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IPP staff members and teams are recognized for savings and achievements



For the past three years, the R5 Operations staff and Endowed Zone moving crew have found new homes for more than 4,900 items, or 266 tons of material, that were otherwise destined for disposal.

Among these were materials worth more than \$33,000 that went to not-for-profit organizations and schools; low-cost materials for faculty, staff and students; and recycled office furniture and work materials that saved departments across campus more than \$234,000.

The team that realized these savings through Facilities' Management's "System for Trade and Auction of Cornell Surplus," or STACS, program – Ken Conklin, George Wood, Mark Hall, Nick Clarke, John Searle, Larry Siany, Dave Hewlett, Bruce Simmons, Jack Benjamin and Brent Johnson – and Spring Buck, who initiated the program, were recognized with the Keystone Award June 14 at the 8th Annual Infrastructure Properties and Planning (IPP) Employee Celebration in Bartels Hall. The Keystone Award is given to an individual or team that exemplifies excellence in service to the organization and consistently provides quality output in work activities.

The celebration also recognized Rick Roper, training program manager for Facilities Management. He received the Steve Wright Bridge Award for demonstrating significant, ongoing commitment to fostering diversity and inclusion through his coordination of the university-wide Veterans Colleague Network Group and his roles in the Entrepreneurship Boot Camp for Veterans, the Women Veterans Roundtable: Military Boots to Civilian Shoes, the annual Staff Development Day and the 2014 Cornell Veterans Day. He has also presented to the university's diversity council leads on ways to include veterans in the Towards New Destinations initiative and participated in other veteran-related events and actions. He is committed to fostering

a safe climate and environment at Cornell for all veterans and their families not just in IPP but across Cornell and locally.

Four Cornerstone Awards were presented to IPP staff and teams for their community service, work in improving effectiveness, teamwork and developing others:

- Vicki Davis received the Cornerstone Award for Campus or Community Service for her volunteer efforts with the Girl Scouts, her local community center, the Cornell Elves Program and the Cornell United Way Campaign.
- The REVIT Team – Chris Wayman, Alyssa Partridge, Randall Herko, Jason Coolbaugh and Travis Fisher – received the Cornerstone Award for Effectiveness Improvement for implementing a drafting program for construction documents produced by Facilities Engineering and IPP that improves coordination during construction projects.
- The Campus Road Substation Project Team – Alex Chevallard, Nate Deeley, Jeffrey LaPar, Brian Fish, Steve Jackson, Jon Ryan, Jim Ramsey, Vito DeSpigna, Eric Quinn and Brent Johnson – received the Cornerstone Award for Distinction in Teamwork for executing one of the most complex power distribution projects of 2015. This project replaced outdated equipment central to the campus power distribution system located at the Campus Road and Plantations Road substations. Replacing these components required the coordination and planning of multiple electrical outages.
- Erin Sill received the Cornerstone Award for Developing Others for her commitment to mentoring others and helping them become the best they can be. She has improved the documentation of the division's processes, using teamwork and guided by the principle of inclusion to ensure that everyone feels comfortable with the division's systems.

Also recognized were IPP staff member and Building Care custodian Dhia Waheed, who received his master's degree in linguistics from Cornell this year, and Jeanie Boodley-Buchanan, from Facilities Management, and Andrew Germain, from Facilities Engineering, who have been selected to begin a new career development opportunity IPP is piloting, the Leadership Enhancement and Accelerated Development (LEAD) program. Boodley-Buchanan and Germain will spend approximately three or four months within each IPP department gaining cross-functional knowledge and experience about how IPP, as a whole, operates.

The celebration included remarks from Joanne DeStefano, executive vice president and chief financial officer, and Vice President Kyu-Jung Whang. DeStefano spoke about IPP's organizational values of truth, respect, excellence, teamwork and integrity, as well as her own experience working at the university. Using examples from both her work and family life, DeStefano stressed the important role values play in personal and professional growth. She urged the attendees to always remember these values and to take advantage of the many educational opportunities Cornell offers staff.

In closing the event, Whang thanked the Rewards and Recognition Committee for their hard work in preparing the celebration: Vicki Davis, Erik Eshelman, Kristin Gutenberger, Delia Herrin, Tom King, Rob Morris, Donna-Marie Parker, Julie Parsons, Joe Remillard, Bill Sitzabee and Sue Kern Wilkins. Rob Morris, Whang said, was moving on to be the newly elected veteran's representative for the Employee Assembly.

Celebrating the force of Arts and Sciences at annual picnic

Staff from the College of Arts and Sciences celebrated the end of the academic year with their annual picnic on the Arts Quad Friday, June 3.

Keeping with the Star Wars theme of the event, staff members were challenged to:

- Test their Star Wars knowledge in a trivia contest, trying to remember who first created C3PO in "The Phantom Menace" or who Han Solo owed money to in "A New Hope," among other tidbits.
- Participate in a costume contest, which was won by Dorothy Vanderbilt, department manager for philosophy and comparative literature, whose resemblance to the character of Rey from the newest movie was uncanny
- Take out cut-out Star Wars villains from Darth Maul to Darth Vader with Nerf guns, then rescue a cute trio of ewoks (a menagerie of teddy bears, bunnies and lions)

- And participate in other various silly contests, ranging from a tug-of-war to a ball toss.

The picnic planning team included Ellen C. Harris, Chris Capalongo, Andrew Lonsky, Jolene M. Layton, Brenda L. Lind, Michael Duane Williamson, Michelle Lynn Stepanok, Tara S. Wilder, Douglas McLaren, Samara Rose Selden, Eric Michael Giese, Robin Perry, Andrea Stephenson, Rob Van Brunt and Maria E. Montesano. The team outdid itself arranging for door prizes and grand prizes, ranging from overnight stays in local inns to a Dell computer.

Food by Kendra’s Catering featuring “wookies” (cookies) and other themed items.

Kathy Hovis is a writer in the College of Arts and Sciences.

CIT staff celebrated for service



In late May, Cornell Information Technologies (CIT) celebrated several members of its staff who have been Cornell employees for ten or more years. All those recognized at the May 19 CIT Town Meeting were given a book and certificate and thanked for their dedication and commitment.

Particularly impressive, Rick Cochran, Mariann Carpenter and Carl Moravec have been with Cornell for 43, 46 and 47 years, respectively. Other staff members celebrating a 5th-year anniversary between 10 and 40 years were:

- Celebrating 35 years: Agelia Dumas, Mike Heisler, Jenny Signor, Donna Taber and Cindy Wagner.
- Celebrating 30 years: Mitch Collinsworth and Mike (Hojo) Hojnowski.
- Celebrating 25 years: Lori Beebe, Pete Bosanko, Ross Boyer, Scott Bradley, Christina Bucko, Steve Edgar, Jolene Horton, Tom Payne and Jeff Simmons.
- Celebrating 20 years: Rob Bandler, Al Heiman, Dave Lifka and Nancy Kimble.
- Celebrating 15 years: Muhammad Arif, Regina Banfield, Brandon Bowers, Joshua Gerner, Nate Leonard, Brian Messenger, Ken Stevens and Marina Tokman.
- Celebrating 10 years: Liz Balko, Bryan Benning, Gary Chaika, Shaley DeGiorgio, Sherri King, Julia Leonard, Greg Menzenski, Karen Miller, Leigh O’Neill, Tori Thompson, Brian Winters and Hong Ye.

Andy Noel and Kathy Zoner to lead United Way Campaign

Andy Noel, the Meakem*Smith Director of Athletics and Physical Education, and Police Chief Kathy Zoner will be the 2016-17 Cornell United Way Campus Campaign co-chairs.

Noel has already met with United Way of Tompkins County leadership and has begun to plan the next Cornell campaign.

“It is rare to be provided an opportunity to immerse oneself in a mission as critical to Tompkins County as raising support for the United Way,” Noel said. “I am particularly energized to address the considerable need within our local community and believe that caring for others less fortunate is a fundamental aspect of humanity. How can we rest until families, especially children, have their basic needs met?”

Aided by the generosity of Cornell University students, staff and faculty, the United Way of Tompkins County exceeded its 2015-16 goal of \$2,012,638, raising a total of \$2,019,456.

Cornell United Way contributions totaled \$729,226, which included the Cornell student campaign, which raised \$31,867.

“We fell a few thousand dollars short of our overall campus goal, and it was a good showing, given the introduction of an electronic giving component, and some other challenges that were part of Cornell life this past academic year,” said Susan Riley, deputy director of Community Relations and Cornell United Way campaign coordination director. “Cornell generosity once again represented about 40 percent of the countywide campaign, which annually assists dozens of local nonprofits and thousands of our friends and neighbors, including Cornell students, staff and faculty.”

Looking ahead, Noel added, “I join many within the Cornell community in a sense of responsibility to demonstrate our care for others through gifts in direct support of the United Way agencies.”

For more information about the Cornell United Way Campaign, and how to get involved in the 2016-17 campaign, see the campaign's [Facebook page](#).

Kudos to staff recognized by the Employee Assembly

Twenty-two staff members and their nominators were invited to a luncheon June 13 at the Statler Hotel for having received “kudos” from someone on campus who submitted that kudos to the Employee Assembly Kudos web site this year.

Newly elected Chair of the Employee Assembly Ulysses Smith welcomed those nominated and their nominators at the lunch. He and former chair B.J. Siasoco outlined the new structure of the EA and discussed how it works on behalf of employees. Tanya Grove, chair of the staff recognition and awards committee, highlighted some of the recipients and encouraged them to “pay it forward” by nominating someone they notice going “above and beyond,” next year.

This year’s kudos recipients, and abbreviated kudos, were:

- Mark Diliello, Facilities Management Residential Services, “is willing to go above and beyond at his job and is always there to help his co-workers when needed with no complaints.” – Anonymous
- Randall Frank, Alumni Affairs and Development Information Technology Service Group, “has been very helpful, seems to drop whatever he is working on to help us whenever we call and is calm, steady and patient. He is very responsive and effective at solving our IT problems.” – Joseph D’Abbracci
- Corinna Lewis, Cornell Abroad, “always carries a campus map in her backpack as she makes her way to and from her

- bus stop, or travels across campus. If she sees someone lost she is able to give them directions along with the map.” – Anonymous
- Tammy Lindsay, School of Hotel Administration, Academic Affairs, “is an excellent manager. She always is willing to help where every her help is needed. She also strives to make her staff reach goals and make them the best.” – Melanie Reyes
 - Stacey Edwards, Infrastructure Properties and Planning (IPP), Energy and Sustainability, was at the October 6 “green” soccer game with her family: “We were short-staffed to monitor the compost and recycling stations. Stacey volunteered to help monitor a station and separate incorrectly sorted waste. She even stayed late ...” – Sarah Zemanick
 - “I walked in the lunch room today, and there was a bunch of homemade cookies! Not from a department or vendor, but from an individual and his wife. Tom Davies, IPP, Facilities Finance and Information Technology, dropped off a large volume of cookies for our department.... Tom is humble, gracious, energetic, and very well-liked and respected by his co-workers.” – Anonymous
 - Harland Harris, HR Information Systems, “did a great job helping me to prepare for a key presentation on Workday functionality. He thought ahead and covered all bases to be sure we were well prepared. He always works to be as helpful as possible.” – Joseph D’Abbracci
 - “I’m a new employee at Cornell, and I wanted to acknowledge the exceptional courtesy and friendliness of Janet Beebe, HR Recruitment and Employment Center, at the two appointments I’ve had with HR in Suite 130. These were brief interactions where Janet simply greeted me at the receptionist desk, but honestly she was so cheery about it that it really struck me as exceptional.” – Karen Benavidez
 - “Today, I was biking into work ...[when] my bike went out from under me and I took a somewhat nasty fall. As I was starting to regain my composure, I saw a friendly face, Dayton Allen, IPP Facilities Management, Grounds, asking if I was okay, along with the rest of his crew.... I have often seen Dayton and Kim Klein help visitors and members of the Cornell community...” – Anonymous
 - To Connie Cook, HR Information Systems: “Thank you for your extra effort on the ACA project. Your leadership skills, as well as interpreting the government mandate, configuring Workday, and championing our needs with Workday were essential in moving the project forward.” – Seth Brahler
 - Cheryl Brown, Environmental Compliance, “consistently follows through on all she has committed to doing and keeps track of critical deadlines to ensure nothing is missed. Her work is always accurate with no detail missed. We have come to expect and take that for granted for regulatory requirements.... Thank you, Cheryl, for your oversight of the Central Energy Plants and ensuring regulatory compliance!” – Stacey Edwards
 - Brad Stock, Cornell Dining Administration, “is a consistent team player that goes above and beyond to help others. He is a service-minded individual and I appreciate everything he has done for me and for others to help us grow in our positions.” – Luis Perreaux
 - “I would like to KUDOS my supervisor Lynn Martin [Cornell Institute for Social and Economic Research] for her support and assistance with a recent difficult situation with a colleague in another department.... I have only worked for Lynn for a short time, so I am very thankful and appreciative of the unconditional support she showed on my behalf.” – Amy O’Donnell
 - Pam Staub, ILR Human Resources, “went out of her way to help me today. I was walking through the building, looking for a lactation room, and I randomly stopped in her office. She took 15 minutes to personally walk me through the building, speak with several people to hunt down the key, and made sure I could find the room. She was so helpful, supportive, and caring in helping a stranger.” – Anne Poduska
 - Amanda Massa, AA&D, Student and Young Alumni Programs, “consistently goes above and beyond in achieving and exceeding the responsibilities of her position. This week, I received an email singing her praises from one of her alumni volunteers, [who said] she is ‘doing a great job staying on top of things for us to get NRR going. She is a real asset and great to work with.’” – Margaux Neiderbach
 - BJ Siasoco, AA&D, Student and Young Alumni Programs, was elected to chair the Employee Assembly, July 2015-June 2016. It has been a year of significant change for the EA and Cornell, and BJ led the EA successfully through these changes.... BJ oversaw a complete restructuring of the EA.” – Margaux Neiderbach
 - Corey Earle, AA&D, Student and Young Alumni Programs, consistently goes above and beyond in supporting colleagues and initiatives outside of his regular job responsibilities. For the last seven years, Corey has volunteered as the Arts Quad Lead to organize and oversee the procession of graduating students from the Arts Quad to Schoellkopf Stadium for the graduation ceremony. This involves months of organizing, overseeing more than 50 volunteers, training, and multiple communications, plus oversight of the procession on Commencement Day. – Margaux Neiderbach

- Erin Kennedy, AA&D, Class, Student and Young Alumni Programs, deserves kudos “for maintaining her positive attitude and providing excellent customer service to our staff and our alumni. For most of this past year, Erin has performed two jobs simultaneously after a colleague left our team.... Erin treats all of our alumni with respect, patience, kindness and caring ... – Margaux Neiderbach
- Kudos to Matt Carcella, AA&D, Diversity Programs, for his “excellent work and his presentation to the Board of Trustees. Matt oversees Diversity Alumni Programs and all of Cornell’s Diverse Alumni Associations. He has made significant efforts to grow the leadership pipeline, recruiting new volunteers to serve these boards and serve across the university.” – Margaux Neiderbach
- Jen Kwiatkowski and Caitlin Collins deserves kudos for “helping expand and improve our stewardship of young alumni donors. ... This year, Jen and Cait worked with my team to help create a new initiative where quarterly, we call recent young alumni donors to thank them for their gifts to Cornell ... resulting in 2,500+ alumni called and 1,950 thanked for their gifts live or with a voicemail.” – Margaux Neiderbach
- Rachel Giordano, Administrative Human Resources, “has been extremely helpful to me and my team on more occasions than I can count. Within the last couple of years, she assisted me with hiring an Assistant Director and an Associate Director. ... Rachel performs her job responsibilities with professionalism, kindness, efficiency, and accuracy, and always with a smile. ... She saves us time, energy, and stress.” – Margaux Neiderbach

Community Relations garners award for town-gown initiatives

The [Office of Community Relations](#) has received the Presidential Excellence Award from the International Town Gown Association (ITGA) for initiatives developed over the past decade related to race, economic development and leadership. These initiatives have strengthened the relationships between Cornell and local organizations and served as a model for other higher education institutions.

Susan Riley, the office’s deputy director, accepted the award on behalf of her colleagues at ITGA’s annual conference in Chicago June 7.

“The work of Community Relations revolves around being a good neighbor and responsive resource, led by staff who have lived in Tompkins County and the surrounding communities for many years,” said Joel Malina, vice president for university relations. “This key team within University Relations does a great job responding to many challenges and opportunities, and I am proud of their efforts.”

Among the office’s accomplishments are the creation of the Local Leaders of Color group, which was formed in 2006 to develop mutual understanding around current and potential town-gown race-related issues and advance measures to address them, and the annual Cornell Town-Gown Awards (the TOGOs), which recognize town and campus partnerships that improve the quality of life in the area.

The Local Leaders of Color group was originally co-chaired by Marcia Fort, then director of the Greater Ithaca Activities Center – a downtown Ithaca community center serving a diverse population – and then-Cornell President David Skorton. It now includes Cornell leaders as well as representatives from the Multicultural Resource Center, Diversity Consortium of Tompkins County, Ithaca Asian-American Association, the Latino Civic Association, community center directors, clergy, business people, and leaders from city and county government and nonprofits.

“I appreciate the community relations staff because they ‘walk the talk’ of diversity and inclusion,” said Fort. “Gutie [John Gutenberger], [Community Relations director] Gary Stewart and Cal Walker, in particular, worked downtown before assuming their Cornell positions, so they know both perspectives. They and their colleagues take time to listen and learn about the needs and concerns of area residents and organizations, have had courageous conversations when difficult issues have arisen and have developed solutions to those issues, weaving the principles of diversity and inclusion into everyday life on campus and downtown.”

In 2008, a series of race-related incidents in Ithaca led to community forums organized by Cornell and the Tompkins County Chamber of Commerce. With the support of the Chamber and Cayuga Radio Group, the Office of Community Relations created and managed two projects:

- Writing and producing 15 public service announcements that featured diverse citizens from public, nonprofit and private sectors, including high school students, speaking on the importance of equity and inclusion. The series was broadcast in English and Spanish and won a New York State Broadcasters Award.
- Hosting and producing the weekly radio show “All Things Equal,” which debuted in 2008 and airs Tuesday mornings on Ithaca radio station WHCU. The show has addressed K-12 equity strategies, disability services, and socio-economic and race-related challenges, and in 2011 was recognized with an award for excellence from the State University of New York Council for University Advancement.

The office also has led several video projects, including an award-winning show on how the Willard Straight takeover in 1969 affected local residents.

In 2015, the office was recognized with the Martin Luther King Jr. Peacemaker Award by Ithaca’s Community Dispute Resolution Center for its leadership.

The Office of Community Relations is an active participant in the ITGA. In March the office sponsored a regional town-gown conference on economic development that drew scores of community and campus leaders from six states, and that, according to the association, “is now being looked at as the model for delivering high-quality content on town-gown issues.”
