



## The Latest in Pawprint: October 21, 2016

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### Staff is central to 'One Cornell,' Rawlings says



“Get involved.”

From the opening slideshow featuring Cornell staff at work, through introductory remarks by Ulysses Smith '14, chair of the Employee Assembly, who encouraged staff to “be bold” by using innovation and ingenuity to take the initiative to “do things differently,” to Interim President Hunter Rawlings’ focus on “One Cornell” – “get involved” was central to the 10th annual President’s Address to Staff, Oct. 11.

“You are part of a very remarkable institution ... with an enormous footprint and an enormous impact,” Rawlings told the audience of approximately 350 in Kennedy Hall, with about another 350 watching [online](#).

Rawlings, who for five years served as president of the Association of American Universities, noted Cornell is one of a few whose version of shared governance extends beyond the faculty to include staff and student constituent groups and board of trustees representation.

“We want to have everyone involved,” he said, noting the perspectives of Cornell’s [shared governance groups](#) provide “good ideas, new ideas, reactions to things that we have done and that others have done.” Rawlings supports campus activism, he said in response to a question, when it results in change and reform.

He urged audience members to make their voices heard by completing the Employee Survey distributed to all staff last week. The senior leadership takes the results of the survey seriously, he said, and uses those results “to identify areas of concern, facilitate campuswide discussions of those concerns and explore solutions.”

Rawlings described how campus involvement and collaboration are critical to “One Cornell,” an initiative he is promoting that has three components: re-examining the undergraduate curriculum universitywide; fostering deeper collaboration and unity across racial and ethnic divides; and tapping the power of the Ithaca campus and the campuses of Weill Cornell Medicine and Cornell Tech in New York City – “so that we can take advantage of each other’s strengths, collaborate in new ways and create synergies that go beyond anything we have achieved in the past,” Rawlings said.

Staff members play an integral role in the latter two components, and this semester, for the first time, the new President’s Award for Innovation in Diversity and Inclusion will recognize the accomplishments of a staff member, manager or supervisor, Rawlings said.

“Staff members already have a great deal of experience with collaboration,” Rawlings said, noting about 600 staff have served on about 85 lean process improvement teams on the Ithaca campus and in New York City. Their efforts have improved workflow and made it possible to do more work that adds value, providing nearly \$5.4 million in benefits to the university, he said.

Staff collaborations have paid off in other ways as well, he said, noting Cornell Dining ranked third nationally in the “Best Campus Food” category in the Princeton Review this summer. Rawlings also noted that the Geneva campus and Cooperative Extension provide great examples of collaboration in their fulfillment of Cornell’s land-grant mission.

And staff have collaborated across colleges through their participation in the United Way campaign, in the Cornell Elves and Backpack programs, and in the Emergency CARE Fund, which helps faculty and staff members cope with unexpected emergencies.

“This is a great university largely because of what you contribute – every day, but also when the spirit moves you to do something generous for someone else. It’s a big deal,” Rawlings said. “It’s important that we see it as part of our mission to help those who are less fortunate.”

He added, “It is wonderful to be back at Cornell and see so many friends and be able to collaborate with faculty, staff and students at one of the world’s really, really great universities.”

*The annual President’s Address to Staff is sponsored by the Employee Assembly.*

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## **Police commanders and officers honored for achievements**

Two sergeants were promoted to the rank of lieutenant, three officers to sergeant and one officer was welcomed back to Cornell University Police (CUP) at the officer commissioning and swearing-in ceremony, Oct. 12 in the Statler Ballroom.

Receiving their commissions as lieutenant were Richard Gourley and Anthony Bellamy. Scott Grantz ’99, Eric Stickel and Michael Scott were promoted to the rank of sergeant. And Jodi (Bizari) Condzella, who served with CUP from 2007 to ’14 before marrying and leaving the area, was sworn in after rejoining the department.

Among other duties, a lieutenant in Cornell’s police force ensures the “consistent, seamless delivery of police services to the community,” setting the bar for “professionalism in both action and appearance,” said Cornell Chief of Police Kathy Zoner, who led the commissioning ceremony. Lieutenants instill in their officers “the concepts of the greater good, servanthood and neighborhood” and the values of “truth, respect, excellence, teamwork and integrity,” she said.

Gourley joined CUP in 1988, was promoted to patrol officer in 1990 and to sergeant in 1997. He has taken college courses in criminal justice and computer science and is a graduate of the Southern Tier Law Enforcement Academy. From 1997 to 2002, he served on the road patrol, then became special projects manager, and in 2010 became administrative sergeant, managing the force’s fleet and facility.

Before joining CUP in 2004, Bellamy was a career firefighter and part-time police officer for Dutchess County, New York; a

Dutchess County deputy sheriff; and a New York state officer of mental hygiene. He holds a Master of Public Administration from Marist College. Bellamy worked in CUPD's investigations unit from 2007 to '09, was promoted to patrol sergeant in 2010, and became the sergeant of major investigations in 2013.

A sergeant "is not only responsible for him- or herself, but also for a team of others," Zoner said. "As the first and most direct level of leadership, a sergeant is responsible for positive direction, mentorship and guidance to our patrol officers."

Grantz received his B.S. in government from the College of Arts and Sciences and graduated from the Southern Tier Law Enforcement Academy in 2002, joining CUP shortly thereafter. He was commissioned as a sergeant in 2006. In 2008, he joined Cornell's Office of the Judicial Administrator. Grantz returned to CUP as patrol officer in 2012, exercising leadership skills, initiative and forward thinking, according to Zoner.

Stickel, who became a CUP patrol officer in 2008, grew up in Ithaca and earned two bachelor's degrees at Lycoming College – one in criminal justice and one in legal studies and sociology. Stickel is the CUP drug recognition evaluator, trained to recognize impairment in drivers under the influence of drugs other than, or in addition to, alcohol.

Scott joined CUP in 2012 as a patrol officer. He is known for his leadership and having the highest scores of his class in academics and firearms marksmanship at the Southern Tier Law Enforcement Academy. He earned a B.S. in business management at Liberty University.

Condzella married then-fellow CUP officer Tom Condzella in 2014; they left the area but returned a year later. Jodi rejoined CUP in 2015; Tom now serves at the Ithaca Police Department.

Jodi Condzella holds an A.A.S. from Monroe Community College and a B.S. from SUNY Brockport, both in criminal justice, and is a graduate of the Onondaga Law Enforcement Academy. "Officer Condzella, we welcome you back to our agency, and again to our community," Zoner said.

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## **A tribute to Franklin N. Henry Sr.**



In the 1980s and '90s, Franklin N. Henry Sr. was well-known by staff at Cornell: he served on the Employee Assembly and as employee-elected trustee, and was general manager of Dining and Retail Services for Campus Life.

Henry died at age 79, August 26, after a brief illness. He was born in Cordtown, Maryland on December 28, 1937 to the late

Ada and Edgar Henry. He graduated Mace's Lane High School, Cambridge, Maryland, before moving to New York in 1955.

Henry began working at Cornell University as a dining service worker shortly after arriving in Ithaca in 1955, and later became general manager of Jansen's Dining at Noyes Center, where he ensured that more than 3,200 meals were served each day, oversaw a \$3 million budget and supervised 30 full-time employees. He later progressed to the position of general manager of Dining and Retail Services for Campus Life.

During his Cornell career, Henry coached, supervised, and mentored more than two dozen employees who went on to serve as managers and directors of food services at institutions across the country. He also served as a member of the Employee Assembly and as employee-elected Cornell trustee from 1994-96, advocating for Cornell staff. During his tenure at Cornell, two of his brothers, a sister and three nephews worked at Cornell. Franklin considered himself a "people person" and enjoyed being around young people.

At Henry's retirement reception in Willard Straight Hall June 18, 1999, then Ithaca Mayor Alan Cohen – who had been supervised by Henry in 1977-78 when Cohen was a Cornell student – said that although always firm, Franklin was "fair, an excellent mentor, and teacher." About 125 of Henry's colleagues, former workers, friends and family members attended the retirement reception, which featured an ice cream named after Henry, the "Nutty Buddy Franklin" flavor.

Henry's coworker and friend Murray LaLonde recounted his marvelous sense of humor. According to LaLonde, Henry was fun-loving and mischievous, but deeply dedicated to Cornell University and to excellence in customer service. Henry was a tireless champion of children and his community.

Henry is survived by his wife of 56 years, Janet, who also worked at Cornell; children Vanessa (White), Linda (Gibson), Franklin, Jr., and Keisha; and numerous grandchildren and great grandchildren, foster children, nieces, nephews and loved ones.

*Editor's Note: The article above has formed the basis for a resolution honoring Franklin N. Henry, Sr., submitted by the Employee Assembly to President Hunter Rawlings.*

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## **Picture-perfect day for football, family at Employee Celebration**

Despite a second-half rally, Cornell football fell to Sacred Heart at Schoellkopf Field, 31-24, but sunny skies, autumn colors and warm outdoor temperatures kept spirits high during Employee Celebration, Oct. 15.

About 2,000 Cornell employees, retirees and their families enjoyed barbeque chicken and pasta in the Ramin Room, Bartels Hall, and watched numerous climbers scale the wall at the newly updated Lindseth Climbing Center.

In the hallway, tables featured Athletics and Physical Education, Foodnet Meals on Wheels, the Cornell United Way campaign, Cornell University Police, Sweet Sensations, and Bring a Child to Work Day.

"Thanks to everyone who volunteered for the fall Employee Celebration," said Cheryl McGraw, human resources event manager. "All of the efforts of our volunteer staff and students who helped set up, serve or clean up on the day of the event are very much appreciated. Special thanks go to the Alpha Phi Omega fraternity, who provided a great deal of help to make the day run smoothly."

Employee Celebration is sponsored by the Division of Human Resources, Cornell Catering, the Department of Athletics and Physical Education, the Department of Building Care and Pepsi Co.

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## Cornell staff speak to the benefits of a SUNY Empire education

SUNY Empire State College (ESC) will hold an undergraduate open house Oct. 27 for all members of the public who might be interested in pursuing coursework or an undergraduate degree through ESC. The open house will be held in the ESC office on the Ithaca Commons at 118 N. Tioga St., fifth floor, and at other locations statewide. There will be no orientation (college application) fee for those who attend.

ESC is a regionally accredited college granting bachelor, associate and master's degrees that also offers mentoring services and individualized academic instruction. The college has recently partnered with Cornell to provide a partial deferment of tuition for Cornell staff members, greatly reducing their cost to attend ESC.

Many Cornell staff members have received degrees from ESC while continuing to work at Cornell, including Jessica Withers, Chauquita Bailor and Kirsten Kurtz.

**Jessica Withers ESC '15**, communication and development assistant for the hospitality, labor and management library, received her B.A. in historical studies and now serves as secretary for Engaged ESC: Greater Ithaca Area Alumni Executive Board.

"I started taking classes at ESC in the fall of 2009, more than a dozen years after my junior year of college," said Withers. "I decided to attend ESC because of the flexible class options. I could transfer all the credits I had earned earlier and [craft] my own degree plan.

"My first supervisor at Cornell, Don Schnedeker, encouraged me to use employee benefits to complete my studies," she continued. "My coursework extended into a second position at Cornell, and my current supervisor, Deb Lamb, has been just as supportive and encouraging.

"[My mentor at ESC] was amazing. As we got to know each other, he would start contacting instructors ahead of time, looking for the best fit for my personality and learning style. Having my B.A. in history from SUNY ESC has positioned me to build a career at Cornell, rather than simply having a job here," she said.

**Chauquita Bailor ESC '99/'08**, is an administrative assistant III in the Human Ecology Career Development office. She received her A.S. in business, management and economics and her B.S. in community and human services. "Empire State College's guided independent study, working one-to-one with faculty, was very encouraging," she said. "I chose a degree in community and human services, and I am working to further my development in a community service profession. Every day I learn and share my gift of knowledge, [I] believe I am an inspiration to my colleagues and students I work with."

Bailor advises, "If you have a passion and a purpose, you can turn that direction into a lifetime of learning. Empire State College is where this [lifetime] begins. The rewards are numerous and the feeling is a profound impact on your self-esteem to know that when you educate yourself you are nourishing your mind and body with intellect."

**Kirsten Kurtz ESC '16**, is a lab manager in the Cornell Soil Health Laboratory who received her B.A. in the arts, concentrating on visual studies.

"The independent nature of ESC was different from [my previous college experience]," she said. "Through ESC I could receive credit for my knowledge.

"My job – managing the Cornell Soil Health Laboratory – was the basis for four of my nine completed PLAs [Prior Learning Assessments, or earning college credit for the skills and knowledge brought to the classroom]. [These PLAs] ranged from songwriting to Colombian culture to organic agriculture," Kurtz said.

"My relationships with my mentors were closer and more informal than what I had [at my previous college]," she said.

"ESC helped me bring my love of art and science together and taught me how I can combine and share these passions with my

community,” Kurtz continued. “I have been taking classes at Cornell that can be applied toward my master’s degree [in soil health and sustainable agriculture]. I have designed a technique creating painting with soil. I have two community-led soil paintings on display at Cornell. I will be doing a Science Cabaret next spring. Although I have decided to work in science and agriculture as a career, I am still an artist.”

To register for the Oct. 27 undergraduate open house, see [esc.edu/OH2016](http://esc.edu/OH2016). Walk-ins welcome. For details, contact [Carolyn.Headlam@esc.edu](mailto:Carolyn.Headlam@esc.edu), 607-273-4536.

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## Cornell United Way co-chairs encourage online giving

Online giving to the 2016-17 Cornell United Way campaign has begun and pledge cards are in the mail.

Cornell faculty and staff already have started to respond online to the Oct. 14 email request from campaign co-chairs Andy Noel, the Meakem\*Smith Director of Athletics and Physical Education, and Kathy Zoner, chief of the Cornell University Police, to consider a gift to the United Way.

Noel and Zoner affirmed the “considerable sense of responsibility” they feel to local individuals and families, “given the importance of Cornell’s impact within the overall Tompkins County campaign effort.” They noted that “generous gifts from Cornell faculty, staff and students fund nearly 40 percent of the overall support that families in Tompkins and surrounding counties receive via this important initiative.”

The email message also provided a link to the [online giving site](#) and announced that hard-copy pledge cards are being distributed to all members of the Cornell community.

In a [short video](#), Noel and Zoner emphasize how important these gifts are to those who are less fortunate – especially children and families who “look like things are going fine in their lives.” The campaign provides “an opportunity for us to give within our community,” Zoner said.

For more information about the Cornell campaign, including frequently asked questions, visit [www.unitedway.cornell.edu](http://www.unitedway.cornell.edu) and follow [#LiveUnited](#) and [#CornellGives](#).

### What happens to your United Way gift?

- 100 percent of your gift to the Community Care Fund, United Way’s special initiatives, partner organizations or another United Way directly benefits those programs and services. This is possible because Corporate Cornerstone Partners and United Way’s earned income cover administrative and operating costs.
- Many Cornell staff receive services from United Way-supported agencies without realizing the source of these gifts.
- Serious challenges in the local area, including hunger and homelessness, are addressed through gifts to the United Way.