For Smith employees and their families, there's a treasure trove of discounts and bargains out there in the local community that may not be widely known on campus—discounts ranging from 5 to as much as 50 percent on goods and services from car parts to dry cleaning, theater tickets to hardware. And they're all available to staff and faculty by virtue of their Smith employment.

Here's a list of discounts available to Smith employees from local retailers recently compiled by the Staff Council's communications committee:

**FOSTER FARRAR HARDWARE** 145 King St., Northampton, 584-8811; offers 10 percent off selected items

**LASALLE'S FLORIST** 279 Main St., Northampton, 586-4501; offers 10 percent for all cash/carry items, 20 percent for larger orders

**NAPA AUTO PARTS** 348 King St., Northampton, 585-8778; offers up to 50 percent off list price of many items only at the King Street store

**SERV-U STORES** 366 King Street, Northampton, 584-2336; offers 10 percent off all non-sale items

**WHALEN'S OFFICE CENTRE** 162 Main Street and 139 Damon Road, Northampton, 584-3794; offers 20 percent off all non-sale or non-discounted items

**ENTERPRISE RENT-A-CAR** 50 Market Street, Northampton, 586-5177; offers Smith employees a corporate rate (about $10 off regular rate) and unlimited miles on most cars for daily and weekly rentals

**CALVIN THEATER** 16 King St., and Iron Horse Music Hall, 20 Center St., Northampton, 586-2632, extension 104; offers group discounts of 15 percent on most shows (5 percent for more popular shows)

**PICCOLO-BRADLEY AIR PARKING** Windsor, Connecticut, 860-623-0228; offers 25 percent off all parking rates

**BELL ATLANTIC CELL PHONE** 413-531-5314; offers discounts on cell phone packages

**GRAINGER.COM** 1-800-994-2342, extension 87175; offers up to 15 percent off catalog items

**MASS BUYING POWER** discounts on many products and services; see Web site http://www.massbuy.com

For the following two discount offers, contact Pat Morrier in the purchasing office, extension 2240

**COSTCO** Riverdale Road, West Springfield; $20 memberships ($15 off regular price) available to Smith employees; membership valid through April 2000

**WALT DISNEY'S MAGIC KINGDOM CLUB** offers discounts on vacation packages and theme parks (some date restrictions apply)

*continued on page 10*
Dear Readers...

A Busy Fall for Staff

So far it's been a busy fall on the Smith campus. We've welcomed some 650 new students to campus, hosted an impressive lineup of lecturers and visiting professors, and several departments and programs have coordinated symposia. In addition, the college has held two national events, the October 22 campaign kickoff, "This is About Smith," and the "What's Next?" diversity conference November 4-6.

Through it all, Smith's staff has been there, making certain the campus looks its most attractive, organizing speakers' travel schedules, booking campus rooms for presentations, setting up thousands of chairs, and making sure people are fed.

In this issue, we look at some of the many ways staff here pitch in to contribute to the success of specific college events as well as the many ways staff is always plugging away to help the college run smoothly in all areas. On page 8, Amy Holich describes her perspective of the exhaustive ITT setup for the October 22 campaign kickoff. On page 4, we enlisted Megan Jamieson '03 to give us her take on her own experience with Smith staff. Cindy Rucci '83 (page 5) gives an historical account of the significance of the Grécourt Gates along with an example of how Smith alumnae have traditionally contributed to those in need all over the world. In other stories, staffers discuss the various ways Staff Council works to improve the lives of staff on the job and after hours.

All this to perhaps make the point that, from the outside, while it may look as though Smith runs effortlessly and efficiently, there are always those behind the scenes who are spending their time putting the details together and adding their essential input to give the impression that things are always in control here. They are called Smith staff members. These are some of their stories.

If you have some of your own, let us know. —Eric Weld

Goodbye to a Professional

With deep sorrow and fond remembrance, we would like to say goodbye to Dick Hunter, a 33-year employee in the Physical Plant, who died at age 55 in his Northampton home Friday, November 5. Dick, since 1981, was supervisor of special events, a position through which he made certain that Commencement, Rally Day, and hundreds of lectures and other gatherings on campus went as planned. We remember Dick as a person one could count on, as someone who unfailingly did what he said he would do, and always put in the extra effort to assure an event's success. He was an exemplary professional. And he was always enjoyable to work with. We'll miss him. —Eric Weld
Everyone Wins With United Way

Zoe Pletcher '03 and Darlene Sliwa '02 came the closest to correctly guessing the number of jellybeans in the jellybean contest sponsored by the Smith 1999 United Way Committee. They are the proud recipients of a jellybean-filled jar and a $25 gift certificate to Downtown Northampton. The winners were announced at the gala Food & Wine Spectacular held on Wednesday, October 6, and co-sponsored by the United Way Committee and the Smith College Club.

Actually, all who contribute to the United Way are “winners” because they are doing their part to help those members of our local communities who need the services of United Way agencies. We are people helping people, and there is little in life more important than that.

And the Smith College 1999 United Way Campaign is evidence of how important people helping people is to the Smith staff and faculty. As of Nov. 4, 540 donors have contributed $134,629.50, surpassing our $125,000 goal.

We are seeing a response to President Simmons’ challenge of personally donating $25 to the campaign for each new donor up to a total of $5,000, and the committee hopes the campaign will benefit from the maximum amount with 200 new donors.

Any members of the staff and faculty who would like another pledge card should be in touch with campaign chair Judi Marksbury (ext. 2108; e-mail jmarksbury@ais.smith.edu).

The 1999 United Way Campaign Committee is most appreciative of the generous support the Smith campaign is receiving from our community. It is truly heartening to be at 108% of our goal at this stage of the campaign. Thank you to all who are participating in this important effort to help our fellow citizens!

—Judith L. Marksbury Secretary to the President, and Chair, Smith 1999 United Way Campaign
Smith is full of surprises.
My fellow first-years and I thought we knew what to expect when we arrived here: mythical loads of homework, a whirl of events, and the chance to get to know exciting new people. We had Smith all figured out, we thought. After all, our mailboxes had been full since April and we'd heard from everyone—from President Simmons to our giddy HONS and everyone in between. But all those exciting new people started throwing curve balls, and they haven't stopped!

Oh, we were prepared for the quirks and oddities of the older students. From them we expected the unexpected: wild adventure stories to go along with the do-it-all opera singer-politicians among their ranks and the superwoman poetess/neuroscientists. In fact, we've already begun to emulate their insanity.

But ultimately it has been our encounters with staff here that have given us pause. Here's an example:

For Alicia Kelly, an Ada Comstock scholar, the shock came before she even arrived here. "I wrote to tell the Ada Office that I'd be going into the hospital for a few weeks," she says, "just to make sure there were no deadlines that I might miss. Later I got a get-well card in the mail, signed by the whole office. It was just so unexpected!"

And as for me, I had my own eye-opener in the Park House kitchen after I'd tied on my apron for a turn at washing pots. Perhaps it was a song on the radio, who knows what prompted the experience. But before I knew it I was deep in conversation with the house cooks, discussing nothing less than love and men. At the heart of our discussion was the subject of that mythical person every woman has in her past, the one with whom things just can't work out—the one we still think about. Though the cooks and I barely knew each other, we all listed off our past relationships and nodded together knowingly. There we were surrounded by dishrags and chopped vegetables, telling our stories and laughing into the night. And I thought to myself, "Wow. Only last week I thought Smith would be about taking classes and sending lots of email!"

So there it is. Whether we students are being sworn to secrecy by the housekeeper about a kitchen worker's upcoming wedding, receiving get-well notes in the hospital from office personnel, getting excited with a dean about a passage in a book, or just exchanging the day's news with our RCs, we've found that the staff at Smith keeps placing little "wow" moments in our paths. Those mythical loads of homework will always be easy to predict. But thanks to the staff here, our time at Smith is sure to be full of the unexpected. Thanks Smith staff—we're learning.

~

We had Smith all figured out, we thought.

~
Do You Know Your Campus Landmarks?

The Grécourt Gates
Dedicated 75 years ago—on October 18, 1924—the Grécourt Gates have been a traditional symbol of Smith College for generations. During a dedication ceremony speech in John M. Greene Hall, President William Allan Neilson declared, "May the story of the Smith College Relief Unit be your heritage and your pride, and may its story be told to each succeeding generation."

But what was the Smith College Relief Unit and what do the Grécourt Gates represent?

The idea for the Relief Unit came from Mrs. Harriet (Boyd) Hawes, class of 1892, who during a speech at a Boston Smith Club luncheon in the spring of 1917, proposed that a relief unit be sent out to northern France to assist the refugee population struggling to survive the devastation wrought by World War I. The plan was presented a second time and approved at the June annual meeting of Smith alumnae. In less than three months recruitment, financing and equipment were secured and 17 Smith alumnae sailed for France with a cargo of two small Ford trucks and six prefabricated two-room wooden barracks.

Arriving at the Chateau de Robecourt in September, they were greeted by 25 women and three children, the burned out village's only remaining residents. By September 20, the unit had imported six cows, set up a milk station, and brought together 130 children from eight neighboring villages for a party. For two years and eight months, Relief Unit alumnae volunteers worked tirelessly to find drinking water, food, clothing, livestock and seeds for 16 French villages within 10 miles of the war zone. Health care was provided by two Smith doctors while alumnae ranging in age from 22 to 52 drove through abandoned trenches, fed animals, loaded trucks, and mended roofs. In 1920, the advancing German army eventually forced the unit to evacuate the villages and remove themselves with the retreating French forces.

The Grécourt Gates at Smith are an exact replica of the gates at Chateau de Robecourt in Grécourt, France, where the unit had its headquarters. Originally located between College Hall and what is now Hillyer Hall, the gates were moved to their present location nearly 30 years later in order to provide a wider space for vehicular traffic.

BY CINDY RUCCI ’83
A faint rain glints off the street as Leslie Pover pulls out on her bicycle, leaving 30 Belmont Avenue and work behind. She savors these moments: the start of a long ride home when the world empties of all its complexities of statistical comparisons, comprehensive claims reports, insurance underwriters, increased costs, and the world of numbers that more than consume each day. The things that fill her now are the warm damp air, the slight push of the wind against her, the fleets of wild birds that work their way across the sky, and the occasional deer and fox that cross her path. Her biggest troubles are pot holes, errant traffic, and the flowing stretch and bend of her own muscles moving her 16 miles closer to home.

Leslie climbed on her first bike when she was a small spunkly kid of 6. She'd perch herself on the rusty bike in a rut in the driveway outside her family's garage and crank and spin those rusty wheels pretending she was speeding through the world on an adventure. In a year or two, she was off and riding on the real thing with packs of neighborhood kids. For many years she was a typical cyclist who rode off and on without serious commitment—a casual Sunday rider. Then eight years ago she rediscovered the original joy that led her to perch on that first old clunker. She met her partner, a committed cyclist, who easily chased up hills while Leslie puffed and strained alongside. Her partner noted Leslie's bike didn't fit her properly, and a better bike might actually make the ride easier—a shorter, lighter bike, ergonomically sized for women cyclists, and correctly padded clothing. Leslie invested in a bike and what she calls "goofy" bright, padded bicycling gear. And sure enough, she found it was easier to ride! Leslie's life was transformed and thus began her 8-year-old love affair with cycling.

Leslie rides most of the year now. She often begins the cycling year in March or as soon as the roads clear, riding through the year until frost slicks the asphalt in October and the daily light begins to decrease and fade. She has two regular routes to and from work. One is a quick 26-mile round trip for the days she is pressed for time. The other is a 32-mile journey through a more scenic path.

Leslie always wears protective gear and finds most automobile travelers friendly, respectful and courteous. She also surprisingly found that she has become a regular fixture in the neighborhoods through which she rides. Evening joggers wave. Dedicated gardeners acknowledge her with a smile as she speeds by. And Leslie smiles and waves back—always moving ever closer to home.
Having a Ball
in Texas

What does coed softball in Texas have to do with Smith College? Not much usually. However, in the recent USSSA Coed World Series tournament in Grand Prairie, Texas, a few Smith connections could be found. Kathy Cotnoir-Engwer, daughter of Beverly Cotnoir (CDO), Patty Hayes (Office of College Relations), and Anity Perman, daughter of Frank Perman (Physical Plant) together with their teammates, finished 3rd in the country in their division of 84 teams. Earlier in the summer their team came in first in the A division of the Northampton coed league, and also finished first in their division of the Massachusetts state coed championship.

"Despite our success during the summer, we really didn't expect to fare so well in Texas," says Hayes. "The national tournament is extremely competitive, but we managed to play very well and to win our first 6 games before being eliminated in the semifinals. After the exciting 6-0 start, the loss at the end was heartbreaking. We actually weren't allowed to finish the game because of an unusual time-limit situation, so we felt a little cheated. By then we'd adjusted our expectations and knew we could come in first, but it wasn't meant to be. Third out of 84 teams isn't so bad."

Cotnoir-Engwer, left-center fielder and one of the team sponsors, received all-tournament team honors for her outstanding offense and defense. Bev Cotnoir, who also plays in a local coed softball league, contributed to the effort too. "I donated my catcher's mask to my daughter's team, so even though I didn't get to go to Texas, at least some of my equipment did." When asked about her own contribution as clean-up hitter, Hayes noted, "Well, I made the last out to eliminate us from the tournament, so that's something."

The team entered the tournament under the name "Loonar Piercing," a local business owned by Anity Perman, and is also sponsored by the "Real Estate Book," owned by Kathy Cotnoir-Engwer, and "Westside Parking," an airport shuttle service in Connecticut.
Lights, Cameras, and Thousands of Chairs

Amazing. That was the word we heard over and over during the week culminating in the October 22 all-college “This is about Smith” celebration. To the casual observer, it’s hard to comprehend the number of people it takes to pull off an event like this one. At any given time during the week, there were as many as 40 or 50 people scurrying about the Indoor Track and Tennis Facility (ITT) working on their areas of expertise—decorators, a theatrical lighting specialist, audio/visual technicians, tent and rental company staff, in addition to Physical Plant and RADS staff. The feat that was accomplished in such a short time was truly an amazing thing.

While a great deal of preliminary electrical work was completed during the prior week, the actual set-up schedule was timed to the hour, beginning on Tuesday, October 18. During the windy, rainy day outside, enormous tents were raised on opposing sides of the ITT: one for the reception that was held after the convocation, the other as a kitchen out of which RADS staff would serve the delectable meal. At 8 p.m., a crew from Theatrix, a local stage lighting company, unloaded three trucks full of truss pieces and lighting equipment that would be assembled into three, 160-foot spans and flown from the massive steel trusses that support the roof of the ITT. The Theatrix crew—with help from their sister company, Moonlighting, of Portland, Maine, and a Smith electrician—set to work assembling the trusses, rigging the lighting and installing powerful motors that would carry the load. Working nonstop until 4:30 a.m., the crew was able to “fly” everything including a 30-by 30-foot tent top to provide space for one final day of classes and recreational use.

Work resumed in the ITT during the day when staff members from Perfect Surrounding of Newport, Rhode Island, arrived to begin casting their magic. By early Wednesday evening Theatrix was back on site with two Smith electricians working to mount numerous additional motors, fixtures and a formidable black velour curtain that effectively divided the 200- by 300-foot ITT into two rooms: an auditorium and a dining room. In addition, Physical Plant staff arrived at 10 p.m. to lay the protective floor covering consisting of 12 strips, 12 feet wide by 150 feet long; a three hour undertaking. The evening concluded at about 3 a.m.

On Thursday morning work stepped into high gear. Rental trucks arrived bearing more than 2,800 chairs, hundreds of tables, both round and long, eight tents, and two stages—one 24 feet square and another 72 feet by 24 feet. By midmorning, the stages were in place, the tents were standing and arriving at the door was avfx, of Boston, with three more trucks loaded with audio and visual equipment that would not only record the event, but would also project a video and provide a live feed to 12- by 20-foot screens during the convocation and project the campaign video onto the rear of a 15- by 20-foot
(This Is About Smith Staff)

screen during dinner. Avfx worked with Theatrix and our electrician to "fly" and power their equipment, and by late afternoon huge video projectors hung from the main truss, speaker groupings were suspended from the high steel of the roof, and a control station was operating at the back of the "auditorium." A Physical Plant crew arrived in the early evening to set up tables and chairs on the dining side as Theatrix and our electrician began one of the week's most time-consuming tasks: to suspend from the high steel five light bars that contained colored lights and more than 90 spotlights, each of which was focused on a dining table. Lights casting the campaign colors and the clean, crisp white spot lights. Many other final touches were soon under way, from installing pipe and drape around the dining area (creating the effect of a room within a room) and blocking the east-end windows to prevent stray light from ruining the campaign colors on the tents to arranging the blue-boxed gifts for the honorees on silver platters on the stage.

The final effect was breathtaking. As the Smith orchestra played and the faculty, trustees and honored guests processed into the ITT, many people while still on duty could step back and admire the feat that had been accomplished. As one person commented, the event was the most thoroughly planned and beautifully executed he'd ever seen at Smith—the accomplishment of an incredible team of dedicated, talented and professional people.
Staff Visions 2000

Staff Visions, the annual exhibit of art and crafts created by Smith College staff, will be held in Hillyer Gallery, January 24–February 4, with an opening reception January 25, 4–6 p.m. in the gallery. Experienced artists as well as newcomers are welcome to participate in this popular exhibit. Past exhibitions have included work in oils, acrylic, watercolor, pastel, pencil, pen and ink, photography, wood, glass, collage, fabric, embroidery and silk screen.

Registration forms were mailed to all staff in early October and should be returned to Patricia Hayes in Garrison Hall by December 15. Please contact exhibit organizers Patricia Hayes or Amy Holich if you have questions.

Employee Excellence Awards: The Process

It was a committee of six volunteers who represented a broad cross-section of the community that ultimately selected the winners of the first Smith Employee Excellence Awards. From pools of names offered by Staff Council, SAMS, and Union Local 211, two committee volunteers were selected from each pool to constitute the young members of the group.

This year’s committee members were Maria Vallejo and Cyndee Button, administrative support; Mary Philpott and Ruth van Erp, administrators; and Lisa Brazeau and Kathy Bates of Local 211. Gaynelle Weiss, associate director of Human Resources, who was a nonvoting member, chaired the committee. The six voting members made decisions autonomously. The only guideline set by the college was that no one who was either nominated or a nominator should be on the selection committee. The group met and set all its own guidelines for the process used to select the 15 award winners.

From a total of 91 individual employee nominees whose work was considered exemplary by the 151 colleagues who nominated them, the committee carefully read through each of more than 250 pages of nomination materials, discussed and debated the information, then finally agreed on the deserving recipients of this year’s Employee Excellence Awards. Congratulations winners.—Patty Kimura

The Last Great Party

Don’t miss this year’s annual Faculty and Staff winter party, “The Last Great Party of the 20th Century,” Saturday, December 18, from 8 to 11:30 p.m. in the Indoor Track and Tennis Facility (ITT). The occasion will celebrate the quarter centuries of the past 100 years.

The evening will be filled with live musical entertainment that’s sure to lure you onto the dance floor and help you get into the swing. Partiers will sample amazing hors d’oeuvres and dine on delectable dishes prepared by local caterers. We hope to see you there!
Another Year at the Helm

BY SCOTT GIRARD, STAFF COUNCIL CHAIR

Now in my third year as chair of Staff Council, I feel fortunate to work with such devoted and committed people on the council. Our membership is stronger than ever and committed to inclusion and innovation. Council members have been instrumental in planning, chronicling and implementing projects like the flextime program and employee excellence. In the past two years we have come a long way.

I think it’s important to realize this and acknowledge to ourselves that we can make a difference in our work environment. Our persistence and perseverance are paying off. The inclusion of Staff Council in the hiring process for Human Resources Director reflects the longterm effect we can have on the process. Change takes time and after almost 10 years of Staff Council we are reaping the rewards.

The college administration is doing its part in inviting our voices to the table. Staff has risen to the occasion and results are obvious. Human Resources, thanks to Director Lianne Sullivan-Crowley and the HR staff, has become extremely user-friendly during the past two years. Without cooperation and encouragement from the president’s office and HR our work would be much more difficult. I extend my thanks to those offices.

Staff Council members past and present remain willing to continue the struggle and answer the call when invited to do so (and sometimes even when not invited). The Communications Committee has already updated the council’s Web site, published The Council Chronicle faster than I’ve been able to keep up, and are realizing discounts from local businesses for Smith employees. When you visit the council’s Web site you can access a list of discounts from participating businesses (also, see the related article in this issue). I predict this list will continue to grow.

The Activities Committee has already sponsored a trip to Salem. An upcoming trip to New York City is planned for December 11. It has raised money for Breast Cancer Awareness and planted daffodils on the Paradise Pond Island in memory of Marie L’Heureux. A special thanks goes to Cindy Rucci and Tracy Putnam for all their extra efforts.

The Personnel Policy Committee continues working with HR to assure staff input on proposed plans like a Long-Term Care Policy and a Med-a-Gap program to assure future continuing health care for staff. There is also considerable work being done to promote participatory staff evaluations for administrative and administrative support staff. The Nominations and Elections Committee has sent numerous recommendations to campus committees for staff participation. The committee is also submitting a proposal to the president’s office for a grant to provide picnic tables across campus.

I want to thank everyone involved with Staff Council past and present for their commitment to promote our goals. It is not easy work but it has been rewarding and it is paying off. If you wish to become involved in the council’s work please ask a member what you can do and consider running for membership next year. Again, thanks coworkers for being committed to workplace innovation.
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<td>LIB ADMi</td>
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There are many ways you can communicate with your Staff Council. We are an organization for you and we want to hear from you. Questions, comments or ideas are always welcome. Contact us soon!

E-MAIL  staffcouncil@als.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 above.
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