Drawing from his Quaker background, his early work in a rural African village and his leadership roles at numerous educational institutions, A.T. Miller opened the first program of the 2013 Soup and Hope series with song, poetry and personal narrative to convey his reflections on hope.

“Hope is not the well, / It is the digging of it,” he began, reading a poem he had recently written. “The dawning sun comes from the dream, / And hope is when we rise from the bed – / Acting on a dream – / Shaving it to make it real....”

Cornell’s associate vice provost for academic diversity, Miller admitted he is an idealist. “The hope that speaks most to me, and that has inspired me through my life, is the hope of idealism, the vision of the beloved community, the idea of true justice, the possibility that the world can and must be made right,” he said.

Although he knows he cannot make his ideals a reality, Miller said, he can work with others to advance them. “If you work just for yourself or your career, that dies with you, but when you are engaged with others in broader objectives, the ongoing struggle, your contribution is part of a mighty stream that carries forward – a stream of dedication and love and meaning, of comrades and companions,” he said.

The celebrations of the Martin Luther King holiday, for instance, are not just about remembering King, but about continuing the work that King began and keeping that hope alive, Miller said.

Miller’s work with a Quaker lobby group in Washington, D.C., provides him with another tenet of his idealism: hope is not words, but actions. “Let your life speak,” he said, quoting the Quaker aphorism.

Education is a “field of hope,” Miller said, because it actively invests in coming generations. “Real hope is demonstrated when we act, when we do, when we invest,” he said.

Miller saw hope in action when he worked in Shikokho, a rural village in western Kenya. The village wanted a school but did not have the funds to build one. So they dug a hole for the foundation and each day every one of the school’s 75 children would bring a stone to school. By the end of a couple of years, they had rocks enough to build that school.

Later, they needed a science laboratory – something far beyond their means. Yet they went ahead with planning and contributing as they could. Having heard about the school, the president of Kenya decided to visit it and to fund their lab. “There is a mutuality to hope,” Miller said. “In significant ways, we hope each other into being.”

Hope as action, as mutuality – as the belief that while we may not attain the ideal, we may move ourselves and others closer to it – is summed up, for Miller, in a quote from Quaker (and Pennsylvania founder) William Penn: “Let us then try what love can do to mend a broken world.” Miller and his husband, Craig Kukuk, who comprise the folk duo Bridgewater, closed the event with an original song Miller had written based on those words.
The move to Office 365, Microsoft’s cloud-based Exchange email and calendar service, is going well. By January 25, more than 9,200 faculty/staff accounts – about 44 percent – will have been moved to Office 365 from Cornell’s locally provided Exchange service.

With Office 365, you still have the same email and calendar system you’ve been using, so you don’t need to learn anything new. Office 365 works with Outlook 2010 (Windows), Outlook 2011 (Mac), Outlook Web App, Thunderbird and Apple Mail/iCal, as well as with Android, iPhone, iPad, Windows Phone and other devices.

If your account hasn’t been moved yet, you can expect to be notified of your move date about three weeks in advance. Accounts will be moved through the end of February. You’ll definitely need to take some steps after your account is moved, and possibly before, too. The steps depend on how you access your email and calendar.

Find everything you need to know about Office 365 by visiting www.it.cornell.edu/office365/.

Once your account has been moved to Office 365, you may notice these differences:

• Much bigger mailbox: 25 GB instead of 7 GB
• Deleted Items folder: Messages remain in your Deleted Items folder for 30 days and are then automatically deleted.
• New URL for Outlook Web App: http://outlook.cornell.edu (user name is your NetID@cornell.edu)
• Ability to send huge amounts of mail: Limits are different
• Service management: Provided by Microsoft as a cloud-based service, instead of by Cornell.

If you’ve already moved to Office 365 and have any questions or concerns, please don’t hesitate to contact your department’s IT or computer support staff, or ask the IT Service Desk (itservicedesk@cornell.edu or 607 255-5500). You can also check the “known issues and troubleshooting tips” page at www.it.cornell.edu/services/guides/facstaff_office365/trouble.cfm.

New human resources system to launch by quarter’s end

BY NANCY DOOLITTLE

A new, user-friendly human resources and payroll system, Workday, is anticipated to go live by the end of March. The new cloud-based system will provide Cornell faculty and staff members with a single location to view and – in some cases – update their personal, job and benefits data in real time.

“The Workday team and our human resources partners are making every effort to align Workday with Cornell’s needs and anticipate issues before launch,” said Lyman Flahive, senior director of human resource information services. “That’s why the Workday team recently moved the launch date from the beginning to the end of the first quarter.

“We made a promise to campus that we wouldn’t roll out the new system unless we were able to provide for the diverse needs of the Cornell community, which not only includes Workday functionality itself but connectivity between Workday and other systems, and recognition of systems implementation fatigue across campus,” said Flahive.

The Workday system will take the place of the PeopleSoft HR/Payroll system for faculty and staff (student and alumni affairs data will still reside in PeopleSoft) and will replace the need for Employee Essentials and Leave Accrual Reporting System (LARS). The system will also integrate data from Kuali (financial data), Kronos (time worked data) and Taleo (job application data), among other systems. All these systems working together will help improve workflow, standardize procedures and expand real-time data access.

Workday will also provide supervisors with the rich data needed to make holistic workforce decisions through data management and forecasting capabilities that include targeted dashboards and standard reports. Supervisors will only need to access one location to retrieve such data as the number of people in their unit, recent hires, position data and recent retirements or transfers; and analyze it for future planning.

All users – whether employees, students or supervisors – will be able to access the information they need through Workday’s self-service capabilities.

Open forums and online and in-person training sessions are being scheduled. Demos and general information can be found online: http://workday.cornell.edu/.

Tech Talk

Beth Lyons

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First Recognition Event Day appreciated by employees

At 15 campus locations, including Geneva, on Jan. 15, members of the Employee Recognition Team and the Employee Assembly (EA) greeted staff and faculty members stopping by with a simple message: "Thank you for all that you do for the university." Employees were invited to take a donut, apple or granola bar, and learned more about the role of the Recognition Event Days (RED) in a larger employee recognition program, "High Five," that the team had developed in response to feedback the university received to the 2011 Employee Survey of all Cornell staff.

Some employees just happened to walk by a RED table and, surprised, stopped for something to eat, while others deliberately sought out the RED events. "This is great," said one. "I saw the e-mail and thought I'd take advantage of it. So, thank you." Another commented, "It would be great to start each day like this," while others smiled, expressed appreciation and "high-fived" each other. One volunteered to join the team at the next RED event, which is in the planning stages.

In addition to the RED events, the team developed two new staff awards: the Individual Excellence Award and the Management Award. One of the nominees for those awards will be chosen to receive a presidential award, "Far Above Cayuga's Waters." The team also worked with the EA to revamp the EA's Kudos Award peer recognition program.

For more information: https://www.hr.cornell.edu/life/celebrating/.

Learn something new: Resources for life's challenges

Career Life Services in the Department of Inclusion and Workforce Diversity produces two e-newsletters that describe resources and upcoming programs available at Cornell and in the Tompkins County area focused on parenting, child care and elder/caregiver concerns and other life challenges. The newsletters are available through the websites noted below.

The January 2013 issue of the monthly Elder/Caregiver News lists:
- such on-campus programs as Employee Celebration, the Soup and Hope series, Project Generations, Al-Anon on Campus and the Legacy Project
- wellbeing and caregiver support programs on LGBT aging, senior housing, advanced care planning, in-home care and hospice
- wellness programs such as cooking classes, the six-week Living Healthy Tompkins for those with an ongoing health condition, and the healthy aging exercise classes, offered by Cornell's Wellness Program
- other resources such as Cornell physical education classes; the Cornell Family Helper List; and the Cornell offices and programs geared to Cornell retirees and professors emeriti.

It also lists community activities such as those offered by Lifelong's Northside/Southside Program celebrations of Black History Month; programs offered to help with grief and bereavement, Medicare, Alzheimers, or tax preparation; opportunities to volunteer in the community; and available support groups.

The January 2013 issue of the bi-weekly Cornell Parent E-Newsletter focuses on such activities as:
- the Cornell Child Care Center's Parent Series of workshops
- book readings at the Lab of Ornithology,
- programs at the Cornell Plantations,
- Cornell Cooperative Extension workshops and programs
- hands-on projects at Mama Goose, a snowman building contest in Dryden, school winter breaks camp, playtime at the library and a mother/daughter book club
- links to the Cass Park Ice Skating Rink, Sciencecenter, Museum of the Earth, State Theatre Family Services, the Ithaca YMCA, lessons in yoga, dance or figure skating, and an open family swim at TC3 to provide activities for the winter months, and
- community workshops and support groups for parents who are separating or divorcing, grandparents raising grandchildren, parents of seriously or chronically ill children, friends and family of those with eating disorders, and those dealing with substance abuse, thoughts of suicide or child sexual abuse.

Where to find the newsletters:
The monthly elder/caregiver newsletter, as well as other resources and programs, can be found at: https://www.hr.cornell.edu/life/support/adult_caregiving.html. You can also subscribe to an electronic e-mail list to receive the newsletter as well as other relevant information. If you would like to subscribe to the elder e-list, elder-l, send an e-mail message to elder-l-request@cornell.edu. The text of the message should read: JOIN.

The biweekly parents newsletter, along with information on adoption assistance, the Cornell Child Care Center, the Child Care Grant Program, the dependent care consultant, lactation/breastfeeding support information and news on the local area schools, can be found on the Child Care and Parenting page at: https://www.hr.cornell.edu/life/support/child_care.html. A number of e-lists are also available; see https://www.hr.cornell.edu/life/connections/elists.html.

For more information on any of the topics above, or if you don’t know just where to start, contact Eileen McCoy Whang, Cornell's Dependent Care Consultant, at 255-1917 or emw76@cornell.edu.
Elmira Mangum, left, waits to serve chicken parmesan.

Brooklyn, a Great Pyrenees companion dog for the College of Veterinary Medicine, receives attention while Sheila Grant talks about the benefits of the college’s companion animal program.

James Brown, United Way of Tompkins County, with Cornell staff Brian Goodell and Karen Brown, encourage giving to the UWTC.

Steve Johnson and Susan Newman serve dinner at Cornell’s Employee Celebration.

Cracker Jack and Curtis Ferguson pose for a shot.

Daneen Phillips keeps Harrison amused.

Jan and Jim Haldeman enjoy dinner with their grandchildren.

Hallei Wei (center), with daughters Shaine (left) and Sophie
Basketball, hockey and dinner highlight Employee Celebration

With the combined draw of Big Red women’s and men’s basketball against Columbia, and women’s hockey against Clarkson, more than 2,400 Cornell employees, retirees and family members enjoyed the Employee Celebration, Jan. 19, in Bartels Hall.

Many families scheduled their afternoon to take in basketball and hockey games as well as a dinner of chicken parmesan, pasta, salad and dessert. Other attractions included giveaways and activities from units including the Cornell University Police, Benefit Services, Environmental Health and Safety, and the United Way of Tompkins County, which is still accepting pledges to its 2012-13 campaign. Companion animals that members of the College of Veterinary Medicine brought with them were first-time crowd-pleasers – from the largest, a Great Pyrenees named Brooklyn, to the smallest, a Jack Russell terrier, Eva – and drew attention to the programs the Vet School offers.

Big Red women’s basketball won over the Columbia Lions, 68-54, but Columbia won the men’s game, 67-58. Cornell’s women’s hockey team also bested Clarkson, 3-1.

“Thanks go to the many volunteer employees and the leadership team,” said Cheryl McGraw, manager for employee outreach and connections and coordinator of the event. “Thanks also to Cornell Athletics, Frito Lay, The Boatyard Grill, Ciao, Bookers, Agava and John Thomas Steak House for their door prize donations.”

McGraw also thanked sponsors Cornell Catering, the Department of Athletics and Physical Education, the Division of Human Resources, Pepsi and Aetna, for “making it possible for so many in the Cornell community to attend.”
Hello, I am Bill Esty. I have been the operations manager for Bailey Hall since it reopened after renovations in 2006. I am responsible for the day-to-day operations of the building, which include, amongst other things, making sure the heat and air conditioning are working, the lights are all functioning and the floors are cleaned and polished.

I am also in charge of all of the events in Bailey Hall. In the real world, I would be a production manager for the performances. I make sure the performances and events all conform to current safety codes and safe practices; that they begin on time and do not run too long. If you've been to an event in Bailey, you will have heard me make the “ladies and gentlemen, welcome to Bailey Hall” announcement. That's me, not a recording.

I currently sit on the Communications Committee of the Employee Assembly and the Public Safety Advisory Committee of the University Assembly. I enjoy working with other people from around campus. I like being exposed to the differing points of view, and having insight into areas of campus I would not otherwise see. With all the changes that have happened in the past few years, it is reassuring to know that others are having similar experiences and that the challenges facing me and my unit are not unique. It is helpful to see how others deal with the same issues as I face, and to then share that information with others in my unit. It is nice to know that there is a wide variety of support if needed.

I hope that if you see me around campus or at Bailey Hall, you stop and say, “Hello.”

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Kudos…. To Thomas Primerano

FROM CHERYL MCGRAW

“I would like to nominate Thomas Primerano for his outstanding leadership just after Sandy hit the East coast. Knowing that the Cornell Recreation Connection runs a monthly bus to NYC, he pulled together the CRC and others from across campus to fill the cargo area of the November bus to overflowing with supplies for Sandy relief. He had the idea, got us organized and saw it through to delivery in NYC.”

The Kudos Award program, offered through the Employee Assembly, is a way for staff to recognize their colleagues through the Employee Assembly newsletter, in Pawprint and at an annual lunch. If you wish to submit a “kudos” to a deserving staff member, fill out the online form at https://www.hr.cornell.edu/life/celebrating/kudos/. You and your Kudos recipient will be notified following your submission.

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Winter events at Cornell Plantations

**Post-holiday sale**

All holiday-themed merchandise is 30 percent off at the Garden Gift Shop, Nevin Welcome Center, through Jan. 31, Mon.-Fri., 10 a.m.-4 p.m. Members receive an additional 10 percent off their total purchase.

**“Trees of the Arboretum”**

Photographs by Bo Lipari, a local resident and volunteer docent at Cornell Plantations, will be on display in the Nevin Welcome Center Gallery Space, Jan. 3-Feb. 28, Mon.-Fri., 10 a.m.-4 p.m. in January; Mon.-Sat., 10 a.m.-4 p.m. in February. This exhibit focuses on the trees of the Arboretum – their bark, branches, forms and foliage.

**Winter garden tour**

Got cabin fever? A guided walk through the Mullestein Family Winter Garden by one of the Plantations’ volunteer docents will begin Jan. 26 at 1 p.m. Meet in front of the Nevin Welcome Center; the walk will last approximately one hour; dress appropriately for the weather.

This unique circular garden with its raised sandstone beds is designed as a showcase for plants with intriguing winter characteristics, such as evergreen foliage, colorful bark, persistent fruit and unusual growth habits. Learn about the plants you can use to make your own landscape beautiful and enjoyable all year long, or simply savor the peaceful splendor of a garden in winter. Free; reservations are not required. The tour will be held again Feb. 23 and March 30.

**Sketching in the greenhouse**

It may be too cold to draw plants outside, but Cornell’s greenhouses are warm and full of beautiful native and tropical plants. Learn to draw these plants through a five-day class by local artist Camille Doucet. Classes are held Sunday afternoons, 1-4:30 p.m., Feb. 3, 10, 17, 24 and March 3; cost: $210 ($175 for members and Cornell students). Pre-registration is required; deadline January 31.

During each class, participants will focus on one or two plants. Discover an amazing variety of greenhouse plants. All ability levels, such as evergreen foliage, colorful bark, persistent fruit and unusual growth habits. Learn about the plants you can use to make your home landscape beautiful and enjoyable all year long, or simply savor the peaceful splendor of a garden in winter. Free; reservations are not required. The tour will be held again Feb. 23 and March 30.
Your Library, Your Life
Jessica Withers

Parents and kids, part 1
I recently attended a career/life workshop through Cornell’s Department of Inclusion and Workforce Diversity about mindfulness-based parenting of teens and tweens, and it was a great reminder that many of us are trying to balance our careers and our families. The library carries several of the books recommended at the workshop, including, “Why Do They Act That Way? A Survival Guide to the Adolescent Brain for You and Your Teen,” by David Walsh; Jon and Myla Kabat-Zinn’s classic, “Everyday Blessings”; and Daniel Siegel’s “The Developing Mind.”

The library has resources for a broad range of parenting and family life topics. Simply typing “parenting” into the library catalog illustrates just how extensive these resources are, as titles appear covering gay and lesbian families, adoptive parenting, stepfamilies, foster parenting, grandparents raising grandchildren, pregnancy and birth, and all stages of childhood.

A simple search in the library catalog for “parent and teenager” returns many titles, including “How to Talk So Teens Will Listen & Listen So Teens Will Talk” and “Your Defiant Teen: 10 Steps to Resolve Conflict and Rebuild Your Relationship.” Valerie Reyna, a human development professor here at Cornell, wrote an especially helpful book that’s also available from the library: “The Adolescent Brain: Learning, Reasoning, and Decision Making.”

Parents can also find help with a child who is willful, spirited or defiant (choose your preferred adjective) in such books as “Taming the Spirited Child,” by Michael Popkin, and “Building Character Skills in the Out of-Control Child,” by C. R. Partridge.

For some families, it is important to know that others struggle with similar concerns. Books such as “Different Kind of Perfect: Writings by Parents on Raising a Child with Special Needs”, Craig LeCroy’s “Parenting Mentally Ill Children: Faith, Caring, Support, and Surviving the System”, and Chris Chandler’s “The Science of ADHD: a Guide for Parents and Professionals” offer guidance and support.

Eating disorders also leave parents searching for answers. “Preventing Eating Disorders Among Pre-Teen Girls: a Step-by-Step Guide,” by Beverly Neu Menassa, is one book that results from the search terms “eating disorders in adolescence.”

These titles are just the beginning when it comes to parenting resources in the library, and the next Your Library/Your Life column will delve further into family-related topics. And don’t forget that personalized assistance can be found at the reference desks in each library across campus.

Have suggestions for Part II of the parenting column – or anything else you’d like to see in this space? Email Jessica Withers at jeh268@cornell.edu.

Caldwell Hall staff potluck

The annual potluck lunch in Caldwell Hall was held January 10, bringing together staff working in the American Indian Program, Cornell Abroad, the Graduate School, Cornell Institute for Public Affairs and the Center for Engaged Learning and Research. The lunch provides a more relaxed opportunity for the approximately 50 staff from these different programs to get together to share good food, meet new staff in the building and connect beyond a hello in the hallway. We are quite an eclectic group with a kaleidoscope of personal and professional stories to tell.

Corinna Lewis is outreach coordinator for Cornell Abroad.

TCAT breaks ridership records for sixth consecutive year

Tompkins Consolidated Area Transit (TCAT) broke ridership records in 2012 for the sixth consecutive year, reporting nearly 4.13 million annual trips in 2012, a 4.7 percent increase from the nearly 3.95 million trips in 2011.

In 2011, TCAT was named as the top transit agency of its size (fewer than 4 million annual trips in the small-size category) in North America by the American Public Transportation Association (APTA). Crossing the 4-million threshold now places TCAT in APTA’s medium-size category.

“This is amazing for a service area that has a relatively small population of just a little more than 100,000 people,” said TCAT General Manager Joe Turcotte.

The increase in ridership reflects national trends, which are estimated to have increased by 1.76 percent in 2012 over 2011.

Contributing to the 2012 ridership surge is the late-night service on routes serving Ithaca College and Cornell University, which show the largest percentage of ridership increase.
Classified Ads usually run for two weeks. We cannot guarantee item’s availability. If your item is no longer available, please let us know and we will remove it.

FOR RENT
Large, elegant apartment in Trumansburg, $825. Available Mid-Feb. Italianate home on bus line in village. 3 BR, LR, DR, 1 bath, huge kitchen, full basement, garage, porch, private yard. Tons of storage! jcs57@cornell.edu or 227-9116.

Farm share/room for rent $500 month. Includes utilities, washer, dryer. Stall & pasture space is available, garden space is too. Raising goats, geese, ducks, turkeys & veggies. jcs93@cornell.edu or 254-8304.

Room and House Share $800 includes utilities. Country home in Horseheads. sp18@cornell.edu or 255-1003.

FOR SALE
Bakers rack, $80. Excellent condition. bjv42@cornell.edu or 254-4204.

Kitchen buffet, $80. Excellent condition. bjv42@cornell.edu or 254-4204.

Horizon treadmill like new, $350. Reads time, calories, heart rate, distance and speed. Incline, is movable and folds up. mvpb8@cornell.edu or 255-7509.

House on Stone Quarry Rd., $210,000. 1,456 sq.ft., Cape Cod on 2.25 acres. 3 bedrooms, 1 bath. Views of City. Gardens, perfect for family/professionals. Private, a must see! lr57@cornell.edu or 220-3444.

iPhone 5S like new, $999 negotiable. Excellent condition, two months old, hardly used. sp18@cornell.edu or 255-1003.

2008 Dodge Caliber, $7,900. 62,500 miles, automatic. Great condition! Please call Derek Hill at 716-353-1271 or Melissa Hill at 716-353-0394.

Skis travel bags. Nearly new LL Bean ski bag (holds 4 x-country) and a generic bag that holds 2 sets of skis. LL Bean $20. Smaller is $10. dl324@cornell.edu or 255-7683.

Brand new Kindle, $75. Brand new basic Kindle still in box. dml8@cornell.edu.

4 Mini Rex Rabbits, $20. I have 2 Bucks and 2 Doe Mini Rex Rabbits. Soft! Buy the one runt (doe) and the other doe and you can buy the runt for $10! 4 months. kmr28@cornell.edu.

OFFER
AmStaff/Pit Bull, $ negotiable. Red nose fawn AmStaff/Pit Bull. Great with kids, cats, people. Prefer to be only dog in household. Email me for pix/questions. jv82@cornell.edu.

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- Pawprint is not responsible for errors or unprinted ads, and retains the right to edit or reject any submission.

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