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U P C O M I N G    E V E N T S

Smith College School for Social Work
Check-In and Orientation
Friday, June 4 to Sunday, June 6, 2004

6/4/04 - Northampton Art Walk
The Museum of Art at the Brown Fine Arts Center

6/26/04 - Writing A Woman’s Life - Symposium
Alumnae House and Seelye Hall
As I have reflected upon the past academic year, I realize how challenging it has been for many of us. We have made significant reductions in the budget, reductions that have necessitated changes in the way we do business. These changes have ranged from small to large, and they have affected people.

By the beginning of next month, we will have notified those employees whose positions we will eliminate in the budget reductions. This is the hardest news that restoring fiscal stability to the college requires. Losing a job is a grave and difficult event for anyone; losing valued colleagues, and the hands, mind, and heart that they brought to their work, is also hard for those who remain.

As most of you know, we have been banking positions since September that have become vacant to prepare for the moment when we lay people off. We are releasing all banked positions in early June for internal recruitment. We hope that a significant number of employees whose jobs have been eliminated can be hired either in banked positions, or in positions that subsequently become vacant when employees move from them into banked positions. We have also decided that employees who have been laid off and who have not been immediately successful in their search for a banked positions will retain their status as internal candidates for six months after the termination of their employment, or until February 1, 2005, for any college positions that become available. Although we realize that the match between positions and skill-sets may not be perfect, we hope to experience sufficient turnover to provide employment opportunities for all those who have lost their jobs.

We are providing career counseling and out placement assistance for those who have been laid off. We will also provide training for those departments who want advice and counsel in dealing with restructuring their work in consequence of the lay-offs.

Any employee who is laid off can choose, at any point during the notification period, to receive the remaining pay due them in a lump sum and leave immediately. All laid-off employees will be eligible for a severance package. They also are eligible for 18 months of COBRA benefits. Any employee whose hours are reduced as a consequence of the budget reductions has the option of electing a full lay-off with severance.

I want to repeat to you all that we have taken the steps, painful as they are, to restore fiscal stability to the college’s budget. We do not anticipate further budget cuts or lay-offs in the years ahead. In this process, we have striven to protect financial aid and the academic program, taking deeper cuts in administration in order to give priority to instruction and to scholarships. I appreciate the understanding that so many of you have shown of the importance of these priorities to the mission of the institution.

“Although we realize that the match between positions and skill-sets may not be perfect, we hope to experience sufficient turnover to provide employment opportunities for all those who have lost their jobs.”
A Relationship To Celebrate

Anniversaries are a time of celebration, when we experience parades, parties and other events. Over the years Smith College has helped to celebrate Northampton’s anniversary in many ways! So far this year, the Smith community has hosted a series of lectures about the history of the town and region, and recreated the first women’s basketball game played in Alumnae Gymnasium.

This is not the first time the College community has taken an active role in celebrating its home town history. In 1954, Smith administrators, alumnai, faculty, staff and students found many ways to celebrate its 300th anniversary. Then, as now, the College participated in a wide selection of events ranging from musical premieres, history publications, floats in parades, re-enactments, and theatrical productions. The College presented the original play, "Covenant", written by Smith College students and edited by Hallie Flanagan Davis, director of theatre at Smith. A well-established playwright, Davis' story portrayed the founding of the College and the way in which the townspeople of Northampton were an instrumental part to the realization of the College. Scenes from "Covenant" were seen floating down Main Street in the 3-1/2 hour finale to the Tercentenary Week celebrations on June 20, 1954. The Class of 1904, returning for their own 50th reunion, contributed a tableau at Alumnae House celebrating the original Clark family settlement on the land where Smith now stands. Two graduates of the Class of 1904 were descendents of the Clark family.

A theatrical spectacular titled "Name It Northampton!" played at the Tri-County fairgrounds nightly to large audiences during the Tercentenary Week celebration. Written and produced by George Dowell, a member of the Smith College theatre department and local men Lawrence E. Wikander and Richard C. Garvey it brought together history, music, and entertainment. By all accounts in the Daily Hampshire Gazette, it was a rousing success!

As with this year's celebrations, music played an important role in the 300th anniversary. Many concerts were performed at Smith including the Gala Concert conducted by Marion de Rhonde, professor of music and director of the Smith College Symphony Orchestra, which included Smith faculty, students, and local musicians playing a full program of Handel, Beethoven, Copeland and Gould.

In addition, John Duke, professor of music at Smith and his wife and librettist, Dorothy Macon Duke, premiered their gift to the celebration, "The Northampton Hymn."

As with this year’s celebration, Smith faculty, students, and alumnae were involved in publishing histories of the town and its founders. The Northampton Book chronicled the 300 years of Northampton, Florence and Leeds. Chapters were written by Smith faculty and alumnae. In 1904 a handbook of Northampton Historical Localities, 1654-1904 was prepared with input by Smith faculty. The chapbook series that is being published for the 350th anniversary has its roots in these projects.

Earlier celebrations of Northampton’s history included an address by Charles D. Hazen, a celebrated professor of history at Smith on Old Northampton. A copy of the official program for the 1904 celebration shows that Smith faculty were prominent in the activities. The official celebration started off with church services throughout town, and sustained vocal or instrumental concerts and a parade. Fireworks on the “Northampton Drive Park” concluded the festivities held on June 5-7, 1904.

Information about Smith’s connections to Northampton’s anniversary celebrations is found in a wide range of materials at the College Archives. Files in the small Northampton and Local History Collection contain official souvenir programs, newspaper clippings, photographs, buttons, and concert programs for events from the 1904 and 1954 celebrations. Faculty biographical files provide information about the talented faculty who participated in these activities. Class records show how the classes celebrated their connection with the town. Publications in the Archives, such as The Northampton Book and all these records are available for perusal at the Archives.

By Nanci Young
From the Chair

We all experience those occasional moments in life when we wonder if anything we do makes a difference. Are the efforts that we make each day important? Does any one care? Does it matter? The answer to those questions is a resounding, “Yes!”

Tapestries are created by weaving thousands of individual threads together to form a beautiful, intricate image. As we go about our daily responsibilities, every one of us contributes to the overall fabric of Smith and touches the lives of our co-workers, students, faculty, and alumnae in the process. With each interaction, we help to shape their impressions of us and of Smith and influence their experiences with the college.

You are the sole determinant of what your thread brings to this complex material.

Is it a bright, bold color that dramatically affects the design? Or is your strand something more subtle and nuanced? Does it lend strength to provide durability against wear, or does it supply flexibility and elasticity? Whether a long thread wound over many years of service, or a shorter, newer fiber, each of us plays an essential role in Smith’s diverse tapestry.

We face some tough changes in the coming months. And although there is no doubt that they will be challenging, they will also add to the texture of the cultural cloth at Smith. Our ability to adapt, to respect one another, and to remember that we each make important contributions will reinforce our community and help to smooth out the tangles and knots we encounter in our work together.

I wish you all a relaxing summer filled with great food and the laughter of family and friends.

Merrilyn Lewis
Chair of Staff Council

Seven Council members, one driver, one shiny new van and unbelievably good weather equals a great day “on the road” for Smith’s Staff Council!

April 6 found current and former Council members Merrilyn Lewis, Steve Monteiro, Karen Le-Houiller, Sandy Bycenski, Bill Sheehan, Janice McDowall and Nancy Brady headed for a joint meeting at the invitation of Brown University’s Staff Council. Upon our arrival we were greeted by our contact Jane Williams and taken to one of Brown’s dining halls where their Council meets for its bi-weekly, two-hour lunch sessions. While enjoying a lovely lunch we listened first to their business meeting and learned that we share many of the same concerns and interests. They then relinquished the floor to their representatives who gave an overview of our Council, its history and current activities. They seemed very excited about our presentations and accomplishments. Janice McDowall said they took

"everything she brought along, notes, handouts, everything!" In the presence of so much interest and flattery, it was easy to have a good time. The meeting concluded with feedback from their Council about topics very similar to those we had discussed. Parking, not surprisingly, came up as a perennial problem there, too - and for considerably higher fees! The consensus was that a return visit from Brown to Smith next fall should be planned. Following the meeting several Brown council members took our group on an extensive walking tour of the Brown campus. It was interesting again to note similarities and differences. Our group held a "debriefing" on the trip home and concurred that this trip was time well spent and deserved "two thumbs up."

http://www.smith.edu/staffcouncil/
The early childhood program has a long history; it began in 1926 when Smith College President William Allan Neilson established the Smith College Nursery School. The school opened with fifteen students and now enrolls more than one hundred children, infants through preschoolers, in seven classrooms. The program operates full-time, full-year, with options for part-time enrollment.

The main building houses three preschool classrooms and an infant/toddler classroom; three adjacent apartments house three infant/toddler classrooms. The program is open to community members and Smith College employees. Smith-affiliated families receive priority for admission and are eligible for tuition grants.

Infant/toddler and preschool programs are designed to keep teaching teams together with a group of children for the years that they are enrolled. For example, children who enter as infants stay with their infant/toddler teachers for the first three years and then with their preschool teachers for the next two years.

Did you know...
The Smith College Center for Early Childhood Education is commonly referred to as Fort Hill because of its location on Lyman Road, off South Street.

SMITH COLLEGE CAMPUS SCHOOL
SERVING MANY COMMUNITIES

Founded in 1926, the Smith College Campus School is an elementary laboratory school enrolling approximately 275 children from kindergarten through 6th grade with two classrooms at each grade level.

Two thirds of our Campus School students reside in Northampton, with the other third coming from surrounding communities. Approximately 20% of our students are children of Smith College employees. Tuition grants are available for benefited employees whose children attend the Campus School. The Campus School has a financial aid program that serves all eligible students.

In our capacity as a laboratory school, the Campus School serves the Smith community through its work with faculty and students engaged in the study of teaching and learning. Consistent with the college’s commitment to public service, the Campus School has a long standing tradition of engagement with and service to communities beyond the campus.

One of the ways this is most apparent is through our classroom based community service projects. These projects often develop out of student interests and concerns that emerge through their study of various topics and current events.

This year projects serving our local community include collecting personal care items for the Survival Center, raising funds for a local animal shelter, singing at nursing homes, and baking bread weekly for local shelters. Community service projects that extend well beyond our local borders include a UNICEF drive, collection of personal hygiene kits for children in Mozambique who have lost their parents to HIV/AIDS, collecting supplies for a school for developmentally disabled children in India and contributing supplies to a preschool in La Pas Centro, Nicaragua.

Far from being isolated experiences, community service projects are one way that we help children move towards a sense of social responsibility, a longstanding goal at the Campus School.

The teaching staff bring many talents and interests to the program – their backgrounds include education, biology, photography, fine arts, dance, and much more. The program reflects the diversity of these interests in the curriculum.

The Fort Hill staff recently developed a statement for the program envisioning that “each child who comes through our door joins a community of children, families and teachers engaged in the joy, work and wonder of childhood.”

This vision is realized in many ways in the daily lives of the Fort Hill community. The curriculum is guided by respect for children’s potential and interests, and children are engaged in meaningful, in-depth, extended projects.

By Cathy Reid

By Martha Lees

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Rumor Buster

Rumor: Smith College has lost and continues to lose more and more parking spaces.

Busted: There has been a net increase of 369 total available parking spaces since 1999, going from 1162 to 1531 (the parking garage accounts for 352 of those).

Gary Hartwell
Project Manager
Physical Plant

Contributors
Writers:
Nanci Young
Susan Sanborn Barker
Cathy Reid
Martha Lees
Nancy Brady

Group Photographs:
Judy Roberge
Smith Archives

Cover Exposure
The Staff Council Chronicle editors are calling all artist to submit their work for cover consideration.

The Don’ts
Controversy
Photos

The Do’s
Good Taste
Digitized

All submissions will be considered for the Fall issue of
The Staff Council Chronicle
lrausche@smith.edu
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The Artist's Way

After the Staff Visions art show, Mimi Lempart from Neilson Library, Aisha Gabriel from Information Technology Services, and Sherry Poirrier from the Art Department, thought it would be interesting to do The Artist’s Way in groups here at Smith. They all had tried the book individually, and Aisha had trained with the author, which proved to be a great resource.

Mimi, an organizer extraordinaire, sent out an email to the Staff Visions participants in September and received twenty-three responses. The trio started talking about how to organize the process; two organizational meetings were set up for December.

During these meetings the basic components of The Artist’s Way were explained. Sixteen people decided to participate, forming four groups. Three met during lunch hour, and one group met after work.

The basic tools include morning pages, artist dates, basic principles, exercises, and check-ins. Morning pages are “three pages of longhand writing,” sometimes called “brain drain,” and are done every morning. Many participants found this the most difficult to do, usually because of time constraints. Others became very fond of them and looked forward to doing them each day.

The artist date is a “block of time especially set aside and committed to nurturing your creative consciousness, your inner artist.” Some of the artist dates people went on included taking time to paint, going on the Gallery Walk in Brattleboro, the luxury of seeing the Gauguin Tahiti exhibit with friends in Boston, visiting the Eric Carle Museum, going to a craft store and being inspired to try new projects, seeing the bulb show, and visiting Hampshire College to view Corita Kent’s serigraphs.

There are ten basic principles which the author suggests be reviewed daily. They include: “It is safe to open ourselves up to greater creativity; As we open our creative channel to the creator, many gentle but powerful changes are expected.” Many participants said they had a difficult time with the spiritual aspects of the book. One person wrote that although she resisted the spiritual aspects, she then started to read books on Buddhism and became very interested in the subject. As another said “The book shouldn’t work, but it does and I can’t figure out why.”

There are a series of exercises at the end of each chapter. Most groups decided to pick one or two of these and do them together. The weekly check-ins are a time to reflect on the week, how the participants are doing with the morning pages, and any other significant issues. Almost everyone had something positive to say about the experience. The comments included:

“It changed my life.”
“I cherished the group more than the book.”
“The discipline allowed me to focus on my creative work.”
“I became more creative at work”
“I was kinder to myself.”

Some of the groups will be meeting informally for check-ins over the next few months and beginning in the fall will start the sequel Walking in This World.

There are still seven people who would like to begin The Artist’s Way. If anyone is interested in participating in a group, please email Mimi Lempart at mlempart@smith.edu.

It is also possible to participate in a virtual Artist’s Way group at the following website: http://paperartstudio.tripod.com/artistsway/. This site is also a good place to preview the book.
“Every time history repeats itself the price goes up.”
Anonymous

“There is no use in one man, or one nation, to try to do or be everything. It is a good thing to be dependent on each other for something, it makes us civil and peaceable.”
Sojourner Truth

“Human history becomes more and more a race between education and catastrophe.”
H. G. Wells

“No good poem, however confessional it may be, is just a self-expression. Who on earth would claim that the pearl expresses the oyster?”
C. Day Lewis

“Adversity reveals genius, prosperity conceals it.”
Horace

“The history of men’s opposition to women’s emancipation is more interesting perhaps than the story of that emancipation itself.”
Virginia Woolf

“No a girls school without men but a women’s college without boys.”
A Smith College T-shirt made by BSA