Staff Softball Takes It All!

The Smith College Co-ed Softball Team, financed in part by Smith College, has been competing in a league organized by the Northampton Regional Department since 1990 over the years, coaches have been Deb Brady, Ann Nichols, John Shea, Robb Shycon and the gentleman whose leadership has resulted in our most successful years, Jim Montgomery. As the only player remaining from the original 1990 team, he coached the team to the 1996 division championship and 2nd place in post-season playoffs in both 1996 and 2000. But our greatest feat came this past summer when Smith...well, read on and find out!

Our league plays seven-inning games. With a score tied at 6-6, we were in the bottom of the 8th against the only team to beat us this season: Oleana. Hungry - it was two hours past suppertime. Tired - we'd worked all day and were now in extra innings! And hot! Seventhrity in the evening and the heat Miser was holding steady at 95 degrees. We had to score to end the game before we walked. We had to win to get to the championship game.

Lois, up first, reached, really reached, to get to a ball that would have landed at least a foot in front of home plate, and turned a poor pitch into a granite to left field. Kevin followed - hitting what I assume was a better pitch (that was too narrow and easiest to record) and earning her place on first. Okay, consider it first and second. And with the sure bats of Linda and Kevin waiting in the wings, waits for his pitch and pushes a low flyball into right field. The two fielders close in, but the ball finds Lois. Lois, with her locomotive on full throttle, powered around third and was practically winked by the Smith bench before she reached home plate, smiling, to beat the band! Maybe because he was the winning run. Maybe because he didn't have to pitch into a ninth inning. Maybe because this put us into the first game of the playoffs. Only he knew!

Upcoming Events:
New York City Bus Trip
Saturday, November 30
There is no better place to get into the holiday mood than The Big Apple.
CALL NOW. SEATS STILL AVAILABLE. (ext. 4424)

Staff Council Meeting
Wednesday, December 4 at 2:30 p.m.
Meetings are open to all Smith employees. They are usually held on the first Wednesday of each month.

Bright Night Bus Trips
Wednesday, December 11
Celebrate the holidays with your entire family and leave the driving to us! Make your reservations soon; this trip fills up quickly.

Cookie Swap
Monday, December 16
Bring 2 dozen cookies to swap and share some history about your cookie recipe. Pack a bag lunch OR just nibble a few cookies!

Coming in 2003
Smith & Leam Series: Arts & Crafts Demo
New York City in the spring
Book/CD Exchange
Boston Bus Trip
Cinco de Mayo event
Please contact your Staff Council representative for more information.

Staff Visions 2003
Staff Visions 2003, the annual exhibit of art and crafts created by Smith staff members, will be held during the months of November and December 2003, in the Books Arts Gallery in Nelson Library. In recent years, the exhibit has been held in February and March, so the ad hoc Staff Visions Committee felt it was a good idea to let the Smith community know we will have to wait about a year for our next exhibit. We promise it will be worth the wait. As an added bonus, the exhibit will have on display for a full two months.

Cast your vote...
What do you think about the activities offered by Staff Council?
Please take the time to let us know on the enclosed survey.
We need your feedback!

Submitted by Tish Veras and Karen Lalonde

Standing: Samantha Hawkins, Eric Luech, Jan Frantz, Laster Humphries, Karen Yolotl, Adam Sheehan, Kevin Lalonde
Kneeling: Dave Penry, Jessica Tenaglia, Jim Montgomery, Stephen Melby/Anthony, Adaminee Rice, Linda Hock, Sarah Thrash, Linda Hall
Not pictured: Nino Young, Jeff Kranz, Jennifer Johnston, Judi Bouley

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desserts containing chocolate. Besides offering a solid batting average, Jen offered the reward of a just-out-of-the-oven chocolate chip cookie for each teammate hitting safely past the third base player. VERY effective strategy! I mean, who can resist a fresh-baked cookie, especially when dinner isn’t at for at least an hour?

After one game, Coach Jim invited us to his home for pizza and beer. (Can I say that??) We were sitting on the curb waiting for the pizza to arrive and listening to our teammates compare their bumps and bruises resulting from lightning bat - and almost always accurate - throws from our exemplary short-stop, Kevin Shea. See, deep down we don’t believe that he came to us fresh out of MIT two seasons ago, but from the major leagues! We don’t have a formal device to accurately measure the speed of Kevin’s throws. Instead, we’ve heard the outside guard and made declarations like, “I have a Kevin on my shinn from the 2nd game of the season that is STILL sore” or the return volley of, “Oh yeah, I have TWO Kevin’s! Look, here and here!”

There’s no tackling in softball, right? Well, maybe just this once. Hoping for a late-in-the-game comeback, the runner, a man twice Sam’s size, obviously thought he could out-run and/or out-power the ‘girl on third. Definitely, she showed him how wrong he was. (How could he have known that she now for the Smith Crew team and, thus, has amazing upper body strength?) Sam snagged the throw and, as he dove for the bag, she literally tackled him before he could reach safely. Game. Set. Match.

We close this fabulous season, holding onto that long-ball-driven over-head hit that, by sheer will, became an ice cream cone catch to end the game. That ‘safe’ slide into third base that wasn’t safe because it was dead HEAD FIRST! The catch that almost hit the ground but landed in an out-stretched glove instead. The ‘magnetic-glove’ catches that would have nailed the cameraman. The single that turned double followed by a home run. Routine hits/plays that we could make in our sleep. Routine hits/plays that challenge us on some days. Teamwork resulting in single-, double-, and you, triple-play! Artistically challenging plays that earned our opponents style ratings and prompted cheering and aching from both benches.

As the season closed, I reviewed the shots from the final fall-latter. The facts: of the 19 runs, there were 11BBS earned on singles and two home runs. Without the team hitting safely ahead of the long ball hitter, the score would have been 20-1. The score would have been significantly less - 13 less! Without contributions from the entire team, the final score would have been a losing score of 6-14. This was about a team effort!

Next spring, join us on the sidelines or join us on the field! Either way, you’re sure to enjoy! Congratulations to the Smith Team on a successful 2002 season!

existence, we secured both the division championship and 1st Place in post-season playoffs and finishing with an 18 and 1 overall record.

Sun, our win/loss record looks impressive. Truth be known, we really had to come together as a team to pull off some of our wins, winning several games by only one run. Looking at the season as a whole, we out-scored our opponents 2-1. (This sort of stat selection is what happens when the accountant on the team gets a hold of the score book?)

After the final game, the team picture was taken with the championship trophy, and although we were a little hot and weary, we had plenty of energy (and reason) to smile!

Take a close look at our faces and our names. Five folks from the immediate community and fourteen "Smithies" made up our 2002 winning roster. Chances are you know at least one member of this fantastic and successful team!

There were many impressive "major league" highlights - surprising both the players who made them and the fans who came to cheer us on.

We had many hard-driven, flyballs to right center that were "absolutely gone," and yet Dave continued to make seal-sealing slide-catches to shut in those runs. We wore a patch of shorthand flecking to hand in the gap, only to be snatched up at the last second by Linda and Rob. There were the line drives out of the infield that never left the infield because of the quick gloves of our infield crew. There were those flies like this one from the final game:

Louis and Jessica singled. Dave homered to right. Rob and Linda singled. Kevin drove in the winning run. Adminee and Sam singled. Jim tripled, you guessed it, to right. (It kinda starts to sound routine, but have to the music to be there, experiencing this live! Well!)

Excerpted from "speechless" the post-game e-mail report for the August 7, 2002, final playoff game.

Some might be saying, "It's softball. How can it be exciting? Interesting? Fun?" Well, if the play-by-play doesn't grab you, here are a few facts and more memory clips.

How many softball teams have a budgie? Of the nineteen players on the Smith roster, 3 ½ are pitched. The "3" represents our solid pitching staff of Lois, Jessica and Jim, who consistently delivered real results; the " ½" comes from Lester, who, on the rare occasion, can be called in from the field to catch any batter unaware.

When asked about his favorite 2002 season memories, Jeff remembered two things: the three double plays against the UUs, and getting cookies for hits down the third base line! You see, Janelle, our faithful catcher and record-keeper for safe hits down the third base line, is also an accomplished baker, especially of
COUNCIL UPDATES

Activities Committee
Getting the Community Together

A new venture for the Staff Council Activities Committee has been “potluck events…” a picnic in August…lunch on Halloween… and a cookie swap scheduled for December 16. We have raised small with the events typically attracting 25 to 30 staff members, many of whom have never met. All who attend first great conversation and an opportunity to get to know their community. As the Halloween potluck, several staff members came in costume, but the hit of the day was Kari Hallberg’s “Kitty Litter Cakes.” The cookie swap on December 16 will be a brown bag lunch with beverages and paper goods provided. Each person is asked to bring 2 dozen cookies, an empty cookie tin, the recipe for the cookies (or the name of the place where purchased), and stories of favorite traditions to share with your lunch mates.

Given how wonderfully diverse our community is, we hope this event will highlight many different cultures and traditions. Won’t you participate?

Submitted by Susan Hollingsworth

Diversity Committee

Staff Council has formed an ad hoc committee to focus on ways that it might introduce and facilitate further discussions on diversity within the staff community at Smith. Meeting regularly, the committee members – Patty Kimura, Steve Montiero, Michael Waskul, Sandy Byers, Lacie Benoit, Laksha Coppey, and Marilyn Lewis – have focused on possible topics for Community Forums during the current academic year. Having gathered and explored a number of options, they are turning the final decision and scheduling over to the Communications Committee, one of the four standing committees of Staff Council. Additionally, members are referring multicultural activities, both on campus and in the greater Franklin/Hampden/ Hampden county community, to the Communications Committee to pass on to the Staff Council Website as another resource for Smith staff.

Concerned with the ongoing challenge of having difficult conversations around complex topics, the Diversity Committee is also researching a model for discussion groups that has received enthusiastic reviews from many communities throughout the United States. More information will be available in the next newsletter. Please feel free to contact a member from this committee, or any Staff Council representative, if you have questions, concerns or suggestions.

Submitted by Marilyn Lewis

Personnel Policy Committee

The Personnel Policy Committee of Staff Council has been involved in the development of several college committees that relate to personnel policy issues.

The Workload Committee was formed as a result of PCC’s desire to look into the issue of staff workload. In reviewing the Staff Self-Staff Council Report of June 1997, PCC noted that of the five areas which “have emerged as priorities to consider as we work to strengthen the working environment at Smith,” the issue of workload had not been addressed. With the help of Human Resources and Brenda Allen, we were able to meet workload focus groups. The Workload Committee is in the process of reviewing the report from Romney Associates and will be reporting the findings to Staff Council and the college community.

The Staff Orientation Committee, which will include members of PCC, will be meeting soon to work on suggestions for improving communication with new employees.

The Job Classification and Compensation Advisory Group is in the process of working with Mercer Consultants to review job descriptions.

In addition, PCC has discussed the potential plusses and minuses of utilizing a 360 method of performance review at the college. This would involve peer-to-peer review, as well as peer to supervisor.

PCC is also concerned with the projected implementation of the Childcare Study recommendations for a program that will run from 8:30 a.m. – 5:00 p.m. year round.

Current Staff Council Priorities

- diversity: With the formation of the ad hoc Diversity Committee, extra attention is being focused on how to provide Smith staff with more opportunities for learning about and embracing diversity. Items being discussed are as follows:
  - diversity training for all staff
  - ideas for Community Forums
  - effective dialogue models

- Outcomes of the Child Care Study recommendations.

Workload study.

For a comprehensive look at what your representatives are working on, log on to:
http://www.smith.edu/staffexec/97sspspeech.html

PCC meets every other month with LiAnne Waldron-Crowley to ask questions related to personnel policy issues, get her comments about HR issues and be informed about upcoming changes to staff policies.

Submitted by Sandy Byers

Communication Committee

The Lunch and Learn Series has been very successful this fall. In September, Trissy Putsam hosted a well-attended workshop entitled “Putting the Garden Bed to Rest and Planting Bulbs.” This was followed in October by a presentation on children’s literature by Nancy Brady and Susan Etheredge.

In the near future, we look forward to helping with community forum arrangements, assisting with the work of the Diversity Committee, and sponsoring additional dates in the Lunch and Learn Series.

Submitted by Nanne Homstead

Highlights from Tim Wise’s Talk

September 30, 2001 (Wright Hall)

Tim Wise is one of the leading white anti-racists in the U.S. today. He has been actively fighting racism and educating people about white privilege since the mid-80s. The following are some highlights from his recent campus visit:

- His opportunity to attend Tufts University in New Orleans was a direct result of a “system of privilege” from which he still benefits.
- His mom took us a school lunch which his grandmother co-signed. She was able to co-sign because of the assets — property in a restricted (white) neighborhood — accumulated by his grandfather. His grandfather was able to afford the property because his military OCS training put him in line for a civil service job — color restricted — after the war.
- FHA loans were not available to people of color for the first 30 years.
- "Black like Me," the story of a white man who through medication turned for dark and passed as a Negro in the south, has been pervasively assigned to white students for four decades. Why did white people listen only to other white people on what it’s like to be black? Whites need to listen and believe color of people. Why not ask white people to reflect on what it’s like to be white. That might lead to a better understanding of other groups.
- Even when he’s stopped and ‘wanded’ at airport security, it’s not the same experience. Other whites look at him with a knowing smile which implies, “Oh, yeah, I’ve been inccorescented that, too.” If a person of color — especially someone who appears to be of Middle Eastern heritage — is stopped, the looks from whites are less understanding and more suspicious.
- 19 out of a billion Muslims is not a representative sample. Yet, Muslims in America are being discriminated against under the guise of patriotic fervor. He suggests that if the IRA had attacked the Twin Towers, we would not have bombed Dublin.

- News items against stereotyping should feature stories; not small, boxed items. In USA Today, a story about the fact that the last six years indicate that white students are more likely to carry weapons didn’t make headlines; it was in a box in the lower corner. 80% of serial killers and mass murderers are white; 75% of child molesters are white. But there are no headlines screaming “Shocking look at...” in conjunction with those statistics. When people of color do something wrong, it leads.

- Whites only think about being white when in settings that are mostly non-white, and usually they are there by choice. People of color think about how their color affects their treatment everyday in the white mainstream. They do not have a choice.

- Whites are five times more likely to be attacked by another white than a person of color; often by a family member.

- In 2000, 750,000 people were arrested for possession of drugs; 35% were African American (263,000); 99% were white (700,000); however, based on rates of usage, a more accurate number for whites using drugs would be 570,000.

- Economic cost of discrimination — people not paid what they’re worth — has a ripple effect. Our country loses $240 billion in economic output yearly.

Staff Council is working to bring Tim Wise back to campus at a time when more staff members would be able to hear him — perhaps for a Community Forum. Whether you agree with Tim or not, his thought-provoking statements challenge us to examine our own values, beliefs and behaviors.

Submitted by Marilyn Lewis

Please Contribute!

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

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November - December 1999
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Activities Committee
Getting the Community Together

A new venture for the Staff Council Activities Committee has been "potluck events..." a picnic in August...lunch on Halloween...and...a cookie swap scheduled for December 16. We have started small with the events typically attracting 25 to 30 staff members, many of whom have never met. All who attend first great conversation and an opportunity to get to know their community. As the Halloween potluck, several staff members came in costume, but the hit of the day was Karin Labarge’s "Kitty Litter Cake." The cookie swap on December 16 will be a brown bag lunch with beverages and paper goods provided. Each person is asked to bring 2 dozen cookies, an empty cookie tin, the recipe for the cookies (or the name of the place where purchased), and stories of favorite traditions to share with your lunch mates. Given how wonderfully diverse our community is, we hope this event will highlight many different cultures and traditions. Won’t you participate?

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Concerned with the ongoing challenge of having difficult conversations around complicated topics, the Diversity Committee is also researching a model for discussion groups that has received enthusiastic reviews from many communities throughout the United States. More information will be available in the next newsletter. Please feel free to contact a member from this committee, or any Staff Council representative, if you have questions, concerns or suggestions.

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The Staff Orientation Committee, which will include members of PCP, will be meeting soon to work on suggestions for improving communication with new employees.

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For a comprehensive look at what your representatives are working on, log on to: http://www.smith.edu/staff/ffox/lnnms/tegage.html

Current Staff Council Priorities

- divestiture. With the formation of the ad hoc Divestiture Committee, extra attention is being focused on how to divest Smith staff with more opportunities for learning about and exercising divestiture. Items being discussed are as follows:
  - diversity training for all staff
  - ideas for Community Forums
  - detailed action models

- Outcomes of the Child Care Study recommendations.

- Workload study.

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NOVEMBER - DECEMBER 2002
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Staff Visions 2003

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Cast your vote...

What do you think about the activities offered by Staff Council?
Please take the time to let us know on the enclosed survey.
We need your feedback!
Campus School (CMP)
Tara Zidonik
Campus School
Fort Hill

Dean of College (DOC)
Anne-Marie LaFosse
Class Deans
Dean of the College
International Study

Steve Montiero
Ada Comstock Scholars Program
Chapel
Health Services

Laura Rauscher
Area Coordinators & Residence Life
Disability Services
Student Affairs

Patricia Swan
Admission Office
Financial Aid
Registrar

Information Technology Services (ITS)
Karen LeHoullier
Information Technology Services

Libraries (LIB)
Cristen Abrams, Laura Matta
Neilson

Physical Plant (PHYS)
Connie Dragon
Physical Plant

Gary Duffy
Public Safety

Angela Musiak
Botanic Garden

President/Provost Office (PPO)
*Kimberly Allen (Co-Secretary)
Athletics
Exercise & Sport Studies

Stacey Anasazi
Art
Center for SSPC
Museum of Art

Cindy Button
Jacobson Center
Kahn Institute

Lakisha Coppedge
Graduate Office
Institutional Research
School for Social Work

*Patty Kimura (Chair)
Education
Interdisciplinary Studies
Latin American Studies
Sciences

*Merrilyn Lewis (Treasurer)
Humanities (Hatfield)
Humanities (Wright)
Social Science (Wright)

Ann Mayo
Board of Trustees
Dean of the Faculty
Office of the President
President’s House

*Sam Rush (Vice-Chair)
Dance
Music
Theatre

Michael Washut
Institutional Diversity
Ombudsperson
Women & Social Change

Residence & Dining Services (RADS)
Diane Mikucki, Janine Nye
Housekeeping & Dining Services

Vice President for Advancement (VPA)
*Chris Carr Hill (Co-Secretary)
Advancement
Alumnae House

Vice President for Finance & Administration
Chief Public Affairs & College Relations Officer (VPFA/PA)
Serena Harris
Central Services
Educational Outreach
Purchasing

Susan Hollingsworth
Campus Operations
CFO/Treasurer
RADS

Janice McDowell
Botanic Garden
Career Development
College Relations
Human Resources
STAFF COUNCIL ▪ ACTIVITIES COMMITTEE ▪ SURVEY

(PLEASE RETURN TO SABRINA MARSH, OFFICE OF ADMISSION, NO LATER THAN DECEMBER 13th)

NAME: ______________________________________ DEPARTMENT: ______________________________________

EMAIL: ______________________________________ EXTENSION: ______________________________________

1. Have you ever used the website to look for information relating to the Staff Council Activities Committee?
   Yes ______ No _______
   If no, why? ____________________________________________________________

2. Have you ever participated in an activity sponsored by the Staff Council Activities Committee?
   Yes ______ No _______
   If no, why? ____________________________________________________________

3. If yes, which activity did you participate in? (check more than one if applicable)
   Rate Each Activity On a Scale From One to Five (Five being the most enjoyable)
   
   A. Casino Trip ________ 1 2 3 4 5  
   B. Bright Night's ________ 1 2 3 4 5  
   C. New York Trip ________ 1 2 3 4 5  
   D. Lunch & Learn ________ 1 2 3 4 5  
   E. Pot Luck ________ 1 2 3 4 5  
   F. Garden Tour ________ 1 2 3 4 5  
   G. Other (specify) ________ 1 2 3 4 5  

4. Which of these other activities would you be likely to participate in if sponsored by the Activities Committee? (check more than one if applicable)
   ——— Extended Weekend Trips (i.e. skiing, sight seeing)
   ——— Museum and Theater Event Discounts
   ——— Sports Activities (i.e. Staff/Faculty baseball game)
   ——— Bus Trips to Sporting Events
   ——— Bus Trips to Outlet Shopping
   ——— Plane Exchange
   ——— Local Cruises
   ——— Trip to the Zoo
   ——— “Smith Day” at Local Venues (i.e. Six Flags, baseball games)
   Other ____________________________________________________________

5. In an attempt to reduce the use of paper flyers, please tell us how we can best inform you of upcoming events (check all that apply):
   ——— Staff Council Website
   ——— Liaison List
   ——— Smith Bulletin Board online
   ——— Acamedia

Additional comments or suggestions? Please email us at staffactivities@email.smith.edu

FOLD AND STAPLE HERE