



## The Latest in Pawprint: April 8, 2016

Also available online at [www.pawprint.cornell.edu](http://www.pawprint.cornell.edu)

### Six staff members run for employee-elected trustee position



Voting for the next employee-elected trustee begins Monday, April 11 at 8 a.m. Six staff members have applied to run for this position: Renee Alexander, Joe Burke, Chad Coates, Linda Copman, Michael Hint and Tamara Payne.

Each candidate has submitted a personal profile and campaign platform that addresses four areas: a personal statement; experience; community involvement; special interests. These submissions can be found at <https://assembly.cornell.edu/auth/Elections/2016EmployeeTrusteeCandidates>.

Cornell is one of relatively few institutions in the nation that provide the opportunity for staff to directly elect a representative to its highest governing body. The employee-elected trustee will be a voting member and full participant on Cornell's board of trustees, serving as a crucial bridge between the staff community and those who shape the university's future. The term for the employee-elected trustee is for four years, June 2016-June 2020.

Voting for the employee-elected trustee will begin April 11 at 8 a.m. and continue through April 13 at 10 a.m. Staff members will receive an email on the morning of April 11, providing a link to vote, and an email reminder on the morning of April 13. Beginning April 11, you also can go to [assembly.cornell.edu/vote](http://assembly.cornell.edu/vote) to find your ballot. Voters will be asked to rank-order their candidate preferences. The voting deadline is April 13 at 10 a.m.

The results of the election will be announced in the next Pawprint, April 22.

## West shares his spiritual journey at Soup and Hope

At his March 31 Soup and Hope talk, the Rev. Clark West, chaplain for the Episcopal Church at Cornell, shared his early-career journey through the teachings of Buddhism and Christianity in his search to make sense of suffering.

“From a young age, I found that the problem of suffering, my own and my family’s, was my greatest preoccupation,” he said to the audience in Sage Chapel.

A self-described “ruminator,” West grew up in an active, suburban churchgoing family, but by the time he was 18 he had decided that Christianity was irrelevant to the suffering he felt. West went to college and majored in religion, hoping to find one religion that could explain that suffering.

He did not find answers there, but he did in his work thereafter, teaching GED classes to homeless and at-risk youth from Boston’s toughest neighborhoods – survivors of sexual exploitation, family and gang violence, and intense racial strife.

“In my three years as their GED teacher, they taught me more about hope in the midst of suffering than I can ever repay,” he said.

In Boston, West also met a Zen monk and professor of Buddhism at Harvard Divinity School, Victor Sogen Hori. His association with Hori and his work with his students led West to decide to give away all his worldly possessions and begin planning to go to Japan to become a Zen Buddhist monk. He took an intensive summer course in Japanese language. Shortly before he was to leave for Japan, he visited with Hori, some of Hori’s Buddhist friends and his own best friend, Phil.

“As we sat zazen, cooked Japanese style meals and discussed life for an ex-pat in Kyoto, my heart grew gradually more turbulent and anguished,” West said. When he later shared his doubts with Phil, Phil said, “you don’t sound like a Buddhist to me.” West asked him what he did sound like, and Phil said, “a Christian” – and that resonated. West decided to go to seminary to become an Episcopal priest.

Though West left Buddhism, he said that Hori’s “selfless teaching, rock-hard discipline and gentle capacious spirit will be with me always.”

In his Episcopalian ministry, West further learned the meaning of suffering – and of hell on earth – through a woman who had been repeatedly abused and traumatized by the church and yet held steadfast in her faith.

He did his doctoral dissertation on a little-known tradition of Christians who believed it their mission to stand in solidarity with those who had suffered at the hands of an abusive church hierarchy and, in the view of that hierarchy, had gone to hell – an analogue, West said, to the Buddhist tradition of bodhisattvas entering the Buddhist hells to save the lost. Among those who suffered to save the suffering: the Virgin Mary, the “mother of all sorrows.”

This led him, West said, to the conviction that “all religious institutions serve no other purpose, than to be the refuge, the stomping ground, the open heart to and champion of justice for all the survivors of the world, regardless of their beliefs.”

For West, hope is in the mother of all sorrows, a “living presence, an encourager and friend to me in my darkest times.” He closed his talk by asking Anna O’Connell, music director for the Cornell Catholic Community, to sing the Salve Regina, a hymn to Mary.

### Final Soup and Hope talk April 14

The final 2016 Soup and Hope talk, featuring Chief of Police Kathy Zoner, will be held April 14 at noon in Sage Chapel. Zoner is a 24-year veteran of the Cornell University Police and was sworn in as chief of police in 2009, the first woman to serve in that capacity at Cornell. For more information, see the [Soup & Hope web page](#).

## Workday Recruitment is new system for job applicants

Beginning **April 18**, those interested in applying for a staff, union, librarian or temporary position at Cornell will enter their information in a new employment application system, Workday Recruitment.

All others will continue to apply as they have in the past, by following the application instructions contained within the position advertisement.

For all Cornell positions, prospective applicants can look and apply for a job by going to the [Cornell Careers](#) page and following the appropriate links. During an initial transition period, April 18 to June 5, applicants will see links on the Cornell Careers page to both the current system (for openings posted prior to April 18) and Workday (for openings posted on or after April 18).

Applicants should be aware that applicant information stored in the current system, Taleo, will not be transferred to Workday. If you do not have your application materials, resume or cover letters saved to a personal computer, a USB or external hard drive – or the cloud – you should be sure to save them to ensure continued access. After June 5, these materials will not be retrievable from Taleo.

For applicants external to Cornell, the transition process is as follows:

- Jobs posted before April 18 will remain viewable on the Cornell Careers site, and those interested can apply using existing account information. Anyone who has already applied for a position does not need to reapply for that position.
- For jobs posted on or after April 18, applicants will need to create a new user account in the Workday system and enter application information there. It will be possible to cut-and-paste information from the old system to the new system through June 5.

Internal candidates will follow the same steps for positions posted before April 18. Any applications already submitted will not be affected by the transition, even if the job is not filled by April 18. But those applying for a job posted after April 18 will need to log in to Workday, using their existing Workday log in, to complete the application process.

The internal applicant experience will vary slightly from the external applicant experience, as internal candidates will be prompted to create (or update) their Workday Professional Profile, where they will fill in the fields related to their education, job history, skills and certifications. After doing this, applicants will be able to complete the rest of the Workday Recruitment application process, and can attach a formatted resume and cover letter if desired. Although the professional profile will be stored within the Workday system for future use, applicants will still be directed to view and/or update their professional profiles prior to submitting each specific job application.

“Workday Recruitment offers many enhancements for applicants, including increases in both the size and number of documents that applicants are able to attach,” said Allan Bishop, associate vice president for human resources and co-sponsor for the Workday Recruitment implementation project. He added: “Applicants who are on LinkedIn can directly import their LinkedIn information to their professional profile, and then edit it as needed before submitting their applications. We expect many of our applicants will appreciate this feature.”

The new system also helps streamline the hiring process and can streamline a new hire’s introduction to important forms and actions that a new employee must take, as well as providing other information regarding employment at Cornell.

“Much of the improved functionality that Workday provides will be invisible to the applicant but will streamline the hiring process and provide Cornell’s leaders with better information on our workforce,” said Deb Shigley, human resources director in the Research Division and project co-sponsor for Workday Recruitment.

She added, “I truly believe the move from Taleo to Workday Recruitment will, over time, reduce the administrative burden of the hiring process and help us to enhance our candidate pools.”

Faculty, nonfaculty academics (instruction, research and extension positions), students and staff from Cornell-affiliated organizations will not apply for positions through Workday, but will continue to follow the directions provided in the position

## Cornell makes 'Best Campus Food' list nationwide



Chefs from Cornell Dining joined colleagues from four other schools – Virginia Technology, St. Olaf College, James Madison University and the University of Massachusetts – at a special Princeton Review dinner April 1 at the University of Massachusetts Amherst. The five schools had earned “Best Campus Food” honors in the 2016 edition of “The Princeton Review.”

For dinner, Cornell chefs King Tang, Jean Tang, Josh Holden, Kevin Stevens and Steven Miller, senior executive chef, prepared and served the menu items that helped them win the recognition. Cornell’s menu featured dishes from the Far East: beef and broccoli; eggs, oysters and rice; vegetable lo mein; baby bok choy; lemongrass scented jasmine rice; and almond cookies with ginger ice cream.

This is the fifth year Cornell has participated in this dinner to celebrate the “very high ranking for Cornell Dining’s food program,” said Miller.

According to “The Princeton Review” website, the “Best Campus Food” rankings are based on yearly surveys of 130,000 students attending colleges across the country.

Food trends indicated by the survey include: student’s stronger focus on health, Asian/fusion and world cuisine, less soda, more plant-based protein, more flexible eating patterns, and attention to the whole dining experience.

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## Reminder: Life insurance special enrollment period to begin

Employees should have received or will soon receive a personalized letter of offer at their home addresses announcing a special enrollment period, April 11-22, for those wishing to enroll in CIGNA Group Universal Life (GUL) Insurance, or if already enrolled, to increase their GUL voluntary coverage(s) up to a guaranteed level, without having to answer medical questions. This special offer is available to Cornell faculty and staff, their spouse/domestic partner and/or their dependent children. Coverage changes will become effective on July 1, 2016.

Those already enrolled in GUL who do not wish to increase their level of coverage do not need to do anything during this special enrollment period. Their current coverage will continue automatically.

CIGNA representatives will be on campus to answer questions about life insurance on the following dates:

- April 13, 2:30-3:30 p.m., G01 Biotechnology Building
  - April 14, 11 a.m.-noon, 140 East Hill Office Building
  - April 14, 2:30-3:30 p.m., G01 Biotechnology Building
  - April 15, 9:30-10:30 a.m., G01 Biotechnology Building
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## **Workplace bullying seminar to be held April 28**



Although there is plenty of public discussion about bullying at school and on the internet, the topic of bullying in the workplace is often overlooked. Yet, workplace bullying can result in a hostile work environment, employee stress and increased turnover – and, in some cases, can be legally considered harassment or discrimination. On April 28, Cornell University’s Inclusive Excellence Academy will host a presentation and workshop by Dr. Leah Hollis, author of “Bully in the Ivory Tower,” and president of Patricia Berkly, LLC, a diversity training and consulting group. In particular, Hollis will address workplace bullying’s effects on employee engagement and inclusion as it impacts higher education disproportionately with respect to women, individuals of color, and the LGBT community. Human resources professionals and Cornell University supervisors, managers and department heads are encouraged to attend.

On April 28, Cornell University’s Inclusive Excellence Academy will host a presentation and workshop by Dr. Leah Hollis, author of “Bully in the Ivory Tower,” and president of Patricia Berkly, LLC, a diversity training and consulting group. In particular, Hollis will address workplace bullying’s effects on employee engagement and inclusion as it impacts higher education disproportionately with respect to women, individuals of color, and the LGBT community. Human resources professionals and Cornell University supervisors, managers and department heads are encouraged to attend.

**Workplace Bullying’s Impact on Engagement and Inclusion: April 28, 10-11 a.m., 700 Clark Hall. Registration:**  
<http://tinyurl.com/IE-Academy-4-28-16-am>

What to do if you experience workplace bullying: Cornell University takes the issue of workplace bullying very seriously. Reach out and talk with someone. There are a variety of options where you can find help or report an issue:

- [University Ombudsman](#): Confidential advice and referrals, with expertise in Cornell policies and practices
  - [Faculty and Staff Assistance Program \(FSAP\)](#): Confidential, personal consultation
  - Human Resources: Contact the HR representative for your [administrative unit/academic program](#) or [college/research center](#)
  - [Report harassment or bia](https://hr.cornell.edu/diversity/reporting/s): <https://hr.cornell.edu/diversity/reporting/s>: Resources including definitions of discrimination and sexual harassment, university policies, and reporting tools
  - [Anonymous Hotline](#): to report ethical misconduct
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## Vet College Open House, April 9



The 50th annual Open House of the Cornell University College of Veterinary Medicine, free and open to the public, will be held April 9, 10 a.m.-4 p.m. (personal pets are not allowed at the open house).

Veterinary students and members of the faculty and staff host this annual event to provide a chance for those interested to get a closer look at veterinary medicine, touring the college and learning more about its facilities, equipment and everyday challenges.

Students, faculty members, and staff will be on hand to answer questions about careers as a veterinarian, a veterinary technician, or an animal care specialist. Careers in veterinary medicine have traditionally involved working with dogs, cats, cows, horses, sheep and pigs. However, this rapidly growing field also provides opportunities to work in the animal health industry, government, armed forces and with many other species in zoos, wildlife refuges and developing countries.

For a complete schedule, see <http://www.vet.cornell.edu/openhouse/>

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## 'Should I choose Cornell?'

Over the next three weeks, close to 5,000 admitted students and family members will visit campus as guests of Diversity

Hosting Month and Cornell Days, as students decide how to answer the question, “Now that Cornell has chosen me, should I choose Cornell?” The students will attend classes and stay overnight in residence halls. Groups of visitors will take walking tours of campus.

“Some may be exploring college life for the first time, and Ithaca will be a new experience for many,” says Shawn Felton, director of the Undergraduate Admissions Office. “Admitted students and their families will need help finding their way around campus and advice about local shops and restaurants. They may ask about the experience of living and learning here.”

Felton encourages all members of the Cornell community to answer visitor questions and share their enthusiasm for the Cornell and Ithaca communities. “Your assistance will have an impact on how they feel about Cornell – and that will be very important as they decide whether to join our community,” he said.

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