



CHRONICLE

Smith College's Staff Council Newsletter

Spring 2018

A Letter from the Staff Council Co-Chairs

The promise of Spring is in the air, and we in Staff Council are looking ahead to brighter, warmer days, and our continued collaboration across campus. The 2017-2018 school year has already been a busy one for us, with many social opportunities (Hot Chocolate & Cookies, Soup & Spuds co-sponsored with Faculty Council), professional development (don't forget to check out all of the classes and information sessions available to the campus community on the Human Resources website), and ways to keep involved in our community (see page 4 for information on how you can represent Smith in the Northampton Pride Parade). We are planning a Wine & Cheese (and Beer!) social on Wednesday, March 21 and hope to see you there! Details are available on our Facebook page, and will be in eDigest.

Thanks to President McCartney and Larry Hunt, members of Staff Council have been encouraged to express their voices and be involved in numerous discussions on a range of topics affecting our community. From financial sustainability to focus groups on the college's ERP change, we have appreciated the staff support at the cabinet level, and the opportunities this provides Staff Council to continue to be more visible to staff, faculty and students. We would like to remind staff that all are welcome to attend the monthly Staff Council meetings, to ask questions, and to bring up items of concern. The schedule of our full Council meetings is available on our website at www.smith.edu/staffcouncil.

Some of us will be rolling off Staff Council in June, and we look forward to the new faces and voices that will be voted in to take our place and continue the leadership of this essential organization. Voting for new members will take place in April, and we encourage everyone to nominate a friend or colleague, or themselves, to serve with an extraordinary group of people. It's a wonderful way to make both professional and personal connections, and to keep up-to-date on what's happening around campus.

Rebecca Washut and Deborah Wijnhoven,
Co-Chairs



Incoming and outgoing Staff Council members
at the "crossover meeting" in June 2017.

Staff Council 2017-18

Kate Aloisio, Assistant Director of Institutional Research
Mary Barr, Manager of Retail & Catering, Dining Services
Nikki Beck, Production and Publicity Manager, Theatre
Jennifer Blackburn, Administrative Assistant, Poetry and French Studies
Karla Borecky, Systems Administrator, Information Technology Services
Jessica Drawe, Administrative Assistant, Admissions
Christina Duquette, CC Reservations Coordinator, Office of Student Engagement
Donna Gingras, Athletics Business Coordinator
Maya Gounard, Advancement Data Assistant, Development
Kate Harrington, Senior Human Resources Specialist, Office of Human Resources
Eric Jensen, Director, Center for Design and Fabrication, Clark Science Center
Louise Krieger, Assistant to the Director, Museum of Art
Thomas Lark, Financial Systems Coordinator, Dining Services
Ann Mayo, Manager Security and Guest Services, Museum of Art
Lindsay McGrath, Program Specialist, Alumnae Relations
Chris Niemiec, Tech Systems Analyst, Information Technology Services
Davis Rivera, Electrician, Facilities Management
Leo Selvaggio, Prototyping Studio Coordinator, Interdisciplinary Studies
Rob Simmons, Area Coordinator, Student Affairs
Erin Smith, Stockroom Service Specialist, Clark Science Center
Caitlin Szymkowicz, Associate Dean of International Students/Student Affairs,
Lewis Global Studies Center
Audrey Voskoboinik, Assistant Director, Student Financial Services
Johanna Walter, Facilities Services Rep, Facilities Management
Rebecca Washut, Digital Coordinator, Office of Alumnae Relations
Deb Wijnhoven, Director of Employer Relations, Career Development

Upcoming Events

Mark your calendars now!

Staff Wine & Cheese (& Beer! & Chips & Salsa!)

Wednesday, March 21,
3:00-4:30 PM in the
Alumnae House Living Room

Staff Council Elections!

Staff Elections open April 24-26.
In-person voting
Wednesday, April 25, 11:00-1:30
Campus Center 103-104

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

Music in the Noon Hour

Free concerts at 12:30 PM in
Sweeney Concert Hall: the perfect
lunch break!

Wednesday, March 21

The Smith College Chamber Singers present repertoire from their recent tour in Chile. Jonathan Hirsh and Amanda Huntleigh, conductors.

Wednesday, April 11

Jiayan Sun, piano, Joel Pitchon, violin, and Volcy Pelletier will perform Schubert's majestic and touching *Piano Trio in Bb Major*.

Wednesday, April 18

Judith Gordon, piano. Works by Felix Mendelssohn, *Songs Without Words, Vol. III, Op 38*, and Reena Esmail, *Rang De Basant*.

Wednesday, May 2

A Musical Tribute to Smith's Trees. Mary Hubbell, soprano, Monica Jakuc Leverett, piano. Featuring the premiere of a new song by Gregory W. Brown, dedicated to the College Hall American elm, with text by Naila Moreira. Co-sponsored by the Smith College Tree Committee.

A Note from the Office of Inclusion, Diversity, and Equity

Dear Smith Staff,

I am delighted to have joined you all as the new Vice President for Inclusion, Diversity, and Equity. During these first few weeks, I've enjoyed meeting many staff, students, and faculty. While I am spending this initial time learning as much as I can about Smith, I'm also beginning to map out the strategic direction for diversity and inclusion on campus. I look forward to meeting more of you to discuss your work and its intersection with our office. Please consider joining us at the open house of the Office of Inclusion, Diversity, and Equity (OIDE) for staff on Tuesday, March 20th, 4:30-5:30pm, in College Hall 302 and 301. This will be a great opportunity to meet the new OIDE staff and to chat about upcoming diversity and inclusion initiatives on campus. Refreshments will be served!

-David Carreon Bradley, Vice President for Inclusion, Diversity, and Equity

Two-Night Retirement Planning Seminar

Presented by David Carboni, DKC Retirement Associates, LLC, CFP

When it comes to retirement planning, many employees don't know where to begin, so they don't. This workshop will help employees get started by helping them calculate how much they may afford and develop a savings and investment plan to achieve their objectives. We'll review the importance of starting early and setting investment priorities. We will also explain some basics investment terms, tools and the importance of using the tax deferred retirement plans offered by their employers. Register by visiting the HR webpage.

March 27 and March 29, 5-8 p.m.
Campus Center Room 204

Submit Your Favorite Poem to The Poetry Center at Smith's Favorite Poem Project by March 30

What's your favorite poem -- and why? Tell the Poetry Center at Smith about it by Friday, March 30. Selected participants will be invited to present the work that matters most to them at a Favorite Poem Project reading on campus on Tuesday, April 24. To submit, visit the Poetry Center's website-- www.smith.edu/poetrycenter/wp -- for more info and a link to the submission form.

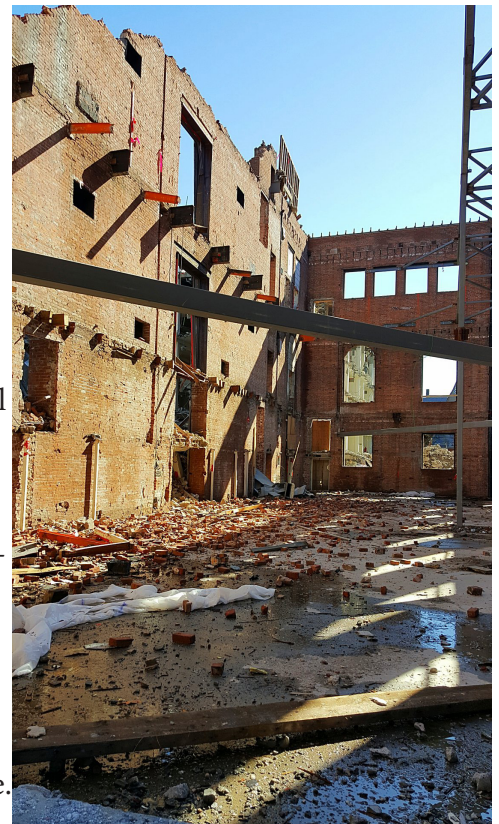
Neilson Library Progress Update

February 22, 2018

By **Charlie Conant**, Senior Project Manager, Facilities

Nearly eight months have passed since the Neilson Library Renovation became a visual and audible presence at the center of the Smith Campus. As evidenced over the past few months, it takes time to empty and remove a 200,000 square foot library. The Neilson Library Complex is composed of the 1909 original Neilson Library building with multiple additions completed in 1939, 1962 and 1982. The final addition completed in 1982 connected the library to Wright Hall and Alumnae Gymnasium.

As of the writing of this article, the contractor has separated the library from Wright Hall and reduced the north end additions to mere foundations. The central core of the 1909 building has been removed leaving only the exterior Renaissance detailed masonry facades. The south additions have been disconnected from Alumnae Gymnasium and are in the process of being demolished to grade.



Due to the many renovations and additions to the building since it was originally constructed in 1909, very little of the original interior remained. The only substantially untouched portion of the interior as of the start of this project was the Browsing Room. The Browsing room is the one space that will be recreated within the same footprint of the building. The remainder of the new library will have an entirely new floor plan.

For the remainder of winter and spring, work will focus on completing building demolition and the excavation of soils in preparation for the new foundations. There will continue to be a great deal of truck traffic in and out of the site as debris and soil are removed so please use caution around the vehicle entrances. Over the summer new foundations will be poured and column supports will be completed on the interior of the building. Structural steel will arrive on site in the fall and by mid-fall the new building will start to emerge above ground. Opening of the new Neilson Library is planned for the fall of 2020.

The Library in November 1909. It was known as 'the Library' until 1946 when it was named in honor of William A. Neilson, on his death. Also in the view are Washburn House (left), Burton Hall in the background on right. [Photographer: unidentified] From the Smith College Archives.



Staff Accomplishments

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

Leslie Marie Aguilar (Editorial Assistant for *Meridians: feminism, race, transnationalism*) was made a Visiting Writer at Wood Hill Middle School in Andover, MA. She was invited to work with students on multimedia interdisciplinary poetry projects written in response to works seen in the Addison Gallery. Poems were written in Spanish and translated into English. Select poems printed or forthcoming in *Chicago Quarterly Review*, *Grist*, *Hobart*, *Stirring: A Literary Review*, and *Talking River*.



Alan Schneider (Assistant Technical Director, Theatre) co-founded Panopera in 2014, in order to bring live opera performances back to the Pioneer Valley. Their first project was Giacomo Puccini's *Tosca*, which was a co-production with The Windham Orchestra in Southern VT. There were two performances in Brattleboro and a third one at the Academy of Music. More performances at the Academy have followed: *La Boheme* in 2016, *Carmen* in 2017, and *The Marriage of Figaro* in 2018. What sets Panopera apart is that they are not the usual non-profit arts organization. Rather, they are something more akin to a producer's co-op: Local singers, instrumentalists, and theater artists pool their resources under the Panopera label to produce a show, and then divide up whatever profits the show makes. They have managed, so far, to use local talent (within 50 miles of Northampton) almost exclusively, and to make a modest profit on each show, conserving our capital for the next project. Stay tuned for another performance at the Academy of Music this fall!



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



Smith T-Shirt Design for Northampton Pride Parade

Smith College's Staff Council Diversity Committee would like to invite the Smith community to submit t-shirt designs for our contingent at the 2018 Northampton Pride Parade on Saturday May 5th! In addition to inviting Staff, Students and Faculty to join us march in the Parade on the day of, we are calling for t-shirt design submissions that will be printed and distributed to parade goers. Any member of the Smith community can submit a design. The designs must be inclusive and celebrate the LGBTQ members of our Smith Community.

Submission deadline:
Friday March 23rd at 12 midnight

Send your submissions to:
bit.ly/SmithNorthamptonPride

Spotlight Awards

April 5th at 3:00 PM in the Campus Center Carroll Room

We are pleased to have the Spotlight Awards as a means of acknowledging and demonstrating timely appreciation and recognition for the exceptional contributions of individuals at Smith that go beyond the everyday scope of their responsibilities.

All employees, managers and supervisors are encouraged to nominate staff colleagues, inside or outside of their departments, by submitting a Spotlight Award Nomination Form found on the HR webpage. All nominations are due by March 16th.

Smith College Hidden Jobs

By **Marc Anderson**, Instrumentation and Techniques Instructor, Center for Aqueous Biogeochemical Research

My name is **Marc Anderson** and I am the Instrumentation and Techniques Instructor (ITI) for the Center for Aqueous Biogeochemical Research (CABR) here at Smith College. The position of ITI is somewhat unique to Smith College and each of Smith's research centers have different ITI requirements. This makes describing what I do at Smith College a bit of a challenge. Imagine a social setting and the friendly question "What do you do at Smith?" If I reply "I'm an ITI", it will result in people asking my opinion on operating systems or describing a problem they are having with their laptop. Using the longer "I'm an Instrumentation and Techniques Instructor", most people will focus on the word 'instructor' and most follow up with, "What do you teach?" There is no '-ology' that fits with what I do, so from there we'd both fall down the rabbit hole. Thus, the best response to what I do at Smith is "I run the Center for Aqueous Biogeochemical Research". I'm pleased when the term 'aqueous biogeochemical research' rolls nonchalantly off of my tongue, but more pleased when someone asks what aqueous biogeochemical research is.

The Center for Aqueous Biogeochemical Research is an interdepartmental research center equipped to study the chemistry of geological and biological actions upon the hydrosphere. Our mission is to support education and research at Smith College and other Five College institutions, although we do have a few users from other New England schools. Students learning in the CABR facility have the opportunity to conduct an inquiry through all stages of scientific investigation by receiving instruction on field collection and preparation of samples for analysis, instrumental techniques, method development, analytical measurement, and data analysis. Our educational principle follows the adage "we learn best by doing," and our goal is to provide students the hands-on experience valued by graduate programs and prized by industry. The center is located on the first floor of Sabin-Reed the CABR has over 3000 sq. ft. of space in three rooms, a dual classroom/laboratory, an instrument room, and a dedicated research laboratory. Initial funding was obtained from the National Science Foundation in 2007, but since then we have doubled the number of instruments, greatly extended our capability, and increased the number of samples run through the CABR from 2400 to a peak of nearly 12000 in 2014.

My position in the CABR is divided between: 1) Teaching researchers the proper protocols for collection and preparation of samples, perform method development, provide training on the instruments to be used for analysis of the samples, and to assist in data interpretation. 2) Prepare, maintain and repair CABR instrumentation. 3) Provide assistance to instructors in developing laboratory curricula with an emphasis on inquiry based learning for laboratory sciences. Luckily my background seems to fit well with these duties. (That and the fact that my people invented cloning nearly a century ago.)

I grew up on a farm in Kansas northwest of Lawrence and...let's just say I left as soon as I could. After a stint in the military and Asia, I spent roughly twenty years in N. California mostly in radar systems engineering and in general aviation electronics. I then returned to Lawrence KS for my doctorate in Analytical Chemistry from the University of Kansas. Upon graduating I returned to Silicon Valley at a start-up designing advanced and unattended analytical instrumentation for the semiconductor industry, again travelling throughout the Far East. After leaving Silicon Valley I returned to K.U. as Director of the Chemistry Department Instructional Instrumentation Laboratory (IIL). I had been involved with the development of the IIL while in graduate school. The Instructional Instrumentation Laboratory had been funded through chemical industry donations with the goal of developing inquiry based learning for undergraduate chemists. In 2010 it occurred to me that I was becoming latitudinally limited and I came north to Smith College in the winter of 2011. Aside from my inability to stay upright on winter snow and ice I feel like I am fitting in well to the New England region. As far as hobbies go...well? You read the third paragraph and you know cloning isn't real so...



*Perhaps Computer Store Manager is not as hidden as some of the more obscure positions on campus; nonetheless, we thought some insight into that position could be interesting to the staff at large. We had an e-chat with **Barbara Pliska**, the Computer Store's current (and longest-running) manager.*

Staff Council Chronicle: *When did you join the staff? What path brought you to your current position? How have your responsibilities changed?*

Barbara Pliska: I started at Smith College in July 1995, so almost 23 years ago, but my first day on campus was August 25th, just in time for RUSH, as we called it back then. Yikes, that was pre-kids.

When I started, the "store" consisted of a metal desk from the 1950s, a wooden three-shelf bookcase with a few software titles, MS Word, Xywrite, and a few others, and a pegboard that had some ink cartridges, floppy disks, both 3.5" and 5.25", and a few other things. The retail space was about 15' x 25'. The remaining area was shared with the Student Telephone Office run by Mary Clayton and the stockroom. The store accepted only cash and checks, and processed employee loan applications through the Controller's Office.

SCC: *How has your position changed over the years?*

BP: For the first 20 years, my only job was as the Computer Store Manager. I almost never left the four walls of the store. The first few years I focused on transforming the store from a chemistry classroom into a retail store and created marketing promotions and materials focused on personal sales to students, staff, and faculty. Over the years, the store took on more institutional sales, both hardware, and software, and eventually I managed many of the campus-wide licenses, including both the Microsoft and Adobe contracts. In 2005 we had the opportunity to change some of our contracts that allowed us to sell to the student, staff and faculty at the other three private colleges, Mount Holyoke, Amherst, and Hampshire. We continue to be a source of equipment to these campuses. The store has undergone a few renovations throughout the years, with the last one in 2011. Another milestone for the college was the launch of the online Computer Store, which you can visit at <https://computerstore.smith.edu>. This change allowed us to be more than just a brick-and-mortar retail location. Primarily students purchase online, but it is available for anyone to make personal purchases (excluding department purchases).

Late in 2013, I was asked to lead the Windows 7 Upgrade project. For those who remember, all college-owned computers operating Windows XP were either removed or updated in a very short window of time due to security issues. Since then I've been tasked with several other campus-wide projects including the migration of desktops to AD (Active Directory) and the launch of PaperCut. Currently, I'm involved with the campus-wide rollout of Duo, our Two-Factor Authentication initiative.

By the end of the fiscal year 2014, I was promoted to Computer Resource Manager while continuing my role as Computer Store Manager.

From 2007-2011, I served two terms on Staff Council, including assignments to the Communications Committee the first term and the activities committee for the second term. I was also asked to sit on the CCCP (College Council for Community Policy) from 2010-2011.

SCC: *You've seen a lot of changes in the use of technology on the campus over the years.*

BP: Smith has always been standardized on Apple and Dell computers, Microsoft (Word only back then), and HP printers. Personal purchases were almost exclusively Dell desktops, even for students. Apple was a very small part of the business. Today, Apple dominates the market, with most of the sales being laptops. Our computers no longer have floppy disk drives or optical drives (CD/DVD), and our displays went from huge CRT (tube) displays to flat panel

models that start at 20”.

In 1995 our student network was called “CyberSmith”, and it used DataPhones, which was a combination telephone and digital modem. There was no WiFi in houses and no network jacks either. Today, just about all locations on campus have a WiFi signal.

SCC: *Can you tell us a little more about the store’s history, its beginning and early service to the campus, as well as its current service.*

BP: I couldn’t find a solid date for the opening of the Computer Store, but before I arrived, Frank Citino was the store manager and prior to him it was Connie Willet. In 1987 there was a faculty/staff purchase program through the college, but only for computer systems.

The Computer Store is and always has been owned and operated by the College under the department of ITS. In fact, the Computer Store has only ever had one home, its current location in Stoddard Hall 202. The store’s purpose has always been to be a service to the Smith community. The store is not-for-profit, and any funds generated by the store go back into the college. The store is staffed by one full-time employee, Michael Baird, and anywhere from three to five student employees. We are open year-round, on weekdays from 8:30 a.m. to 4 p.m.

SCC: *What do you see as the benefits of having an on-campus computer store?*

BP: There are lots of benefits!

- We offer academic discounts on most items sold, including both Dell and Apple products.
- Our Tech Services department, located in Stoddard Hall 203, is both Dell- and Apple-authorized, so most repairs can be handled on campus, and face-to-face with someone who understands our environment.
- We work with ITS staff to ensure recommended and supported hardware, software, and accessories are sold.
- We offer financial loan programs, for students through the Office of Student Financial Services, and for staff and faculty through the Five College Credit Union.
- The Computer Store typically has on display all current campus standard desktops and laptops for the community to test and learn more about.

SCC: *What should the campus community know about the store?*

BP: Our staff do not work on commission, and we work hard to stay trained with the latest products and technology as well as understanding what products can be used on or off campus.

SCC: *What do you see as the future of the store?*

BP: The Computer Store continues to be an important resource for both the college and its community members. We strive to provide high-quality service, timely and knowledgeable information to help folks make appropriate decisions about technology needs, while providing academic discounts and competitive prices.

SCC: *Any closing thoughts?*

BP: Our next Smith College Faculty/Staff Appreciation sale is Friday, April 13th. Please visit or contact the Computer Store by phone 413.585.3027 or email cstore@smith.edu for more information.

Career Tracks - Start-Up Organizations

by **Daryl Gehman**, Assistant Director, Lazarus Center for Career Development

At 6:00 AM on January 22, eight Smithies with an interest in learning about start-up organizations and entrepreneurship boarded a bus headed for NYC. They along with 40 other Smithies pursuing interests in advertising, digital media, and social justice/social change were taking part in the Lazarus Center for Career Development's annual Career Tracks program. The site visits were organized by the Lazarus Center advisors to give students an introduction to the various career fields.

Arriving at the Museum of Modern Art, the career trackers started on their trek to various sites. For the Start-Up group the first visit of the day was with Small Girls PR – a public relations firm started eight years ago to champion a personal approach to public relations (no mass BCC's to reporters or press releases). Meeting with Mallory Blair, CEO and Co-Founder, she explained their innovative approach, and how they have grown from the two founders to over 40 employees in New York City and their newly acquired location in Los Angeles. Of particular interest to the students was a discussion about the differences between branding, marketing, advertising and public relations, and the Small Girls sponsored summer fellowship program for recent grads.



The Smith students with members of Small Girls PR

Next, the Career Trackers were joined by Margaret (Maggy) Nyamumbo '11, Founder and CEO of Kahawa 1893, producer of distinctive East African coffee. Lunching at the Hilton New York Fashion District, Smithies listened to Maggy's journey from a second-generation Kenyan coffee farmer to her studies of economics and statistics at Smith. After Smith, Maggy secured a position with The World Bank, earned her MBA from Harvard and worked with Citi before founding Kahawa 1893. Maggy explained her entrepreneurial spirit has her constantly reaching out to new endeavors such as the coffee market in China. The importance of networking was demonstrated when our waitress overheard Maggy's talk about the health benefits of East African coffee, inquired to know more about the coffee which resulted in a meeting between Maggy and the Hilton restaurant manager. Maggy talked passionately of giving back to her community - allocating 25% of the profits towards supporting female farmers in Africa.



Meeting with Maggy and the Career Trackers

At the end of the day, the group visited Rachel Cho '01, Owner and Creative Director of Rachel Cho Floral Design. As a child, Rachel worked in her mother's flower shop, perhaps laying the foundation for her own studio. Rachel's career path was not directly related to her biology studies at Smith, but, it contributed to her success in her business. Her first position was with the 2002 FIFA World Cup 2002 in South Korea and Japan which led to her return to the States and selling gym membership for a New York City gym and health club. The relationships Rachel built with the club members became a valuable asset as they became her first customers with her floral design studio. Now as one of NYC's premier floral designers for weddings, events and corporations, her business blooms with repeat customers and the introduction of new clients. When Rachel asked what other sites we visited, she saw a new potential customer with Small Girls PR and the events they sponsor for their clients.



Career Trackers with Rachel in the Rachel Cho studio

On the bus ride from NYC to Northampton, it was fascinating to reflect on the day's adventure, the visits, the people and the networks that were created. To witness how entrepreneurs cultivate new customers and build relationships, and, for the students to have access to innovators and dreamers is the goal of Career Tracks – to expose students to the reality of careers. One wonders how the eight Smithies will follow their dreams and craft their futures. Perhaps Career Tracks 2028 will be visiting them and hearing about their amazing journey after Smith.

From the Smith College Archives



Trees have always been a major component of the beauty of Smith campus. This 1968 aerial view of campus with Elm Street in the foreground, shows off the number of trees on campus at the time. How many of you can identify the tops of campus buildings?

[Photographer: Laurence Lowry, Beverly, MA]

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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Photo credits: Smith College Archives, Smith College Facilities, Daryl Gehman, Louise Krieger

Where Am I?



Can you identify this pattern and its spot on 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.