



CHRONICLE

Smith College's Staff Council Newsletter

Fall 2016

A Letter from the Staff Council Chair

Greetings!

It's hard to believe that we're nearly done with the fall semester already. Staff Council has been hard at work hosting events, building relationship, and finding answers to your questions.

You may have heard that the college has brought back the position of ombudsperson (details, page 5). Thanks to outreach from staff members who wanted to bring this resource to campus, Staff Council worked closely with President McCartney and Human Resources to make it happen. We're also working together to address a number of your other concerns. Stay tuned!

Staff Council is made up of 25 hard-working individuals from all over campus; they bring your concerns to the group and help us get information out to staff. Of course, we can't do our work alone, and we appreciate the relationships we have with departments and people on campus who help us get things done. In fact, we welcome staffers who aren't elected members of Staff Council to join us on several of our committees. If you're interested in our Activities, Communications, or Diversity committees, send an email to staffcouncil@smith.edu, and we'll connect with you the folks who can help you get involved.

Finally, you can expect a number of great events in the coming months. Bring your questions and concerns to our Staff Council Forum, happening on November 30 at noon (plus, free lunch for the first 50 guests!). Our bus trip to New York City is happening the first weekend in December, we're planning to share Soup and Spuds with you after the new year,



Incoming and outgoing Staff Council members at the "crossover meeting" in June 2016.

Where Am I?



Can you identify this pattern and its spot on the Smith campus?

Send your answer to staffcouncil@smith.edu.

We'll reveal the answer and a winner (chosen at random from all correct responses) on our virtual bulletin board: www.smith.edu/staffcouncil/bulletin.php.

and our Activities and Diversity Committees are working on other events. We look forward to connecting with you soon.

Sincerely,
Danielle Brown,
Staff Council Chair

Outdoor Adventures

The Smith Outdoor Adventure Program within the Department of Athletics and Recreation isn't just for students. In fact, the department offers a variety of opportunities for faculty and staff as well.

In addition to the open boathouse and climbing wall hours, Smith also staffs an outdoor gear room at the Paradise Pond boathouse. By paying either semester or yearly dues, staff members can check out a wide variety of equipment for personal use including camping gear (tents, packs, cook sets, sleeping bags, etc.), snowshoes, nordic skis, mountain bikes, and more!

Hours change each semester and are posted online and at the boathouse. This fall, the gear room is staffed on Tuesdays from 1 to 3 p.m., Thursdays from 2 to 4 p.m., and Fridays from 1 to 3 p.m.

Gear can be checked out for up to one week, and membership allows unlimited use. The cost is just \$25 a semester or \$40 for the academic year.

T.G.I. (Second) Friday!

Did you know that on the second Friday of every month (even the summer and in January) the Smith College Museum of Art (SCMA) holds its fabulous "Second Friday" celebrations? From 4 to 8 p.m. those days admission is free! SCMA welcomes staff from across campus (as well as others from the surrounding community) to come together for a relaxed and social experience at the Museum.

Second Fridays have something for everyone. Of course, there's the art in the galleries through which to wander and ponder, but there's also an art-making activity for all ages, an "Open Eyes" gallery talk, and light, healthy refreshments to enjoy. Best of all, everything is free!

On Friday, December 9, SCMA and Staff Council would like to extend a special invitation to Smith staff members to join in the merriment.

Beginning at 4:15 p.m., the Campus School Chorus, led by Cindy Naughton, will serenade visitors with festive songs. Inspired by the exhibition *When in Rome: Prints & Photographs, 1550-1900*, visitors can make their own Journey Journals from 4 to 6 p.m. to document their grand tour through the galleries. At 6 p.m., a member of the Museum staff will lead "Open Eyes," a guided conversation exploring a work of art in the exhibition. No experience necessary, just interest and enthusiasm!

Invite a colleague, bring a date, come with your family, or attend by yourself to experience all that your Museum has to offer.

What can we see in the galleries on December 9?

When In Rome is a virtual tour of the city through prints and photographs that span four centuries and feature popular sites such as the Colosseum, the Pantheon, and the Trevi Fountain. Come take a visual mini-vacation in Italy!

This evening will also be one of your final opportunities to view *Eric Avery: AIDS Work* (through December 11). Dr. Eric Avery has spent his career as a doctor and artist focused on issues of public health. This powerful exhibition focuses on 30 years of Avery's work on the subject of HIV/AIDS.

What else can we do or see then?

Always on view are the award-winning artist-designed restrooms on the lower level. Visitors are welcome to knock on both restroom doors to view Ellen Driscoll's watery blue palette in *Catching the Drift* in the women's room and in the men's room, the black and white tiles depicting different creation myths in *Liquid Origins, Fluid Dreams* by Sandy Skoglund '68.

If you're still searching for holiday gifts, the Museum shop will be open from 11 a.m. through the closing at 8 p.m.

How did Second Fridays get started?

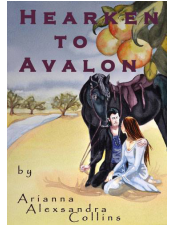
In 2003, SCMA co-founded Northampton Arts Night Out (NANO) with the Northampton Center for the Arts and the Valley Advocate as a way to promote downtown arts organizations and increase foot traffic to area businesses, working closely with the Northampton Chamber of Commerce. The celebration launch was held at Smith in the Museum and atrium. SCMA has been a supporting and participating partner of NANO ever since. The moniker "Second Friday" was coined in 2006 at the suggestion of Director Jessica Nicoll; its complete name is "Free Second Friday — Art for All Ages at SCMA, from 4 to 8 p.m."



Staff Accomplishments

just a few things the extraordinarily talented Staff of Smith College have been up to...

Local writer, poet, naturalist, wild edible enthusiast, and Smith College's Community Service Office Program Coordinator **Arianna Alexandra Collins** published *Hearken to Avalon*, a juicy historical fantasy novel. Set against the backdrop of myth and legend, history is rewritten by those who did not get to tell their side of the story. The book allows you to meet the descendants of Avalon and Guy of Gisbourne, the Stag King. For more information, go to hearkentoavalon.com and [facebook.com/hearkentoavalon](https://www.facebook.com/hearkentoavalon). *Hearken to Avalon* is available locally on loan through the Western Mass library system or for sale at selected establishments. It can also be found on Amazon.com in Kindle or soft cover.



Master Chronicles.

Ashavan Doyon (Administrative Assistant for Communications, College Relations) is celebrating the June 2016 Torquere Press publication of the fourth book in his College Rose Romances series *Becoming Rory*. A series of new adult gay romances, book four concentrates on the recently outed Rory Graeble. Rory is trying to rediscover who he really is now that the masks have been torn off. In addition to *Becoming Rory*, Ashavan has the third story in a series of novellas being released by Dreamspinner Press in November 2016. The story *The Rodeo Knight* is the third chapter in the Sam's Cafe Romances series. The three novellas will also be collected and released in print as *The Chess*

Appointed by the Episcopal bishop as a Licensed Worship Leader, **Dick Fish** (Senior Staff Photographer at the Imaging Center) has the honor to lead a wonderful team of parishioners from St. John's Church into nursing homes and retirement communities in the area. For nearly two years, they have brought an ecumenical service of hymns, psalms, and healing prayers to a population that is largely unable to attend church services.

Sarah Harebo (Title IX Coordinator & Institutional Equity Officer) was a presenter at the Pennsylvania Coalition Against Domestic Violence conference in Lancaster, Penn. this November. Sarah spoke about "Shelter Services for Transgender Individuals" and led a discussion on "A Synthesis of Best Practices, Cultural Competency, and Inclusivity for LGBTQ+ Survivors of Intimate Partner Violence." Activist and author Gloria Steinem '56 was the conference's keynote speaker.

Earlier this fall, **Gail Thomas** (Learning Specialist & Coordinator of Tutorial Services, Jacobson Center for Writing, Teaching, and Learning) gave a panel presentation and reading at Amherst College and the Emily Dickinson Museum on the theme "You Can't Go Home Again: Poems of Displacement" as part of the Amherst Poetry Festival. Her new poetry collection, *Odd Mercy*, won the Charlotte Mews Chapbook Prize judged by Ellen Bass and will be published by Headmistress Press. She is the author of three other books of poetry. Her book, *Waving Back*, was also recently chosen as a "Must Read" in poetry by the Massachusetts Center for the Book. Visit gailthomaspoet.com for more information.

Patricia Woods (Career Advisor/Assistant Director in the Lazarus Center for Career Development) spent the month of June 2016 in Ireland, working in the Career Center at the National University of Ireland Galway (NUIG). Patricia diversified her experience as a career advisor by meeting with Irish students in a career development capacity and assisting them with U.S. resume writing. In addition, she researched tip sheets on obtaining one-year graduate visas, created a workshop on the differences between Irish CV's and American resumes, and presented her findings to NUIG career services. The highlight of the experience was co-presenting at the National Career Development Conference (AHECS) in Cork with the Director of the Career Services Office of NUIG on the topic of Performance Measurement in Career Centers.



Tell us about your recent accomplishments for the next Staff Council Chronicle! Email us at chronicle@smith.edu.

Upcoming Events

Staff Council Forum

Wednesday, November 30

12:00-1:00 p.m.

Nielson Browsing Room

Staff Council Bus Trip to NYC

Saturday, December 3

7 a.m. Departure from Smith

7 p.m. Departure from NYC

Email: cduquette@smith.edu

Second Friday at the Museum

Friday, December 9

4:00-8:00 p.m.

Smith College Museum of Art

Staff Winter Solstice Celebration

Tuesday, December 13

2:30-4:00 p.m.

Conference Center

Soup and Spuds

Tuesday, January 17

11:30 a.m. to 1:30 p.m.

Campus Center Carroll Room

And much more!

See www.smith.edu/staffcouncil for updates and future events.

Thanksgiving Match-Making



Whether you're serving a traditional American Thanksgiving dinner with "all the fixings" or your personal twist on the holiday's cuisine, you might be interested in the Thanksgiving Match program available to staff, faculty, alumnae, and students.

We asked the college's official Thanksgiving Match-Maker **Jan Morris**, administrative assistant in Student Affairs, for an update on the increasingly popular program. Jan began the Thanksgiving Match program in the fall of 2010 to offer international students staying on campus over the break the opportunity to share in the holiday celebrations with staff and faculty who generously opened their homes.

That first year, Jan paired 14 students from Bulgaria, China, Georgia, Republic of Korea, Vietnam, and Zimbabwe with nine staff and faculty families. Since then, participation in the program has nearly doubled. It is now open to domestic students as well, and local alumnae have joined the ranks of hosts. Last year, 13 families welcomed 23 students from Brazil, China, El Salvador, Iraq, Jordan, Republic of Korea, New Zealand, the Philippines, Russia, Serbia/Bosnia, United States, and Vietnam.

It's not only about the meal. Hosts and guests alike note that card and board games, hikes, and conversations by the fireside added memorable moments to their time together. It's a great way to connect with students, find out what's happening outside our offices and departments, and build and strengthen our community.

If you have room for a student (or two — students tend to feel more comfortable in pairs or small groups), please consider signing up for a "match" by contacting Jan at ext. 4933 or jmorris@smith.edu.



If you are really thankful, what do you do? You share.

– *W. Clement Stone*

businessman, philanthropist, author, 1902-2002

Human Resources Benefits Open Enrollment

This year's benefits open enrollment period will run from through Tuesday, November 22. "Open enrollment" refers to the official, annual period when employees can make changes to their benefit plans for the following plan year. This is the time to enroll in Smith's health, dental, or vision plans, add a dependent, switch health-plan options, or drop a plan. The open enrollment period is also the only time when employees can opt to continue or open a health-care or dependent-care flexible spending account.

Changes for 2017 include:

- a new value dental plan option
- a new vision plan
- voluntary retirement contributions can now be made online
- Harvard Pilgrim has extended the \$150 fitness reimbursement to include the ESS Fitness Program

If you are newly enrolling or making plan changes for 2017, you must complete the Health & Dental Form. Again this year, if you are simply renewing your current health and dental insurance elections, you do not have to complete the Health & Dental Form. Your current elections will simply continue. If you provide benefits coverage for your spouse, ex-spouse or dependents, you must complete the 2017 Certification of Eligibility for Dependent Benefit Coverage, even if you are not making changes for 2017.

You'll find all of the open enrollment forms available online at smith.edu/about-smith/hr/forms. All completed forms must be returned to Human Resources no later than the end of the business day on **Tuesday, November 22**.

Smith College Now Offers Ombudsperson Services to Faculty and Staff

For the last few years, Staff Council has been working on bringing an ombudsperson back to campus. This November, President McCartney announced that the college hired Michael Stephens, who began working at Smith on November 1. Michael will come to Staff Council events in the coming semester to introduce himself.

The Ombudsman is available for confidential, neutral, informal, and independent conflict resolution and mediation for faculty and staff. The ombudsman operates independently and is not part of any other office, formal process, or grievance procedure. To schedule a meeting with the ombudsman, contact Michael at mjstephens@smith.edu.

Smith Through the Eyes of Longtime Staff Members

When **David Dempsey**—now Smith’s Associate Director of Museum Services—started working at Smith in 1976, there were only five permanent staff at the Museum. Now, 40 years later, there are more than 20.

“It was a much quieter place, especially in the summer,” Dempsey recalls. “The Museum often closed to the public most of the summer. We’d be working, but it was when we caught up on all our housekeeping. In those days the Directors of the Museum still used to go to Europe to shop for new art in the summer. When you look at the records, you see all the telegrams that came in: ‘I just bought such and such, we’re shipping it back by ocean liner to New York on such and such a date.’”

“Everything was much less mechanized than now. If you had something really big to move, a big piece of sculpture, you just got 20 people to hoist it up, like the Egyptians building the pyramids. We had a lot of people, who’d now be considered Facilities, who helped move things around. We called them all ‘the King’s Men’ in the day. Alfred King was the head of Buildings and Grounds for years, so everyone referred to everyone who worked there as the King’s Men.”

What hasn’t changed? “One of the great things about working at Smith is the huge infusion of energy every September 1. It’s like someone’s just turned on a power point and 2,000 people have arrived full of energy and wanting to learn and explore things. That’s a lot of excitement, and it just keeps regenerating itself every September. That’s been great.”

Starting in 1978, **Christine Barbuto** worked in the School for Social Work, the Clarke School of the Deaf Program, and, from 1985 until her retirement last June, as administrative assistant in the Department of Education and Child Studies. When asked what’s changed the most, Chris laughs: “My work! It’s not carbon copies and mimeographs and stencils! It’s just wonderful to be able to do something and instantaneously correct it on your screen. It’s such a time-saver. With carbon copies, you’d have seven or eight of them, and you make one mistake and you have to go back and erase everything. That was a lot of work.”

“For several years, I took dictation and I did shorthand,” said Barbuto. “Now that shows age! We used to have binders with copies of all our correspondence, and if you knew you’d sent a letter, you’d flip through the binder and try to find it. Now we can just scan something and send attachments by email. It’s wonderful. You don’t even need faxes anymore!”

Barbuto reflects, however, that “there’s not as much personal contact. You don’t call people anymore; it’s all email. When I started, it was a lot of phone calls. That’s how we worked. As far as the college itself, I think it was more of a family, and it’s more of a business today. You don’t just call an office and get a human being, you get a phone system. That’s very different.”

What hasn’t changed? “The quality’s always stayed the same. Smith has a certain name, a certain prestige, that has stayed the same. People work very hard to make that happen – to make Smith live up to its name. I don’t think that has changed. People really care about the college.” She laughs again. “Even though maybe it’s not a family.”

From the Smith College Archives



Long before members of the Grounds crew rode around on Toro mowers, one could find a crew member using a push mower, such as this fellow here, taking care of the Botanic Garden lawn. This image is found in the photograph album of Isabel Adams, Class of 1896, located in the Smith College Archives.

Contact Us

Staff Council Website: smith.edu/staffcouncil

Staff Council Virtual Bulletin Board:
smith.edu/staffcouncil/bulletin.php

Facebook: facebook.com/SmithStaffCouncil

Staff Council email: staffcouncil@smith.edu

Chronicle email: chronicle@smith.edu

Sign up for the Staff Listserv:

- go to <http://tinyurl.com/q7w6qdr>
- click on the blue “Join Group” button,
- choose your email preferences and click “Join Group.”

Chronicle Staff

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New Health Benefits for Smith Staff

See www.smith.edu/about-smith/hr/benefits for complete benefit information!

Doctor on Demand

Harvard Pilgrim members are now covered for video doctor visits with Doctor On Demand.

Doctor On Demand connects patients immediately to a board-certified doctor through live video on a smartphone or tablet. Doctor on Demand can treat the most common non-emergency medical issues and can write prescriptions if needed.

Fitness Reimbursement Program

If you're a member of Harvard Pilgrim and belong to a qualified health and fitness facility for at least four months in a calendar year, Harvard Pilgrim will now reimburse you up to \$150 per individual or family policy. (Fitness reimbursement for some groups may differ.)

Employee Assistance

The Employee Assistance Program (EAP) is a free benefit provided by Smith College to help employees work through life's challenges. The program, offered through e4Health, is a confidential and voluntary counseling referral service provided free of charge to employees and members of their family household.

Employees and their dependents are each eligible for six sessions, per issue, per calendar year. The EAP can help with a variety of issues including anxiety, grief, communication problems, drinking or drug use, domestic violence, marital/family concerns, mood swings, depression, parenting, stress (at work or home, or financial), work issues, suicidal thoughts and more.

To utilize this benefit, call e4Health, at (800) 828-6025, identify yourself as a Smith College employee or dependent, and the staff will help you set up an appointment with a licensed counselor near your home or workplace.