



## The Latest in Pawprint: September 9, 2016

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### Four September events launch United Way campaigns



Campus is revv'ing up for the 2016-17 United Way campaigns.

The United Way of Tompkins County will celebrate its 20th annual Stephen E. Garner Day of Caring and kick off its 2016-17 Community Campaign Sept. 15, 9 a.m.-4 p.m., at Stewart Park's large pavilion. Members of the Cornell and local communities are invited to a program at noon.

The Day of Caring includes a communitywide nonperishable food, personal care items and school supplies drive to benefit local residents. Donations can be dropped off in advance of the Day of Caring at boxes around campus, and at the United Way of Tompkins County, 313 N. Aurora St., Ithaca. On the Day of Caring these items are sorted and distributed to schools, pantries and nonprofits. All donations stay in Tompkins County. Volunteers are needed, before and after the noon hour kickoff. For more information visit [the website](#).

On campus, the 2016-17 [Cornell United Way Campaign](#), led by campaign chair Andy Noel, the Meakem\*Smith Director of Athletics and Physical Education, and co-chair Kathy Zoner, Chief of Police, will kick off Sept. 16 at noon in the Willard Straight Memorial Room. Speakers will include Ithaca Mayor Svante Myrick '09 and Tompkins County United Way President James Brown. Prizes will be raffled, including, for example, an iPad, a night at the Cornell Club in New York City and lunch with Mayor Myrick.

Homecoming Weekend features two more annual campaign events. The annual Homecoming 5k run to benefit the United Way will take place in the Newman Arboretum Sept. 24, 8:30-9:30 a.m. The day following, Cornell Student United Way's 10th Annual A Cappella United event will be held, Sept. 25 at 3 p.m. in Bailey Hall.

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## 1,210 backpacks given to area children in need

A record 1,210 new backpacks filled with school supplies were distributed to 31 schools in Tompkins, Seneca, Tioga, Cortland, Cayuga and Schuyler Counties at the start of the school year so that they could give these backpacks to children in need.

“The program far exceeded our expectations this year and well exceeded last year’s record donations of 954 backpacks,” said Maureen Brull, Backpack Program organizer and senior consultant for education and voluntary programs in Benefit Services. “Backpacks and donations came in at a steady flow and sometimes the three holding areas were full, waiting for program leaders on campus to pick up the backpacks for their schools.”

Brull thanked everyone who contributed to the program, “helping the kids have a new backpack for that first day of school.” The program could not promise a school a certain number of backpacks, but Brull believes that every child who needed a backpack was given one.

She also thanked the program’s volunteers, the Backpack “Elves,” for holding such fundraisers as raffles or silent auctions. The Backpack [website](#) includes some of the letters received from “very grateful school districts,” as well as a list of donors:

- Walmart
- TreBella’s Dance Studio in Dryden
- United Auto Workers Local 2300
- CFCU Community Credit Union
- Nielson Company in Ithaca
- Miller Mayer Law Firm in Ithaca
- Cornell University
  - Law School
  - Computing and Information Science
  - Vet College
  - Plant Science
  - Chemical and Biomolecular Engineering

“I cannot tell you how much fun it was to see all the different backpacks come in, or to meet people who had never donated before, or to see a child who had shopped with their own money bring in a backpack for another child,” said Brull.

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## Human Resources launches improved website

The Division of Human Resources (HR) launched a [redesigned website](#) August 31. The new site is the result of more than a year of research and user testing to improve functionality, navigation and accessibility for the site — which receives nearly 2.5 million views annually from Cornell employees and jobseekers.

HR partnered with [Cornell Information Technologies](#) during the discovery phase of the project to analyze and reorganize the information architecture for a more user-friendly experience. The design and development phases were a collaboration between local web developer [Sanmita](#) and California-based [IE Design & Communications](#). Both companies bring previous experience with Cornell and other leading university websites to the project.

The new site takes advantage of many advances in web technology in the eight years since the HR website was last redesigned. Using Drupal, a content management system that powers many of the busiest sites on the web, the new site offers more flexible content options, improved navigation and a fresh, contemporary look.

Additional site features include:

- □□ Mobile responsiveness: The new design responds to the user’s device, making it easy to access on smartphones and tablets.
- Document search tool: A refined database enables users to quickly find documents such as benefits forms and publications, in addition to the site-wide search.
- User pages: Landing pages offer customized content – especially for new hires, staff, academics, retirees, managers and HR professionals – to streamline access to information.
- News and updates: An easy-to-read news module communicates important events and notices.
- Interactivity: Tools such as the Career Navigator, user polls, employee spotlights and media galleries offer useful and informative ways for Cornell staff and faculty, as well as prospective employees, to connect with Cornell as a workplace.

Note that efforts are being made to automatically redirect links to HR web pages; however, users may experience broken links during the transition period. Questions and feedback may be directed to [Ashley Fazio](#), director of HR communications.

*[Ashley Fazio](#) is the director of HR communications in the Division of Human Resources.*

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## **Athletics hosts 5k run to fight child hunger Sept. 18**



Cornell Athletics will host a 5K Run and 1 Mile Fun Run **Sept. 18** to benefit the Food Bank of the Southern Tier’s [BackPack Program™](#) which operates in every school district in Tompkins County. The BackPack Program™ provides children who have been identified as being at risk for experiencing hunger with a pack of nutritious, kid-friendly and easy to prepare food over weekends and breaks during the school year. The program benefits 400 children in Tompkins County.

This family-friendly event is open to everyday runners, serious runners and walkers. For more information, [click here](#).

This run is one of two events that will be held to support child hunger-relief efforts in Tompkins County. The second is a “Walk in the Country,” **Oct. 2**.

For more information about these “2 Steps to Fight Hunger,” see <http://www.foodbankst.org/2stepstofighthunger>.

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## Tickets on sale for Employee Celebration, Oct. 15

Tickets are now on sale for Cornell's Fall Employee Celebration, set for October 15. Cornell Big Red football will square off against Sacred Heart University at 1:30 p.m. (see [www.cornellbigred.com](http://www.cornellbigred.com)).

Tickets are \$5 per person and include dinner and football game. They can be purchased through October 6 at the Athletic Ticket Office in Bartels Hall (M-F 10 a.m.-5 p.m.) or call 255-4247.

The popular CU Community Dinner, prepared by Cornell Catering, will include BBQ chicken and pasta with grilled vegetables and marinara sauce. Vegan and gluten-free options are available. Two seatings: 1-2:30 p.m. or 3-4:30 p.m. in the Ramin Room, Bartels Hall.

Volunteers are needed for this event. All volunteers scheduled for set up (11:30 a.m.-1 p.m.), serving (12:45-2:30 p.m. or 2:45-5 p.m.) or clean-up (4:30-5:30 p.m.) will receive an Employee Celebration t-shirt and complimentary meal/game ticket for the day's events. Contact [empcelebration@cornell.edu](mailto:empcelebration@cornell.edu) to volunteer. Volunteers signed up before September 18 will be entered in a special Early Volunteer Drawing, with an opportunity to win local dining certificates, athletic tickets and more.

Cornell Cinema and Helen Newman Bowling Center will offer special employee discounts for the day.

Free parking at Hoy Garage with Cornell University ID.

This Employee Celebration is sponsored by the Division of Human Resources, Department of Athletics and Physical Education, Department of Infrastructure Properties and Planning, Cornell Catering, Cornell Cinema, Pepsico and Utz Quality Foods.

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## Deadline extended for employee awards nominations

The deadline for nominations by faculty or staff members for two employee awards, the Individual Excellence Award and the Management Award – as well as a new President's Award for Innovation in Diversity and Inclusion – has been extended through Sept. 14.

Individual Excellence Awards will be presented to two Cornell staff members who consistently demonstrate a high level of commitment and dedication to the university's values and [Skills for Success](#), have a positive impact on their work environment, are motivated and flexible in their work, and foster cooperation and collaboration among their peers and supervisors.

Management Awards will be presented to two Cornell staff supervisors, managers or directors who demonstrate the university's values and [Leadership Skills for Success](#). The nominee should create an inclusive environment that develops, empowers, engages, challenges and motivates his/her staff, resulting in greater productivity and effectiveness.

Nominees for the Individual Excellence and Management Awards are eligible to be considered for the President's Award, "Far Above Cayuga's Waters," for leaders who promote the university's values; demonstrate inclusiveness, collaboration and respect; and further the mission of Cornell University through strategic planning and leadership.

The new President's Award for Innovation in Diversity and Inclusion recognizes the accomplishments of a staff member, manager or supervisor who has advanced diversity through their exemplary work. The winner will be a staff member, manager or supervisor who has demonstrated the university commitment to diversity and inclusion as reflected in the Toward New Destinations diversity framework and the values of inclusion outlined in Cornell's [Skills for Success](#).

Nominees for all awards will be announced later this fall; recipients will receive a monetary award. All nominees will be



invited to a luncheon with Interim President Hunter Rawlings and Vice President and Chief Human Resources Officer Mary Opperman.

Nominee criteria and nomination forms for the Individual and Management Excellence Awards and the President's Award for Innovation in Diversity and Inclusion can be found at the [High Five Awards for Excellence website](#).

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## Apply now for CLASP adult learning program

The application deadline has been extended to Sept 16.

Want to study and grow? Apply to the Community Learning + Service Partnership (CLASP) for the fall of 2016.

CLASP is a mutual learning opportunity for students and service workers at Cornell University. In CLASP, service employees can receive eight weeks of free educational sessions in such areas as English language, computer skills, high school diploma and career development.

When you apply, you will have a confidential interview with the CLASP staff. Based on the interview, you will be matched with a trained education student. Employees in good standing are eligible, and many participants are able to meet with their student with time on the clock.

Interested? Contact Maria Vargas of CLASP at [mmp85@cornell.edu](mailto:mmp85@cornell.edu) or call 255-7633. Applications are available at: <https://blogs.cornell.edu/clasp/files/2016/08/2016.08.17-CLASP-Interest-form-1ihjvsh.pdf>

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## University creates office dedicated to Title IX concerns



This past spring, Cornell created an Office of the Title IX Coordinator dedicated solely to Title IX concerns, furthering the

university's long-standing commitment to promoting a safe and nondiscriminatory environment for all members of the Cornell community, in which incidents of sexual misconduct have no place. These incidents include any occurrence of gender-based harassment, sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation or other forms of sexual misconduct committed by or against students, staff or faculty.

Sarah Affel, then lead Title IX investigator, was appointed to head the new office.

As Title IX coordinator, Affel oversees the university's response to and investigation of complaints against students accused of sexual misconduct. Her office, in 150 Day Hall, also includes two Title IX investigators, Elizabeth McGrath and Kareem Peat, and a case coordinator, Jessica Reynolds.

The Title IX coordinator oversees the university's compliance with Title IX, New York State Education Law Article 129-B, and related federal and state laws and regulations; its ongoing education and primary prevention efforts; its investigation, response and resolution of all reports of sexual and related misconduct under university Policy 6.4; and its efforts to eliminate sexual misconduct, prevent its recurrence and remedy its effects. Enacted in 1972, Title IX is a landmark federal civil rights law that prohibits sex discrimination in education; 129-B addresses college and university sexual assault, dating violence, domestic violence and stalking prevention and response policies and procedures.

The office is a primary resource and point of entry for anyone who has experienced or observed such behaviors.

Affel, who holds a law degree from the Northeastern University School of Law and was admitted to the Massachusetts and New York bars, said she guides her office by civil rights principles that seek to respect all individuals.

"When someone comes to or is referred to my office to report student sexual misconduct, the first thing I am concerned about is that person's well-being and safety, and we will see if any accommodations or protective measures are needed, such as changing class schedules or living arrangements," Affel said. "We support, protect the safety of, and provide equitable processes for the person reporting the incident (the complainant) as well as the student accused of sexual misconduct (the respondent), and seek always to maintain a safe and inclusive living, learning and working environment," she said.

Affel is committed to safeguarding the privacy of all parties. "Any member of the staff or faculty to whom a student reports sexual misconduct will keep the report private to the greatest extent possible, sharing the information only as necessary with the Title IX coordinator so that I can provide the student with resources and information about their rights and options," she said, adding, "The university strongly supports a complainant's request for confidentiality and, unless there is risk of harm that cannot be mitigated, will honor a complainant's decision not to pursue a formal complaint under our procedures. If a formal complaint is pursued, all participants are instructed that it is confidential."

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