

A Letter from the Staff Council Chair

by Thomas Lawson Lark

The last time I updated you on the work being done by the Staff Council, I said "I can't help but think that I'll end up repeating myself..." And noted how staff were continuing to work on the implementation of Workday, the ongoing library project, the work by the Office of Inclusion and Equity, etc. From spring to fall, many of the things we were working on remained the same.

Well, I won't be repeating myself this time! So much has changed it's already getting hard to remember what a 'regular' work day used to look like. Many of our plans have been put on hold or outright cancelled. Priorities have changed as we try to tackle new and urgent issues facing the college. It is definitely not business as usual.

Given how quickly and drastically everything has changed, it has actually gone quite smoothly. There have been bumps in the road, but people in every single department on campus have worked together to find ways to make the transition as smooth as possible. Let's face it: 'Global pandemic resulting in the shutdown of non-essential business and requiring people to not be in close proximity to each other for weeks or months' is not a scenario that you typically plan for. The ability to adapt to this unprecedented situation is a great strength of ours.

I don't think it's possible for me to thank everyone who has worked so hard making the massive transition to the remote work environment we are dealing with now. I also don't want to forget those who are still working on campus.



Staff Council, October 2019.

Staff Council 2019–20

Brian Bocchino, Staff Accountant, Controller's Office
 Jennifer Burwell, Scheduling Coordinator, Registrar's Office
 Jon Cartledge, Digital Asset Specialist, Imaging Center, Art Dept.
 Jessica Drawe, Administrative Assistant, Admissions
 Ashavan Doyon, Administrative Assistant, College Relations
 Jessica Flynn, Payroll Manager, Controller's Office
 Dawn Hines, Asst. Director, Development
 Brenda Jameson, Recruiting Coordinator, Development
 Colleen Keenan, Client Systems Engineer, ITS
 Thomas Lark, Financial Systems Coordinator, Dining Services
 Amanda Lopez, Dining Room Coordinator, Dining Services
 Ann Mayo, Manager Security and Guest Services, Museum of Art
 Heather McQueen, Resource Manager, Clark Science Center
 Kristina Mereigh, Associate Director, Health Services
 Elly Mons, Health Professors Advising Director, Clark Science Ctr.
 Maddy Neely, Administrative Coordinator, School for Social Work
 Davis Rivera, Electrician, Facilities Management
 Alison Schoen, Student Programs Coordinator, Student Engagement
 Barbara Solow, Assistant Director for News, College Relations
 Erin Smith, Stockroom Service Specialist, Clark Science Center
 Rashad Uqdah, Catering Cook, Dining Services
 Lucinda Williams, Acquisitions Supervisor, Libraries
 Vanessa Williams, Administrative Assistant, Dining Services
 Debra Wright, Gift Plannig Coordinator, Development

A Letter from the Staff Council Chair
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Literally every single person at Smith has shown resilience in facing this crisis. That being said, I have noticed that both at Smith and in the world at large, those people doing work that is considered most essential are often in positions that are overlooked or underappreciated. Hopefully we learn to value and appreciate the unseen but critically important work that many of our peers do on a daily basis.

I encourage you all to please be sure to read eDigest for updates from the college. Please keep in mind that eDigest is not only a newsletter for you to read, but also a way for you to share with the community. If you know of some opportunities for engaging our community, you can and should submit them to eDigest.

If you have questions, be sure to check the Coronavirus FAQ to see if an answer is posted there. If you have additional questions, submit them to covid19info@smith.edu. Those questions are being answered and the FAQ is being updated frequently.

Much of what is happening right now is out of our control, and that is unnerving. Please be sure to use the resources provided through the college to help get through this time. Whether that's the Calm app, guided meditation sessions, virtual support groups, or just watching funny videos, there's something out there to help clear your mind. If there are other resources you would like for staff to have access to, please email us.

Things are crazy right now, but I am thankful to be at Smith, if only virtually for the time being. We are a strong community and we will work together to get through this unprecedented moment.

I wish you all health and happiness. I am looking forward to seeing you in person, back on campus, whenever that may be!

All the best-
Thomas Lark



Challenge open to all Smith Staff,
Faculty & Students

APRIL 6TH-APRIL 30TH

Sign up for the Wholeness Challenge on the
Smith College Social Network.
Must use your Smith email to sign in.

!WIN PRIZES!

FOR ACTIVITIES YOU ALREADY DO!

The Wholeness Challenge is an opportunity for students, faculty, & staff to make wholeness/wellness a priority in their lives during this time of chaos, while establishing wholeness routines that are transferable when life returns to business as usual.

The Wholeness Challenge has 6 domains that a participant must complete between April 6th and April 30th. Each domain represents one of the dimensions of well-being: community/ancestry, Movement, Spiritual, Emotional, Intellectual & Financial. There are several options in each domain that can count towards completion. Each domain will have one standing option that is Create your own.

At the end of the challenge. There will be nine prize drawings. There will be 3 winners from each constituency: faculty, staff and student.

Go to the Smith Social Network Website:
smith.campuslabs.com/engage/

An Interview with Floyd Cheung, Vice President, Office for Equity and Inclusion

By Jon Cartledge, Editor

What is your background?

My family and I emigrated from Hong Kong to start a new life in Las Vegas, Nevada, in the early 1970s. My father was a cook, and my mother was a casino worker. Although my first language is Cantonese, I grew up to become an English professor. I've been teaching at Smith since 1999 in the English Department and American Studies Program. From 2014-19, I served as the director of the Sherrerd Center for Teaching and Learning. Since July of 2019, I've been serving as the vice president for equity and inclusion.

What has struck you about Smith as you've started in your new position? What is your favorite thing about Smith so far?

I've felt incredibly welcomed and supported by students, staff, and faculty as I've started my new position. Also, I can sense that we as a community are building momentum for positive change.

I love that we say "Smith is a perennial blessing to the country and the world." Perennials follow seasonal rhythms, and in spite of the fact that they return year after year, they always surprise us with their beauty. And what an honor it is to be a "blessing"! As a college, we are called to make the country and the world a better place with more justice and more joy.



What would you like the employees of the College to know about you or your work?

Diversity includes many dimensions of difference, not just race. The ways in which our various registers of identity—gender, sexuality, class, nationality, creed, age, ability, etc.—intersect affect how we identify and how we experience the world.

The Office for Equity and Inclusion works to make sure that the diverse students, staff, and faculty are treated equitably and inclusively so that all of us can thrive. Feel free to visit us on the third floor of College Hall. My assistant is Queen Lanier. Our director of equal opportunity and title ix officer is Amy Hunter. Raven Fowlkes-Witten '17 is our program and outreach coordinator. And Toby Davis '03 is our inclusion facilitator

and trainer. As of August, 2019, the Office for Multicultural Affairs, led by L'Tanya Richmond, and the Center for Religious and Spiritual Life, led by Matilda Cantwell, are operating under our umbrella.

I am deeply grateful to the many staff members who served on the Inclusion in Action Working Group and are currently serving on the Inclusion in Action Teams and the Inclusion Council to advance equity and inclusion at Smith.

An Interview with David DeSwert, Vice President, Office for Finance and Administration

By Jon Cartledge, Editor

What is your background?

I was born and raised in California, but have lived in Massachusetts for 16 years. My undergraduate degree is in history and I have a master's degree in urban planning and economic development. My first job in higher education was at Harvard, helping to plan and implement a major expansion of the university. From Harvard, I came to Smith as a trailing-spouse - my wife is a professor of geoscience. I began as the budget director nearly 13 years ago, and have held a number of finance roles before stepping into my current position last year.

What has struck you about Smith as you've started in your new position? What is your favorite thing about Smith so far?

Smith is the most mission-centric organization with which I've been affiliated. I think that's driv-

en by the clarity of Smith's mission statement and how it inspires those associated with the college. Everyday, I feel fortunate to work at Smith.

Our students, staff and faculty do such amazing things. The campus is beautiful and has so many unique offerings from the Art Museum to the Botanic Gardens. I love to learn, and I enjoy the complexity of my work. I can think of no better place to be than at Smith.



What would you like the employees of the College to know about you or your work?

I see my main role and that of the entire Finance & Administration area as enabling Smith's mission and stewarding Smith's

financial, physical and human resources. I believe in working hard to leave a mark on this historic institution by finding ways to leave Smith better than it was when we arrived. We all have the good fortune and opportunity to that each day.

Chronicle Staff

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Staff Council Website: smith.edu/staffcouncil

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."

Important Updates for Smith College Employee Benefits

By Jon Cartledge, Editor

Employee Assistance Fund for Critical Needs

The college has created a dedicated Smith College Employee Assistance Fund to support employees and their families with critical needs. All requests will be kept confidential. If you have questions about the [application](#) process, contact covid19info@smith.edu.

Health Insurance

To facilitate your ability to receive necessary testing for COVID-19 exposure, Smith's health plans through Harvard Pilgrim will waive cost sharing for:

- The COVID-19 test
- Doctors office, urgent care and ER services for COVID-19 testing
- Telemedicine services

Telemedicine

Smith's health plans through Harvard Pilgrim will waive cost sharing for all telemedicine services (including behavioral health), in order to limit exposure in doctor's offices, ER, and other medical facilities.

Doctor On Demand

With Doctor on Demand, you can have a virtual doctor visit using live video on your smartphone, tablet, or computer (availability limited for overnight hours). Visit DoctorOnDemand.com to get started.

Online Wellness Classes

Harvard Pilgrim Health Care has created a number of virtual programming options through [Living Well at Home with Virtual Wellness Classes](#). Sessions are hosted live, via Zoom. Past mindfulness sessions can be found on [Mind the Moment YouTube Channel](#).

EyeMed Vision

Should you need glasses or contacts, you can use your benefits from home at [participating providers](#).

OptumRx - Prescription Drug Benefits

OptumRx has instituted several measures in response to federal and state directives:

Refill-too-soon restrictions have been lifted. Members taking maintenance medications can obtain early refills, if they have refills remaining on-file at a participating retail or mail-order pharmacy.

Existing prior authorizations set to expire on or before May 1st have been extended for 90 days.

Members who utilize Optum Specialty Pharmacy can receive a one-time, 90-day supply of chronic specialty medications versus the traditional 30-day supply.

Flex Spending Accounts

Effective March 27, 2020, over-the counter drugs are considered eligible expenses in FSA plans. Participants will no longer need have a prescription to prove eligibility. Menstrual care products (i.e. tampons, pads, etc.) are also eligible. This change is retroactive for expenses incurred after January 1, 2020.

Employees who elected a healthcare or dependent care FSA for the calendar year 2019 now have until June 30, 2020 to submit claims for reimbursement. Receipts prior to March 1, 2020 are eligible. Log into <http://www.benstrat.com> to submit a receipt.

Elections for Dependent Care FSAs can be changed when your daycare needs change. If this applies to you, submit your changes through Workday.

Employee Assistance Program (EAP)

During this crisis, you can turn to Smith's Employee Assistance Program for guidance and resources. EAP is now open to ALL employees, including casual workers. This includes access to the [EAP website](#) for teletherapy, legal, & financial consultations. The therapy benefit has been expanded to 12 sessions per condition per year. Call 800-828-6025 and identify yourself as a Smith employee.

Compete in the Virtual Smith Olympics!

By Jessica Drawe

If the past few weeks have shown us anything, it is that our Smith Community is filled with creative, resilient, and compassionate folks who are up for any challenge. We want to harness this energy to create connection and joy by hosting a virtual Smith Olympics.

The Smith Olympics will take place from April 20th to May 3rd. Each day we will share a new challenge that will cover a wide range of skill sets so all can be involved. Show your Smith Spirit and take part in these activities solo, with family or your social distancing buddies. We will have three teams for this participation based challenge: Smith Faculty and Staff, Smith Students, and Smith Alumnae. Every activity you participate in will earn points for your team! The team at the end of the two weeks with the most points will hold the coveted title of Smith Olympic Champion!

We hope that you will pass this along to your colleagues and encourage them to get involved. You do not need to participate in every challenge, but the more challenges you do, the more points you will earn for your team. Below is a full overview of the event including where to find the daily challenge. Any questions you have can be passed on to Zack Kundel at zkundel@smith.edu.

Thank you for your continued support and we look forward to having you participate from April 20th to May 3rd.

The Smith Olympics Team

Monday April 20th	Tuesday April 21st	Wednesday April 22nd	Thursday April 23rd	Friday April 24th	Saturday April 25th	Sunday April 26th
Deck of Cards	Chopstick Challenge	Step Up Challenge	Paper airplane toss	Pet/Person obstacle course	Complete a puzzle	Papier Mache Olympic torch
Monday April 27th	Tuesday April 28th	Wednesday April 29th	Thursday April 30th	Friday April 31st	Saturday May 1st	Sunday May 2nd
Partner relay workout	Hot Lava	HIIT Circuit	Day of Gratitude	Plank challenge	Water Balloon Toss	Walk, Run, Roll Challenge

Winner announced Monday, May 4th!

Staff Council Highlight: Rich Gilbert

By Colleen Keenan

When Rich Gilbert was 8 years old, he received a magic kit for Christmas. While this is a popular gift for many kids at that age, most end up quickly growing out of the magician phase. Not Rich! His love for magic and making people happy just grew as each day went on. He practiced and practiced, learning more and more tricks—everything from card tricks to coin tricks to rope tricks to practicing his comedy act. Rich practiced his magic on family mostly, then friends. As he started to perfect his act, he performed at birthday parties and family gatherings, then moved on to bigger fundraiser and dinner party “gigs.”

“I feel that when we grow up we lose that childlike sense of wonder, but being a magician allows me to bring for a moment, that childlike sense of wonder back.”

Rich can be seen making Smith students smile with a magic trick or two during down time at the Hubbard kitchen, where he has been a chef for thirty-five years.

He is currently president of the Springfield Assembly for the Society of American Magicians—a role he has filled for the past 12 years. The assembly is made up of about 30 members, and meets the first Friday of every month to plan upcoming shows.



When asked if he has any advice for budding magicians, Rich encourages people to get out in front of people as much as possible—and to join a magic club. He says you can only learn so much from watching YouTube videos. Newbies need constructive criticism from other magicians to really grow.

For the past 10 years, Rich has kept his skills fresh by attending a magic convention in Las Vegas that draws 1,400 magicians from all over the world to share their talents. He has also been fortunate enough to visit the Magic Castle in Hollywood, California for five years in a row. If you see Rich out and about on campus, ask him to show you a trick! He'll be sure to have a deck of cards on hand or a coin trick up his sleeve.

“I was a shy kid growing up, and when I discovered magic, and would perform it for family and friends, they would say, ‘How did you do that?’ It made me feel special that I could do something that not everyone could do, and brought some wonderment in their life.”

Links:

<http://richgilbertmagic.com/>
magiccastle.com
magicsam.com

Staff Council Highlight: Alison Berman

By Colleen Keenan

Alison Berman, Social Work Supervisor at Project Coach at the Campus School and Adjunct Professor for SSW, leads the Western MA Chapter for Girls on the Run. Alison has been at Smith in the School for Social Work for 16 years and is a graduate of the program.

Girls on the Run is a nonprofit after-school program for girls in grades 3 to 8 designed to help girls recognize and embrace their inner strength, while making a connection to physical and emotional health. Each season is topped off with a culminating 5K—and four of the last 5Ks have been held at Smith.

The 5K is a celebratory moment of accomplishment for each of the girls in the program.

Alison started her first GOTR season with six Western MA teams in 2015. Since then, she has created one of the fastest growing chapters in the nation. She and her board members usually spend time in April visiting each team in Western MA; checking in with coaches to be sure they have what they need for a successful end of season. This year, due to COVID-19, Alison and her board had to make the hard decision to cancel the spring season.

Alison and her team have transitioned to providing GOTR at Home Lessons for the 1014 girls in

Western MA GOTR. The program is made up of easy to follow documents that girls and their adults can read together, as well as fun YouTube videos. Another program coming soon is GORT-Connect. It will allow the 300 volunteer coaches to virtually connect with their teams. While this is a difficult time, GOTR is built on providing a way for girls and their communities to stay connected. The teams have next season to look forward to and the 5th year anniversary to celebrate.

When asked about her proudest moment, Alison reflected on how it's not just the girls who become

motivated through this program, she said it's "seeing the effect that the GORT program is having on whole communities and seeing family members support their girls by running in the 5K".

On a personal note, I've been a GOTR coach at the Campus School of Smith College for 4 sea-

sons and Alison's leadership and compassion is what has made this program grow so rapidly in such a short time. My daughter has participated in the program and has expressed that her time in GOTR has helped her "be a better friend".

If you would like to make a donation or find out more visit [Girls on the Run](https://www.girlsontherun.org).



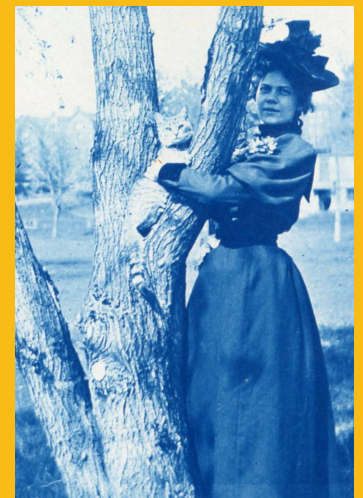
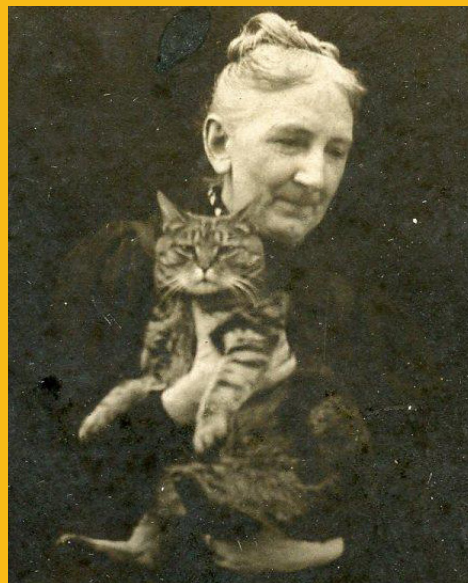
The Smith College Staff Creative Arts Showcase

Smith College Staff Creative Arts Showcase Working Group

Planning is underway for the Smith College Staff Creative Arts Showcase. This event, supported by a 2020 Innovation Challenge Grant, will highlight the creativity and talents of staff members. Our hope is to help the Smith College Community become more aware of—and enjoy—the creativity of its staff and for staff to showcase their work. The Showcase will take place on campus sometime in 2020-2021.

During this time, we are wondering: how are you staying engaged creatively through art, music, or other mediums? How do your activities bring you comfort and help you create community while staying at home? We are collecting creative work in a **Virtual Preview** of the Showcase and would love to include your work! Submissions will be shared on the Staff Council Facebook page, in Staff Council emails and may be included in the campus Showcase.

If you are interested in participating in the Showcase on campus and/or the Virtual Preview you can apply [here](#).



Past Pet Corner

By Nanci Young, College Archivist

Left to right: Alice Morgan Wright, sculptor, animal welfare activist, member of the Class of 1904 with a canine companion. [Class of 1904 Alumnae Biographical Files, Wright, Alice Morgan]; Charlotte Pearce '1915 has her hands full! [Class of 1915 records]; Housemother Sarah A.K. Robinson kept company with this rather large kitty, as well the Smithies Wallace House between 1887-1907; Caroline Fuller, Class of 1895, and a friend. [Caroline Fuller, Class of 1895 photos]; The Class of 1905 basketball team is quite cheerful with their canine companion. [Photographer: Katherine McClellan '1882; Athletics Subject Files--Basketball, Class of 1905]; Our beautiful collie friend enjoys a treat from Elsie Croll, Class of 1901.[Class of 1901 records, Elsie Croll photograph album]; Eleanor Duckett, professor of Classics 1916-1969 and her canine companion Gregory. They made a happy family with professor of English, Mary Ellen Chase. The student residences Chase & Duckett are named in honor of them. [Eleanor Duckett Papers]

Got a pet photo you'd like to share? email us at chronicle@smith.edu



Top: (left to right) Carson by Lynn Cocco, Cleo & Chica by Karen Sise, Ermen by Jess Henry Cross, Daisy by Dave Belanger, Daisy Mae & Rikki Bobbi by Dawn Marie Hines, Gigi & Galen by Amy Holich Moscaritolo, Elsa & Cocoa Bunny by Madeleine Del Vicario

Bottom: (left to right) Bishop by Yaritza Barta, Bailey by Jen MaCaulay, Bree by Madeleine Del Vicario, Bentley by Jennifer Tenczar, Beau & Atticus by Ann Mayo, Tamara by Jon Cartledge, Ruby by Deb Wright, Bentley by Diane Warren, Chairman Meow & Xiao Fu by Jeannette Landrie

Pet Corner

