Having been the chair of Staff Council for about six months has been a pretty wild ride. Following in the footsteps of the previous chair, Sam Rush, was a pretty tough task in itself, considering the great job he did. So my mission was to do the best I could and try to see the forest for the trees.

I am very excited with the group of folks who are involved with Staff Council this year, people like Chris Gentes, Barbara Pliska, Rebecca Washut, Sara Punsky, Linda LaFlam, Sandra Bycenski, Toby Davis, Navae Fenwick, Sabrina Marsh, Ken Molnar and Jen Matos. These people and others on Staff Council bring a renewed enthusiasm to the Council, which moves it along like a speeding locomotive. I could probably say that a few of them (including myself) hesitated when they were first asked or were nominated to be on Staff Council. The thoughts were probably the same as mine: “Oh, I don’t have the time” or “What can I contribute?” But, once elected, some realized the opportunities and freedom that Staff Council allows. Here is a place that encourages ideas, talent, and out-of-the-box thinking that might not be found in our daily lives. This is a place where all are equal, and your ideas are just as important as the next person’s. Staff Council has introduced me to so many talented and great people, people that I might have never met—even if I worked here another 18 years. My suggestion to you is to come give Staff Council a try. We meet once a month and our meeting times and dates are posted on our Web site. When nomination forms come along in the spring, please consider joining. Staff Council is here for you. Remember: “Staff Council equals Community.”
Staff Council Updates

Subcommittee Reports

STEERING Committee
The Steering Committee is responsible for meeting and communicating as needed to ensure that issues are brought to and discussed with administrators and committees, and information is gathered from various segments of the college community for discussion at Staff Council meetings. This year’s Steering Committee has been focused on ensuring all staff have access to as much communication from the Smith community as possible.

—Rick Rubin, chair
rrubin@smith.edu

NOMINATIONS & ELECTIONS Committee
As chair of the Nominations & Elections Committee, I am responsible for holding elections and committee selection at the first meeting of the new year.

In the event that a council member resigns, this committee can then appoint a new member to Staff Council. I would like to encourage any staff member who is interested in meeting new people and working to promote the welfare of the staff and the College to get involved with Staff Council.

—Sandy Bycenski, chair
sbycenski@smith.edu

COMMUNICATIONS Committee
Charged with keeping the staff community informed of the activities of Staff Council and other campus issues of interest, the members of this committee work with other subcommittees to help foster our shared sense of community here at Smith. Some recent areas of interest from our committee have been:

• Discussing how eDigest can be a more effective source of news and information. The Committee met with College Relations and part of this meeting led to encouraging staff to use The Gate (www.smith.edu/gate) as their homepage and as an information portal. Just as important, we continue to discuss ways to reach staff with limited computer access.

• Producing The Chronicle. Members of our committee create this staff newsletter.

• Maintaining and updating the Staff Council Web site.

• Meeting with some of the organizers of ‘Focus the Nation’ to discuss how to make staff aware of this important environmental event, which will take place on-campus in early 2008.

• Helping to organize visits by members of Staff Council to various college departments, to reacquaint the College with the Staff Council and its mission.

—Sam Rush, chair
srush@smith.edu

DID YOU KNOW...?

Smith College staff members are welcome to attend any Staff Council meeting or any Staff Council subcommittee meeting? See www.smith.edu/staffcouncil for regular meeting times.
PERSONNEL POLICY Committee
The Personnel Policy Committee (PPC) acts as a conduit for information to and from Human Resources by collecting questions and concerns about policies that affect staff. We meet bi-monthly with Larry Hunt and occasionally with other staff members of Human Resources. All staff members are encouraged to contact PPC with questions about specific policies so that we can work with Human Resources to clarify or change them. Recently we have sought clarification on such issues as ergonomics, employee recognition, and issues around retirement and sick leave.

—Jinny Mason, chair
jmason@smith.edu

ACTIVITIES Committee
The Activities Committee will wrap up the semester with the 3rd Annual Holiday Hoopla, a time of free food and fun. Our last meeting was spent discussing menus and plans for this event, including the cookie contest and the cookie swap. Always planning ahead, we are already working on plans for winter and spring events, like another bird-watching morning, Dog Daze II, and more. In fact, Kathy San Antonio of Events Management joined our recent meeting to discuss plans for the June Staff and Faculty Picnic. Our committee, which is comprised of Staff Council members and other staff from around campus, always welcomes new ideas and membership. Please contact me via e-mail if you are interested.

—Sabrina Marsh, chair
smarsh@smith.edu

I would like to encourage any staff member who is interested in meeting new people and working to promote the welfare of the staff and the College to get involved with Staff Council.

—SANDY BYCENSKI

DIVERSITY Committee
The Diversity Committee spent most of the fall planning for its Transgender Awareness Initiative. With the goal of encouraging conversations that are meaningful to our diverse community, we sponsored the Trans 101 panel for staff, an open house at the Resource Center for Sexuality and Gender, and a reading of a play by staff member Toby Davis. In the spring, we intend to continue with the theme of “safe spaces for important conversations,” with a focus on class issues. If anyone has ideas or time they would like to contribute toward increasing the understanding of diversity in our community, please be in touch.

—Navae Fenwick, chair
nfenwick@smith.edu

UPCOMING FULL STAFF COUNCIL MEETINGS

♦ Thursday, January 3
♦ Thursday, February 7
♦ Thursday, March 6
♦ Thursday, April 3
♦ Thursday, May 1

All of the above meetings take place at 2 p.m. in the Mary Maples Dunn (MMD) conference room in Pierce Hall.

All staff are welcome to attend.
The implementation of our new mobile decal parking system, as well as the Opt-Out Program, has gone well. So far, Public Safety has sold approximately 1,100 faculty/staff decals (versus 1,900 last year), and had 77 people join the Opt-Out Program, a change that represents fewer employee cars in our parking system. In addition, 25 more employees are carpooling this year than last.

The Opt-Out Program is available to those employees who, in exchange for agreeing to keep their cars off the campus and out of the local parking areas, receive $250 a year. Participants use alternate means to travel to work such as walking, bicycling, carpooling, riding the bus, parking at a park-and-ride lot, or sharing a car through Zipcar. (For more on Zipcar at Smith or to register online, see www.zipcar.com/smith.)

In addition to the cash incentive, the benefits of the Opt-Out Program include reducing wear and tear on personal vehicles, saving fuel, improving health through exercise, and reducing both pollution and the demand for parking space on campus.

Forty-four Opt-Out participants have registered for the Emergency Rides Home Program, which is operated by MassRIDES. This program gives Opt-Out members an emergency way to get home, even if they do not have a vehicle on campus. The Emergency Ride Home Program allows members the option of calling a taxi or Enterprise Rent-a-Car for transportation. MassRIDES will reimburse each participant for up to four emergency rides home per year.

A number of people have forwarded suggestions of ways to improve both the Opt-Out Program and our carpooling program. Soon a parking committee will be established to review and make recommendations about the comments we received. The committee will also review the parking report prepared by the engineering firm of Fuss & O’Neill and use it to make recommendations that will form the basis of a campus parking master plan. For more information, the Fuss & O’Neill report can be found at www.smith.edu/pubsafety/parking.html.

We are always interested in feedback and invite you to send your comments about parking issues to Public Safety at parking@smith.edu.
Notes on “Race, Privilege and Prejudice: A Community Conversation”

NAOMI MILLER
Director of Institutional Diversity

During the November 30 campus-wide forum, “Race, Privilege and Prejudice: A Community Conversation,” the participants succeeded in contributing to an exceptionally honest and respectful conversation that helped to illumine our community’s experience of the challenges associated with racial prejudice and privilege.

A summary of the ideas and suggestions that emerged from the forum is available at www.smith.edu/oid (see the “Fall 2007 Campus Forum Notes” PDF), which all members of the college are encouraged to read. We also encourage you to read the diversity vision, principles, and goals that were articulated by our community during the recent "Common Ground: Community in Diversity" project (viewable at www.smith.edu/oid/commonground). Many of the suggestions arising from the November 30 forum intersect with the recommendations that emerged from Common Ground.

On Tuesday, December 11, from 4 to 6 p.m., we will be offering a follow-up forum, “Race, Privilege and Prejudice II: Continuing the Conversation,” to which all students, faculty, and staff are invited. The forum will start with a large group conversation at John M. Greene Hall at 4 p.m. It will then break into smaller groups in various locations for more focused conversations, which we hope will generate additional ideas and suggestions for next steps. After the breakout groups, we will return to JMG for a final reporting-out by the groups as a closure of this first series of campus conversations. We will also look ahead to ways our community can continue to engage the issues of race, privilege and prejudice throughout the spring semester and the following year.

Focus on...

LAURA RAUSCHER
Director of Disability Services/ADA Coordinator

Number of years employed at Smith: 8

Family: Husband Rich, sister Kimberly, and a large family of dear friends!

Favorite food: Steak on the barbecue

Favorite place to vacation: At home in my gardens in Chesterfield

What book are you currently reading? Seven Sins for a Happy Life

Favorite part of my job: Watching students grow and change. I also love the professionalism, dedication to excellence, and helpful nature of my colleagues at Smith.
On December 3, the Staff Council Diversity Committee sponsored a community forum entitled “Trans 101” in order to provide staff members with a safe and confidential space to learn about and discuss issues pertaining to the transgender community at Smith College. The forum, which was attended by approximately 35 staff members, quickly evolved from a panel discussion to a thoughtful and engaged conversation.

Many facets of the transgender community were explored, including questions about why transgender students choose to remain at Smith once they have
transitioned their identities from female to male. While the answer is complex, both socially and personally, Smith’s stance is clear: the college admits qualified women to its undergraduate program and awards degrees to students who meet the requirements for graduation. Smith students (and college students, in general) have a history of exploring the gender spectrum as part of their intellectual, political, and personal growth. Women’s colleges were founded to provide educational access to those who were historically denied access elsewhere because of their gender.

Other parts of the conversation focused on how to encourage more awareness in our community, how best to talk with community members who may be transitioning, and how to create safe spaces on our campus. There were also some questions about vocabulary and preferred terminology. What follows is a list of some of the terms and concepts that were discussed:

**Gender**
The expression or behavior of a person qualified by society as masculine, feminine, androgynous, or any mix thereof.

**Gender Identity**
A subjective definition of oneself in relation to the terms man, woman, genderqueer, etc.

**Gender Expression**
How one expresses oneself, in terms of dress and/or behaviors that can be characterized as masculine, feminine, or androgynous.

**Trans/Transgendered**
Those who transgress societal gender norms; often used as an umbrella term to mean those who defy binary gender expressions. This includes androgynes, cross-dressers, genderqueers and transsexuals.

**Transition**
Movement from one identity to another.

Perhaps the greatest success of the Trans 101 forum was the respect and thoughtfulness that was employed by everyone in attendance. It is encouraging to think that this was just the beginning of a longer conversation about an issue that is important to us as a community.

For those who would like to explore this topic further, the Office of Institutional Diversity Web site has additional resources on gender identity and gender expression, which can be found at [www.smith.edu/oid/gender_faq.php](http://www.smith.edu/oid/gender_faq.php).

Thank you to all who attended, especially our panelists: Toby Davis, School for Social Work; Jennifer Matos, Student Affairs; Naomi Miller, Office of Institutional Diversity; Caroline Moore, Information Technology Services; Daniel Rivers, Program for the Study of Women and Gender; Rick Rubin, Dining Services; Jennifer Walters, Religious & Spiritual Life; and Kathy Zieja, Dining Services.

**DID YOU KNOW...?**

...you can check out new and classic movies from Neilson Library for free? A complete movie listing is available at [www.smith.edu/libraries](http://www.smith.edu/libraries). To help refine your search, type in "DVD" and the year (for example, "2007").

...you can receive a low-interest loan to purchase a new computer? Contact the Computer Store, ext. 3027, for more details.
Left: Dog Daze—Sidonia Dalby (Admission) dressed up as a look-alike of her dog, Abby. Also pictured is Sabrina Marsh’s son, Dylan.

Below: Holiday Hoopla—Robin Wood (Physical Plant) showing off her crafts.

Below: Holiday Hoopla—left to right: Brett McGuinness (Physical Plant), Bob Young (Public Safety), President Carol Christ, and Trish Jackson (Advancement), serving as cookie judges. Rick Rubin (Dining Services) emceeing.
Fun and Interesting Events around Campus, Caught on Camera

LEFT: Mardi Gras—event planners Connie Dragon (retired), Sue Beaumier (Clark Science Center), Sharon Fagan (Student Affairs), and Robin Wood (Physical Plant).

AT CENTER: Mountain Day—Becca Washut (Alumnae Association) and Sandy Bycenski (ITS), serving apple pie and ice cream to Dianne Mikucki (Physical Plant).

BELOW RIGHT: Staff Potluck—Chris Carr Hill (Advancement) and Trish Mailler (Libraries), trying out some potluck dinner dishes.

BELOW LEFT: Green Fair—Ann Finley (Dining Services) and Brad Morse of Outlook Farms, educating staff about Smith’s commitment to buy local.
This past April, Staff Council decided to focus on environmental issues and turned its usual community forum into more of an interactive, presentational “fair.” It was a great success, with many people turning up midday at the Campus Center to browse a wide variety of display tables. Presenters included:

**Linda LaFlam & Art Usher (Physical Plant)**
At the Building Services table, they presented the numerous steps their department has taken to go green, e.g. switching to new “green” chemicals (which are more user-friendly and have less of an impact on the environment) and new energy-efficient lighting; purchasing energy-efficient and ergonomic equipment; and taking major steps in recycling efforts. They also presented informational sheets on steps and products that are environmentally- and user-friendly and can be used at home.

**Jane Jones ’09 & Jonah Mossberg ’07 (Bike Kitchen)**
Jane Jones and Jonah Mossberg were at the fair, encouraging people to consider riding bikes as an alternative to driving their cars. The Bike Kitchen is a student-run organization that teaches bike maintenance, rents bikes, promotes ideas to make Smith more bike-friendly, and holds community-building events. They regularly hold workshops on bike maintenance at the Boat House on Friday afternoons. [http://sophia.smith.edu/bikekitchen/body.html](http://sophia.smith.edu/bikekitchen/body.html)

**Elisabeth Pixley-Fink ’08 & Iemanja Brown ’08 (Agriculture Action Committee)**
Smith’s Agriculture Action Committee was promoting just, sustainable and accessible community food systems in the Pioneer Valley, as well as the United States and the world. As

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**SOME THINGS SMITH STAFF MEMBERS ARE DOING TO BE GREEN**

Instead of buying Tilex or similar products to clean mildew, Patty Hentz (Dining Services) puts a little bit of bleach in water. She claims it works better.

David Osepowicz (Afro-American Studies) lets his lawn “go natural.” He uses no pesticides or herbicides, and as a result his lawn has a nice moss growing on it. One benefit is an abundance of birds that are attracted to his yard to feed on insects and grubs. Since he doesn’t need to mow his yard, he saves on gasoline and has more leisure time.
members of the worldwide food
movement, they demand the
human right of all people to
access healthy, affordable food;
recognize the potential of
agriculture to heal the natural
environment; support struggles
for farmworker justice; and
encourage farming as a
dignified, viable profession
worldwide. They strive for a
positive role for Smith College
in the Valley's food system
through partnership with
Dining Services, community
organizations, and local growers.
They also engage in education
and advocacy on campus and in
the community around local
and national issues, including
agriculture/food policy.

Ann Finley &
Brad Morse
(Dining Services)
Dining Services showed how
they work with Brad Morse, the
owner/operator of Outlook
Farm in Westhampton, MA, to
purchase as much locally-grown
produce as is available. In fact,
Brad's family has been supply-
ing Smith College with local
apples since the 1940s. Brad,
who has helped with this
endeavor since he was 5 years
old, now supplies Dining
Services with his own apples
and produce (when in season
and available). He also serves as
a broker for other local farmers
in the Valley with items such as
corn and potatoes, which his
farm does not grow. Dining
Services also purchases its milk
from Highlawn Dairy, located in
Lee, MA, which has all Jersey
cows. Jerseys produce milk con-
taining 20% more calcium, 17%
more protein, and no artificial
rBST hormones. Both Brad from
Outlook Farm and Highlawn
Dairy deliver twice a week.
Dining Services has 13 delivery
locations, including house kitch-
ens, the Campus Center Café,
and the Smith College Club.

Julie Goshe '07
(Recycling)
Julie highlighted a work-study
program promoting recycling.
The program trains Earth Reps
in each Smith house and has
contests to see which house can
recycle the most. They provide
education and awareness.

Tom Litwin
(Sustainable Energy Summit)
Tom Litwin was at the Green Fair
promoting “Focus the Nation –
Global Warming Solutions for
America,” a national conference
in which Smith will participate
on January 31, 2008. For more
info, contact Nat Fortune (Physics)
or James Lowenthal (Astronomy).
www.focusthenation.org
www.smith.edu/green/focus.php

Indigo Coffee of Northampton
(Fair Trade Coffee)
Indigo Coffee promoted fair-
trade practices for coffee farmers.
www.indigocoffee.com

Gary Hartwell & Todd Holland
(Lightbulb Exchange)
Gary Hartwell and Todd Holland
gave out new energy-efficient
lightbulbs in exchange for return-
ing older incandescent ones.
The Office of Multicultural Affairs is coordinating the MLK Day of Service on January 21st. Since the Smith community gets the day off, how about considering this day your day of volunteer service? Several volunteer sites will be chosen. The committees would like to encourage students, staff, faculty and their families to participate. Promotion and team recruitment will begin the week of December 3rd.

Also, on February 4th, there will be a campus-wide event honoring Martin Luther King Day, as a lead-in to Black History Month.

Check eDigest for upcoming announcements about the Martin Luther King Day of Service.

**Upcoming Events**

### Featured Event

**Martin Luther King, Jr. Day of Service**

**THE TENTATIVE SCHEDULE FOR JANUARY 21ST IS:**

- **8:15-9 AM** Registration/Continental Breakfast
- **9-9:30 AM** Kickoff ceremony/Opening Remarks
- **9:45-10:15 AM** Transportation to sites
- **10:30-12 PM** Begin service activities
- **12-12:45 PM** Break for lunch
- **1-3:30 PM** Resume service project
- **3:30 PM** Return to campus

### Other Events

**DECEMBER 13**
- Staff Holiday Hoopla (see below)

**JANUARY 12**
- Afternoon at the Movies: *Ratatouille*, Stoddard Hall, 1 PM

**JANUARY 31**
- Sustainable Energy Summit (see p.11)

**FEBRUARY 28**
- Staff Pub Night, Campus Center Pub, 4-6 PM

**MARCH 24**
- Book and Media Exchange, Campus Center 103/104, 10 AM-2 PM

**APRIL 26**
- Spring NYC Bus Trip

**STAFF HOLIDAY HOOPLA!**

**Thursday, December 13, 2007**

12:00 noon - 1:30 p.m.

Campus Center Carroll Room

**Featuring:**

* COOKIE CONTEST
  * special guest judges
  * optional Cookie Swap

**CRAFT DEMONSTRATIONS** **FOOD!**

Snacks, desserts and beverages for first 200 attendees

Performance by the Campus School Chorus!

For more information on this and other Staff Council events visit www.smith.edu/staffcouncil

**DID YOU KNOW...?**

...there many other classes and activities offered through Exercise & Sport Studies, like yoga and aerobics? For more info, please contact Michelle Finley at mfinley@smith.edu or refer to the spring 2008 schedule, which you should have received in your mailbox!
Easy Pulled Pork
During this hectic time of year, wouldn’t it be nice to come home to a delicious meal? Well, start with this quick and easy pulled pork recipe. Serve with BBQ sauce and a fresh roll.

**EASY PULLED PORK**

**INGREDIENTS**
- 1 (5 pound) pork butt roast
- salt and pepper to taste
- 1 (14 ounce) can beef broth
- 1/4 cup brewed coffee

**DIRECTIONS**
1. Cut roast in half. Rub each half with salt and pepper, and place in the slow cooker.
2. Pour broth and coffee over the meat.
3. Turn the slow cooker to “Low,” then cover.
4. Cook for 6 to 8 hours, or until the roast is fork-tender.
5. Carefully remove the roast to a cutting board.
6. Pull the meat off the bone with a fork. You may also chop it with a cleaver afterwards if you like it really finely cut.

Chocolate-Chip Cheese Ball
Who doesn’t like to eat cookie dough? Well, now there’s a recipe that lets you enjoy the taste of cookie dough, without the raw-egg concerns. Your guests are in for a sweet surprise when they try this unusual cheese ball—it tastes just like cookie dough!

**CHOCOLATE-CHIP CHEESEBALL**

Makes 1 cheese ball
(about 2 cups) (16 servings)

**INGREDIENTS**
- 1 (8 ounce) package cream cheese, softened
- 1/2 cup butter (no substitutes), softened
- 1/4 teaspoon vanilla extract
- 3/4 cup confectioner’s sugar
- 2 tablespoons brown sugar
- 3/4 cup miniature semisweet chocolate chips
- 3/4 cup finely chopped pecans
- graham crackers

**DIRECTIONS**
1. In a mixing bowl, beat the cream cheese, butter and vanilla until fluffy. Gradually add sugars; beat just until combined. Stir in chocolate chips. Cover and refrigerate for 2 hours.
2. Place cream cheese mixture on big sheet of plastic wrap; shape into a ball and wrap. Refrigerate for at least 1 hour.
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<td>2007-09 (1)</td>
<td>Communications/Activities</td>
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<td>2400</td>
<td>jzaikows</td>
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* presidential appointee

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