



## The Latest in Pawprint: October 9, 2015

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### Kickoff touts United Way local impact, new on-line giving



About 80 Cornell staff and students gathered Oct. 2 for the kickoff of the 2015-16 Cornell United Way Campaign in Willard Straight Hall. Gary Stewart, director of community relations, announced this year's Cornell goal of \$750,000.

Stewart highlighted two aspects of the university's campaign that often go unnoticed: Gifts to the United Way can be targeted to agencies in counties outside of Tompkins County, and many of those who benefit from agencies supported by the United Way are Cornell employees.

Student United Way campaign co-chair Elizabeth Joyce '16 noted many students live in the local community, and they can do a lot while they are here, especially for an organization such as the United Way that addresses so many needs. She mentioned the two major fundraising events the student campaign hosts: A Cappella United, which was held in September, and the annual Duff Ball held each spring. Cornell's student campaign raises about \$30,000 each year and has been recognized nationally for its programming to involve students in giving to the United Way.

Ithaca Mayor Svante Myrick '09 quipped that it was a pleasure to be back in the Memorial Room, where he had given his first campaign speech – to be vice president of Cornell's Interfraternity Council. There, he met the chair of the student United Way campaign who created the Duff Ball and interested Myrick in the United Way. Growing up in poverty, Myrick said, he learned that “big problems require collective solutions. ... You need to work together.”

“That is the United Way,” he said, “standing together ... contributing not just to one cause but to many.”

Echoing Myrick's remarks, James Brown, president of the United Way of Tompkins County (UWTC), said the United Way brings many organizations together, both the agencies that help those in need and the local partner organizations that contribute

to the operating costs of the UWTC so gifts from individuals go directly to those who need them.

Ted Dodds, Cornell vice president and chief information officer and chair of the Cornell United Way Campaign, noted three goals for this year's campaign: communicating about the benefits brought about through the United Way; developing a large cohort of volunteers from across campus to help with the campaign; and providing Cornell faculty and staff the option to pledge online. Pledge cards will still be an option, he said.

With this year's county goal of \$2,012,638, Cornell's goal of \$750,000, if met, will represent 37 percent of the total funds raised for this year's UWTC campaign.

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## Employee Celebration prompts large turnout for Friday football



In the first football game since 1904 that Big Red has played against Colgate on a day other than a Saturday – and despite its rally in the fourth quarter Oct. 2 – Cornell lost 28-21, its third consecutive loss this season.

But in Barton Hall, Cornell employees, retirees and their families warmed up to a dinner of barbecue chicken and pasta. Children were entertained by a clown, the Big Red Bear and Chester the Cheetos Cheetah. The 2,700 tickets sold for this year's annual fall Cornell Employee Celebration were down slightly from previous years, when the event was held on a Saturday.

“I would especially like to thank the wrestling team, who provided supervision for our children's play area, and to Bill Youst's crew in Facilities Management for helping out with some last-minute logistics,” said Cheryl McGraw, employee outreach and events manager, Division of Human Resources and Safety Services. “We also appreciate all the efforts of our volunteer staff and students who helped set up, serve or clean up on the day of the event, as well as the work of the planning committee and other participating departments and units. Special thanks also to Cornell Cinema for its showing of “Inside Out,” which more than 70 people attended.”

Employee Celebration is sponsored by the Division of Human Resources and Safety Services, Cornell Catering, Facilities Management and the Department of Athletics and Physical Education.

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## Cornell Recognition Event Day Oct. 22 at the Store

As part of the Cornell Recognition Event Day to celebrate Cornell employee excellence **Oct. 22**, The Cornell Store is offering 20 percent off almost everything\* at all its store locations: Ho Plaza, Statler Lobby Shop, Center Sage, the Shops at Ithaca Mall, The Cornell Store at Weill Cornell and, online, at [www.store.cornell.edu](http://www.store.cornell.edu).

During this Cornell Recognition Event, employees can meet members of the recognition team in-store, **8:30 a.m.–4 p.m.**, and receive employee giveaways.

The High Five Employee Recognition Program is sponsored by Human Resources.

*\*Some exclusions apply; personal purchases only.*

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## Cornell among top 100 adoption-friendly workplaces

For the ninth year, the Dave Thomas Foundation for Adoption has placed Cornell on its list of the 100 most adoption-friendly workplaces in the United States.

This year, Cornell ranks second on the list of educational institutions; this is the third time in as many years that Cornell has placed either first or second on the educational institution list.

“Our commitment to the talented faculty and staff of Cornell includes our efforts to support working parents, including our adoptive and foster families,” said Mary Opperman, Cornell vice president for human resources and safety services. “Over the years, we have anticipated and responded to the emerging and increasingly diverse concerns of contemporary families through our adoption assistance program, child care grants, child care center, parental leave benefits, educational programming and flexible work arrangements.”

Cornell provides up to \$5,000 adoption assistance per child; \$6,000 for adoption of a child whom the IRS has defined as having special needs. Since the adoption assistance program began in 2005, Cornell has helped more than 60 families with adoption support. Cornell faculty and staff have access to parental leave and, as parents, can apply for grants to assist with child care expenses of up to \$5,000 per year

Programming geared to support the needs of families include support groups, back-up care services and a dependent care consultant.

In early 2014, Cornell conducted a survey of adoptive families and those considering adoption to learn more about their needs.

“We discovered that more than 40 percent of those who’ve adopted have done so through foster care, and 30 percent of our families who have either adopted or considered adoption are from our LGBTQ community, with 12 percent headed by a single parent,” said Lynette Chappell-Williams, associate vice president for inclusion and diversity.

“Financial concerns were the greatest challenge cited by those responding, so we are improving our communication of the benefits available to Cornell’s parents, and looking at ways to provide greater financial guidance to Cornell employees, including information on current child care options,” she said.

The Dave Thomas Foundation for Adoption is a not-for-profit organization dedicated to increasing adoptions throughout North America created by the late Dave Thomas, founder of Wendy’s Old Fashioned Hamburgers, who was adopted as a child.

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## Show you CARE: Online auction

Bidding for the annual online auction to benefit the [Emergency CARE \(Cornellians Aiding and Responding to Employees\) Fund](#) will be held Nov. 2-6. Donations to the auction are accepted through Oct. 26.

The Emergency CARE Fund offers confidential financial assistance to faculty and staff who have experienced a non-recurring sudden or emergency-related financial hardship due to an unforeseen or unavoidable event. It provides one-time funds to address the faculty or staff member's emergency financial challenge. The program is funded through the donations of faculty, staff and others.

If you don't have something to donate, consider supporting the CARE Fund by becoming an auction sponsor. Pledge a monetary gift and the committee will purchase an auction item on your behalf or you can designate your donation directly to the CARE Fund.

See <http://auctions.weblite.ca/carefund2015/> for a list of items already donated and more information.

Any questions or want to donate? Contact [Michelle Eastman](#) or [Kristie Devine](#).

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## Reminder: Inclusive Excellence Academy November Workshops

The Inclusive Excellence Academy invites the Cornell community to learn how to create a safer and more inclusive environment for all Cornell community members.

Although this workshop is designed for human resources professionals and Cornell University supervisors, managers and department heads, all Cornell community members are welcome to attend:

### **It Depends on the Lens – Addressing Unconscious Bias in the Staff Search Process**

This program, presented by the Cornell Interactive Theatre Ensemble (CITE), Nov. 17, 9-11 a.m., in Room G10 Biotechnology Building, combines interactive theatre and guided discussion with research on unconscious bias. The session concludes with a discussion of best practices for combating unconscious bias in searches. To [Register](#).

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## Bowling Oct. 13 and 17

### **Get the ball rolling**

The Cornell Recreation Connection wants you to "Get the Ball Rolling," at the Helen Newman Bowling Center, Oct. 13 at noon. \$5 per person for pizza and bowling.

## Employee bowling blast tournament

This competition for tournament bowlers will be held Oct. 17, shifts at noon and 2 p.m., Saturday, Oct. 17. \$25 per pair. Singles will be paired with another single bowling partner. Bring friends, family and co-workers.

### For both events

- Pick up your entry form at Helen Newman Bowling Center or by email from Cheryl McGraw, [crm54@cornell.edu](mailto:crm54@cornell.edu). Send registration forms and fees to Helen Newman. Make checks payable to Cornell University. Pre-registration reserves your bowling lane.
  - Early entry is encouraged, as spaces fill quickly. Walk-in bowlers are welcome, lane space permitting.
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## Wellbeing and career/life opportunities

**Staying Active in Cold Weather** – Oct. 26, noon-1 p.m., Weill Hall Room 224. Do you love exercising outdoors? Are you dreading the winter cold or being stuck inside? From the pros at Cornell Outdoor Education (COE), learn about ways to gear up and stay active outside when the temperature drops. Marc Magnus-Sharpe, director of COE, will cover the strategies and materials for staying warm and celebrating your time outdoors. [Additional information and registration.](#)

**Medicare Basics** – Oct. 29, noon-1 p.m., 224 Weill Hall. Elizabeth Schneider will provide an introduction to Medicare, the federally administered health insurance program that provides coverage to persons 65 and older, and persons under 65 who are disabled. Seniors, those caring for them, and anyone interested in the topic are welcome to attend. A representative from the Cornell Benefits Office will be on hand to answer any Cornell specific questions. [Register](#)

**Beyond the Birth Day: What to Expect in the Immediate Postpartum** – Oct. 30, 4-5:30 p.m., 140 East Hill Office Building. This session will cover what to expect during the first few weeks after your baby's birth, infant sleep, newborn behavior and maternal recovery from birth. This will be a lively and engaging class with group discussion on the needs and expectations of both babies and mothers. [Register](#)

**Wills, Probate and Estates** – This workshop, to be held Nov. 4, noon-1:30 p.m., in 224 Weill Hall, and presented by Joy Blumkin, Blumkin & Finlay, LLP, will cover the basics of wills, estates and probate. Who really needs a will? What happens if a person dies without a will? What property and assets does a will control? What does it mean when someone's will is probated? What is the process like, what does it cost and how long does it take? Does it make sense to set up your estate to avoid probate, and if so, how do I do that? [Register](#)

**Postpartum Relationship Changes** – This workshop will be held Nov. 6, 4-5:30 p.m., in Rm. 140, East Hill Office Building. The partner relationship is undoubtedly the biggest postpartum change that is overlooked, underestimated and under-addressed. This discussion will cover understanding the distinct needs of each parent, strengthening partner and parental bonds and keeping communication flowing. We will also touch on the ways in which relationships with one's own parents, extended family, and close friends can shift as well. [Register](#)

**Breastfeeding Basics** – Participants in this workshop, held Nov. 13, 4-5:30 p.m., in Rm. 140 East Hill Office Building will learn the fundamentals of successful breastfeeding, including holding techniques, latching on, maximizing comfort and the basics of pumping. [Register](#)

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