that her full-time work at the college and her time at the restaurant give her only about four hours of sleep, but she swears with her. Her eyes twinkle as she recounts her growing successes in the food business and tells of her plans for the future.

How does Jeanne manage to operate a restaurant that opens very early every morning, 7 days a week, when she’s at Smith or catering? "I have Colleen (her right-hand woman), who is worth her weight in gold! Just wish I had a lot of gold to give her," Jeanne exclaimed.

"Columbians to go" and other home-made dinner entrees, ready to heat and serve may be the next innovations at Jeanne’s Place. "...something for folks on their way home, who don’t want to pick up food from Burger King or McDonald’s or a similar, but want some real home-made food." How does she do it all? "I take care of myself. I go to the Smith gym and work out and swim," *•*
Safety Information for Staff and Faculty

The Department of Public Safety is organized to provide protection and services on the campus to all members of the community, 24-hours a day, seven days a week. The department’s offices are located on Level B of the south addition of Nelson Library, offices B-57, B-54, and B-52. Public Safety officers are trained professionals with police powers on campus property. Officers are certified in cardiopulmonary resuscitation and first-aid techniques, as specified by state law.

Director Sharon Rust conducts Public Safety presentations for department and offices as requested. These are general yet educational presentations, describing her department’s role and function, training and personal safety issues. Individuals interested in scheduling such a presentation should call Public Safety.

Rust’s primary message to the Smith community is that “the ultimate responsibility for staying safe rests with each individual. Officers can’t be with everyone every minute of the day.” The following information regarding personal safety both on and off campus, is provided by Public Safety.

Personal Safety

Personal safety is an important issue for everyone. Taking steps to protect yourself from crimes involves both avoiding crimes and knowing what to do if you do become a victim.

Many Crimes Can Be Prevented If You:

- Trust your instincts.
- If you suspect something is wrong or a situation seems dangerous, you may be right. Don’t dismiss suspicious people, cars or situations. Report them to Public Safety, EMERGENCY 800, immediately.
- Avoid dangerous situations.
- Don’t invite trouble. Use your best judgment about where you go and what you do.
- Work with Public Safety and the courts (People working together can prevent and solve many crimes.)

Use common sense and follow these tips:

- Walk near people.
- Avoid isolated areas, parks and parking lots. Shortcuts may save time, but they can expose you to danger.
- Walk with someone.
- Stay alert to those around you. If you must walk alone, walk confidently.
- Protect your valuables.
- Carry only what you need with you.
- Carry necessary valuables close to your body, and don’t set them down.
- Carry a wallet in a front or inside pocket, instead of a purse.
- If you carry a purse, hold it close to your body.

If you’re followed:

- Act suspicious—turn to look at the person. This gives you time to plan your strategy and lets the person know you won’t be taken by surprise.
- Change directions—if someone is following you on foot, cross the street and vary your pace. If the person is in a car, turn and walk in the opposite direction.

The atmosphere was one of good cheer. I felt very comfortable, not at all as though we were being "examined." Staff Council member Audrey Pomerey told The Chronicle following a special luncheon for members of Staff Council at the Alumnae House. The event was hosted by the Board of Trustees.

At one table with three Trustees and five Council members, "The conversation bounced around the table and covered such topics as the likelihood of having cancer as the result of hormone therapy, for whom does Rebecca Lobo play basketball, does Art 100 still meet on Friday afternoons, and flex time and communication on campus," explained Pomerey.

According to Council member Mary Martineau, "The new parking garage was a hot topic of conversation and that topic led to a lively discussion of architectural styles around campus. We all agreed that we were glad there was not more building done to the more modern style of the theater complex, the Fine Arts Center and Carter-Zinkind. Jane Howard (president of the Alumnae Association) said that she was especially pleased to return to campus after the cleaning of College Hall and to note what a beautiful building had been hiding behind the ivy, bushes and decades of dirt."

Staff Council member Nancy Brady lunched with trustee chair, Kate Bickel Webster ’46 and Ned Zimmerman (his dad and Tom Mendellhorn were roommates at Yale). "I was aware that we were trying to build connections with people we didn't really know, and I wish I had a little about the trustees before attending the luncheon," Brady told The Chronicle. "This is really a recommendation for next time, she said. Brady characterized the trustees as "warm, approachable, interested and interesting. They listened! We accomplished the first step toward dialogue and community. It was clear that however much they do know about Smith, there are always things they don't, and meeting with us is a way to learn some of those things—and to learn about our perspective."

John Berryhill reported his regret that "There was only time to meet and get to know the four trustees who shared my table. They were a wonderfully diverse group, happy to share their background and answer my questions." Berryhill said that the luncheon was held on, "almost exactly the first anniversary of my arrival at Smith, so as a new employee, I didn't know what to expect. I was delighted that these folks were eager to know about, not only what I do at the college, but what I feel needs improvement."* 

Let's Do Lunch.

[Editor’s Note. John Berryhill was not the only person who was unsure of what to expect at this event, because it was another “first” at Smith.]
Staff Council Does Make a Difference

BY SHARON RUST

College staff have a voice in the policy-making decisions reached by standing college committees, because Staff Council members are also members of those bodies. All major fiscal and operating decisions are formulated in these committees, and their recommendations are taken by the president to the Board of Trustees for final approval.

Staff Council members represent you on:
- ACBA [Advisory Committee on Resource Allocation]
- CP&R [Committee on College Planning & Resources]
- CP [Committee on Community Policy]
- Trustee Investor Responsibility Committee
- Parking Garage Committee
- Fine Arts Center Renovation Planning Committee
- Student Center Building Committee
- McConnell Hall Renovation Committee
- Ombuds Person Selection Committee

Staff Council is now, routinely requested to nominate staff members to serve along side faculty, on other advisory panels.

Staff had major roles in:
- Self-Study
- Selection of the new Human Resources Director
- Winter Party
- Staff Vision Art Exhibit
- Community Forums

The Staff Council Activities Committee looks to us in fostering a closer knit community by bringing together staff, faculty, and our families, for a broad spectrum of events.

- WQBY (CH 57) Pledge Drive volunteers
- Trips to Boston
- All College Picnic activities
- Taste of Northampton volunteers
- National Denim Day; breast cancer awareness & fund drive
- Rays of Hope Walkathon
- Trips to New York City
- New England Blizzard basketball games
- Have a Heart Food Drives

The need to build better ways to communicate is perhaps the original reason that Staff Council was born. That need is an on-going one, as evidenced by the recommendations of the Self Study Steering Committee report. While Mary Dunn was very supportive of our efforts to create a staff organization, it has been Ruth Simmons who has opened the doors to full staff participation in all decision-making processes at Smith.

- The President requests regular meetings with Staff Council
- Senior staff welcomes invitations to meet with Council
- Human Resources is most receptive to Council's suggestions
- College Revisions encourages Council's help in making the Directory more useful
- The Council Chronicle has become a quarterly, with faculty and trustees added to the circulation.

All staff can take pride in the hours of hard work that our staff representatives volunteer on behalf of making Smith the very best women's college possible and assuring that this college remains a great place to work.

- Go into a store or other public place. If the person follows you, ask to use the phone to call Public Safety.

Protect yourself while traveling
- Always keep car doors locked and windows rolled up in traffic, especially at stoplights.
- Always lock your car and take the keys.
- Keep all valuables in the trunk, and never leave them on the seat or in the glove compartment.
- Park in well-lit areas that will be well-lit when you return.
- Check the back seat and the immediate area to see if anyone is hiding.
- When waiting for a bus, wait near others.
- When in an aisle seat, near the driver, if possible.
- While using subways and trains, wait in well-lit areas, near other people. Stay alert. If someone bothers you, make noise to other passengers know.
- Don't hitchhike. Don't pick up strangers.

Here at Smith College
- Know the location of the emergency phones. (There are 32 emergency phones located around campus. Pushing the talk button automatically connects to Public Safety.)
- Contact Public Safety, ext. 2490.
- If you are hesitant to walk alone to your vehicle after work or because of the late hour and darkness, an escort will be provided for you.
- Report suspicious activity and persons immediately to Public Safety, EMERGENCY 800.

Personal Safety in the Workplace
Public Safety has, as its primary responsibility, the security of everyone who lives, works and studies within the Smith community. Each individual must assume a share of the responsibility for higher personal safety. The following precautions and suggestions are to assist in this endeavor.

- Avoid working or studying alone in buildings. If you must work after regular business hours, contact Public Safety to advise them of your location and the time of your departure.
- Avoid using stairs in remote sections of a building. This is particularly important in larger complexes such as the Science Center and Nelson Library/Wright Hall.
- Keep your purse in a locked drawer or cabinet. Do not leave it in plain view, on top or under a desk or counter.
- Never leave a wallet, purse or other valuables in your clothing on a coat rack.
- Lock your office at all times when it is unattended. Never leave valuables in plain view or keys in the office door.
- Do not carry large amounts of cash and numerous credit cards in your wallet or purse.
- When a repair person enters your workplace, inquire as to the nature of the repair and request identification if you are unfamiliar with the individual. Legitimate companies issue ID cards for their employees. If there are any concerns, please contact Public Safety for verification.
- Contact Public Safety EMERGENCY 800, if you observe an unidentified or unauthorized individual in your workplace. Concentrate on a description of the individual so that you can provide information to the dispatcher officer.
- Report any suspicious person or activity to EMERGENCY 800, immediately.
Motor Vehicle Theft
One car is stolen every 19 seconds in the United States. That’s less time than it takes most people to unlock the car, put on the seat belt and start the engine. While motor vehicle theft is not common at Smith College, it does occur and one incident has already been reported this year. Using common sense actions to reduce the risk of vehicle theft is the foundation of prevention.

- Whether you leave your car for a minute or for several hours, roll up the windows, lock it and pocket the key.
- Park in a busy and well-lit area.
- Carry your registration with you. Don’t leave any personal identification documents, keys or credit cards anywhere in the vehicle.
- Keep packages or valuables in the trunk. If you leave anything in the car, make sure it is out of sight. Purchase stereo components, CBs or cellular phones that can be removed from their brackets and placed in a more secure location upon parking.
- Never leave the keys in the ignition or the vehicle running for any length of time. One statistic about auto theft never seems to change—in about 20 percent of all vehicle thefts, the driver has left the key in the ignition.
- If you have an alarm system or a locking device for the steering column, use it.
- Don’t forget that vehicle theft is a community issue. Look out for suspicious activities, report a stolen car to law enforcement immediately and report any abandoned cars to the local agency that handles their removal.

Burglary: Facts and Prevention Tips
According to FBI predictions, one in four homes will be burglarized this year. The potential for being targets depends on a variety of factors, including where you live, how well you know your neighbors and how well you protect your home.

- Proximity to wooded areas, parks and major roadways may be a factor in many burglaries. A recent study indicates that most burglarized properties are not very well-protected. The number of years you’ve lived in your home might also have a bearing on whether your home is burglarized. Burglars are more likely to choose victims who are not well-acquainted with their neighbors. Contrary to what some people believe, burglars do not necessarily occur in the dead of night. Burglars prefer to avoid confrontations and, in fact, daytime burglaries now account for 47 percent of the total.

What to do:
- Exterior doors and windows should be protected by deadbolt locks and sturdy frames. Door hinges should always be on the inside of the door.
- Prune any shrubbery that hides doors and windows. Cut back tree limbs that could help a thief climb into windows or get on the roof.
- Keep porches, entrances and yards well-lit so that intruders have more easily seen.
- Consider putting lights and appliances on a timer when you’re away so that burglars can’t tell the home is unoccupied.
- If you are going away, cancel all deliveries and ask a neighbor to pick up your mail and mow the lawn.
- Install a peephole in every entry door so that you can see who is outside without opening the door. A short chain between

Mail

Letter to the Editor

In a March letter to RADS staff (academic year employees), the college announced that benefits will be deducted on a 52-week schedule instead of during the weeks actually worked. This change became effective April lst.

One of the immediate results was an increase in take-home pay, since until April, deductions for the entire year have been taken over 30 weeks. On the surface this may sound appealing, but here is what this really means.

If a RADS employee works at all in the summer (i.e., in one of the summer programs which may have shifts as short as twenty hours a week) that paycheck will have benefits and other deductions taken out, and the pay might not be large enough to cover those deductions.

Upon returning to work in September (or after Interterm, a period when some RADS staff opt not to work) benefit deductions will double until caught up.

RADS staff who work forty hours a week and are able to work much of the summer (summer work is “fd” and generally goes to employees with higher seniority in the union) may think this doesn’t hurt them very much, they may even welcome the increase in the take-home pay. However, they may find themselves working without help in the summer, because those shorter shifts may go unfilled. Who is willing to risk a zero or negative paycheck because they worked ten hours one week and that created a paycheck from which full deductions were taken?

Benefits Director Eileen Cobell has explained that staff have a couple of options to avoid this: Every time an employee works one of those short shifts, a phone call can be made asking to have no benefits taken out. I advise the response to that idea from Payroll and Benefits staff then in September the doubling process would begin, just as if the employee had not worked all summer. (In fairness, please note that those have not changed, just when deductions are made: however, that doesn’t change the fact that people count on a certain amount of net pay, or at least some net pay.)

Or, staff has the option to pay benefits for the no-work period by direct payments. Of course the disadvantage to that is that payroll deductions for benefits are made with “pre-tax” dollars and that advantage is lost if the employee pays in a lump sum.

If a nine-month employee leaves Smith’s employment permanently during the summer, the college will send a bill for unpaid benefits... Hmm...

As presented to RADS staff, this change affects the entire college community; although this letter has addressed only RADS issues, the change will affect academic year administrative assistant positions, and also the newly created nine-month Residence Coordinator position, a house staff position with benefits.

Interestingly, the college will be able to maintain 30-week deductions for Local 211 Union dues (RADS staff belong to SEIU 211)... Hmm...

One of the reasons given for the change is the new payroll computer program, Banner. Supposedly, this program cannot handle different start and end times for deductions for different groups of employees. Being fairly computer illiterate, I thought computers could do anything we asked of them.

So I am left to wonder: is it that Banner cannot do this, or is it simply easier not to?

And then I would ask, easier at what cost to a group of “essential services” staff?...

—Sylvia Craft, RADS Staff Member

Banner
Hmm...

For more on this subject, see pp. 10-11.
There are many ways you can communicate with your Staff Council.

E-MAIL
staffcouncil@ais.smith.edu

THE WEB
www.smith.edu/staffcouncil

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

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

TELEPHONE OR IN PERSON
See the Staff Council roster on page 20.

STAFF COUNCIL SPONSORED COMMUNITY FORUMS

We are an organization for you and we want to hear from you. Questions, comments or ideas are always welcome. Contact us soon!

...continued on page 5...
Two Hats, and Always In Motion

Several months ago I assumed a new role in the college: outreach coordinator in the Office of Institutional Diversity. This is in addition to my job as associate director of admission. The new position was created by President Ruth Simmons with funds granted to her last year by the Knight Foundation. Many people have asked what this new position means for the college and how it overlaps with my duties in the office of admission.

This new position allows me to focus all of my efforts on establishing stronger linkages between Smith College and communities of color. Great strides have been made in increasing the diversity among the Smith student population, yet there is more work to be done. My charge is to assist Carmen Santana-Melgarejo, the director of the Office of Institutional Diversity, in expanding existing partnerships, such as the relationship with the Young Women’s Leadership School in New York, and Miami Dade Community College, and to develop new alliances.

I travel around the country—and also work in our own backyard—to meet with educational agencies, community organizations and social service agencies that serve under-represented students. Many students and their families have told me that Smith College is actively developing a diverse student community.

We anticipate that our efforts will yield a greater appreciation of the Smith College community and an understanding within communities of color, of the benefits of a liberal arts education. Students and their families will be better prepared to make an informed decision and more likely to visit and take advantage of Smith College.

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Inside

Banner
Credit Union
Diversity Work
Health & Fitness
Safety Stuff
Trustees

Jeannie Ranney
What do Calvin Coolidge and Dick Clark have in common? They’re both related to Vermont native, Jeannie Ranney! A RADS floater out of Hubbard House, Jeannie is in her seventh year at Smith; her fourth as the owner of Blue Iris Catering, and in her second as the owner of Jeannie’s Place on Prospect Street in Northampton.

Asked by a reporter if she likes being a RADS floater, Jeannie said, “It’s fun because the work is different from day to day. The only part that isn’t fun, is trying to find a place to park.”

Of all the tasty things that she makes, her most important item is time. “To do