A custodian, a vet tech and many other staffers earn degrees

NANCY DOOLITTLE

A custodian in Building Care working the early morning shift, the director of Cornell Silicon Valley in the Office of Alumni Affairs who works remotely in California, a patrol officer with Cornell University Police, and an intensive care veterinary technician at the Cornell University Hospital for Animals were among the graduating staff gathered with their family and friends at the 17th annual Staff Graduate Reception, May 20, at Friends Hall. They had all completed a degree this year through Cornell’s Employee Degree Program or Tuition Aid Program.

The reception was hosted by the Employee Assembly and the Division of Human Resources and Safety Services. Pianist Alexander Huth ’13 opened the program, and President David Skorton, Vice President Mary Opperman and employee-elected trustee Alan Mittman gave remarks.

Nineteen of the graduates received Cornell degrees (two bachelor’s, 16 master’s and one Ph.D.). Four graduated from the College of Agriculture and Life Sciences and the ILR School, with others from the Samuel Curtis Johnson Graduate School of Management, the Graduate School and the colleges of Engineering: Architecture, Art and Planning; and Veterinary Medicine. Others received degrees from Syracuse University, the Empire State College, Binghamton University, Tompkins Cortland Community College, the universities of Maryland and Phoenix, and Kaplan University.

In his remarks, Skorton noted that the Staff Graduate Reception customarily kicks off a week of graduations, culminating in Commencement. “Your own professional development and personal growth … is very, very important to all of us,” he said.

“Each of you has overcome your own unique set of challenges … in order to be able to pursue – and, most importantly, complete – your degree,” said Mary Opperman, vice president for human resources and safety services. “You have met your challenges because of your hard work, dedication and perseverance.”

For Connie Park, who earned her master’s at the ILR School, the challenge was taking her first class after being out of school for years. For Joyce Ward, it was juggling work and studies to receive her associate’s degree from the University of Phoenix; she often found herself studying until midnight, only to wake up at 2 a.m. in order to be at work by 4 a.m.

Lavanya Sayam, who received her MBA from the Johnson, had to coordinate her work schedule with the full-time student schedules of her teammates. And for Thomas Jordan, who works in facilities engineering and received his master’s in engineering from the University of Maryland, the challenge was balancing studying and spending time with his two teenage children and his wife.

Both Skorton and Opperman thanked the family and friends of the staff graduates for their support. To the graduating staff, Skorton quipped that for “at least one day, you see your kids in awe of you.” Following Skorton’s remarks, Mittman called each graduate to the podium to receive congratulations from Skorton and Opperman, as well as a small gift presented by Employee Assembly Chair Tanya Grove on behalf of the university.

Each of you has overcome your own unique set of challenges … in order to be able to pursue – and, most importantly, complete – your degree.

— Mary Opperman, vice president for human resources and safety services.
Tech Talk
By Matt Klein

Cornell’s Institute for Internet Culture, Policy, and Law
Did you know that every year, Cornell hosts a lively discussion of the latest thoughts about the interaction of higher education and the Internet and other technologies? We do, and you’re invited!

For 18 years, the Institute for Internet Culture, Policy, and Law (ICPL) has examined information technology, law and policy, and more recently, the rapidly evolving concerns related to Internet culture. This year’s event, to be held in September, will have a special focus on accessibility, privacy and intellectual property, and what these issues mean as collaboration and education increasingly occur across national boundaries.

The subjects may be lofty, but their impact is felt directly every day at the university. It can be seen in situations as varied as how easy an electronic resource is to read and navigate, or whether it’s ok to use a particular image in a presentation or how to safely work with private information.

“We work to include people from a variety of legal, social, market and technical backgrounds at the ICPL, because the Internet affects everybody,” says Tracy Mitrano, director of IT policy for Cornell, and also director of the ICPL.

“The issues touch so many essential parts of our work – what’s known about individuals on the Internet, what ‘free speech’ means online, what “access” means in terms of both intellectual property and Internet disability, and how privacy laws and expectations are in flux as a result of these changes. Access has special meaning at Cornell because of its founding principle of ‘Any Person, Any Study,’” she says.

Cornell employees can take advantage of a limited number of spaces at this year’s ICPL at the substantially reduced rate of $200 for the entire multi-day event, on a first-register, first-serve basis. For more information or to register for the ICPL, which will be held Sept. 18-20 at the Statler Hotel Amphitheater, visit icpl.cornell.edu.

Tech Training Spotlight:
Want to learn how to configure Windows 8? In this hands-on course, students will use Windows PowerShell 3.0, and its graphical user interface (GUI) to configure and manage the system. Students will also use the scripting editor to create and examine PowerShell scripts used to manage the system. Register now for the 5-day Configuring Windows 8 class scheduled for June 24-28.

For a complete listing of technical training resources, see www.cit.cornell.edu/training. Email questions to workshop-info@cornell.edu.

Join a video training pilot!
Academic Technologies has arranged a pilot providing staff, faculty and students with full access to lynda.com, an online training library that teaches the latest software tools and skills through high-quality videos.

Sign up now for the fall 2013 pilot and take advantage of 24/7 access to video courses in subjects from business and web development to photography, design, and animation.

https://cornell.qualtrics.com/SE/?SID=SV_5vH8qkd90uOSWN

Library workshops
Over the summer, Olin and Uris libraries offer workshops on such digital topics as personal digital archiving, Twitter, electronic genealogy and basic research tools. See http://olinuris.library.cornell.edu/workshops.

Fences come down, nets go up on bridges
SUSAN KELLEY
Cornell has begun removing the temporary fencing that has been on seven bridges on and around campus since 2010. This follows the university’s installation of horizontal nets made of tensile steel mesh underneath six bridges on and near campus. A seventh bridge, the Suspension Bridge, will be fitted with a vertical mesh “sock.”

Low-visibility steel mesh, hung below the bridge decks, fulfills a promise to the Cornell and Ithaca communities that permanent public safety systems would not obstruct views of the gorges, which are a source of local pride. Means restriction systems on the bridges are an important element in Cornell’s comprehensive approach to promoting mental health and preventing suicide.

The installation project, which began in August 2012, is scheduled to be completed Aug. 1.

The qualities and skills Cornell students have developed will serve them as they take their next steps, said President David Skorton in his address to the graduating Class of 2013 at the 145th Commencement, held under sunny but unseasonably brisk skies May 26 in Schoellkopf Stadium.
Sgt. Philip Mospan was promoted to lieutenant, five Cornell University Police (CUP) officers sworn in, and two K-9 patrol teams introduced at the officer commissioning and swearing-in ceremony May 15 in the Statler Ballroom.

Although the promotion and appointments had already been in effect, the event formally recognized the officers’ achievements and new responsibilities.

Mary Opperman, vice president for human resources and safety services, read a note from President David Skorton: “The Cornell University Police are a highly professional unit whose work is integral to the university’s ability to carry out our core missions of education, research and public engagement. … Although I cannot be with you in person today, I appreciate this opportunity to salute you all. Best wishes as you undertake new roles, and thank you, on behalf of the entire Cornell community, for your good work.”

In commissioning Mospan to the rank of lieutenant, Chief Kathy Zoner cited the expansion of Mospan’s responsibilities to include leading the Crime Prevention Office, which he has launched in “new and exciting ways.” She spoke of the many years of service that Mospan has given CUP, beginning with his appointment as patrol officer in 1979. He then served in the neighborhood services unit, the major investigations unit, and eventually the Office of Professional Development, as a training officer and as training director.

In introducing the two K-9 explosive detection teams – Chase, a yellow lab handled by Officer Justin Haines, and Rogue, a black lab handled by Officer Kyle Hollenbeck – Zoner noted that the expansion from one to two canine teams was made possible through a grant from the New York State Department of Homeland Security, which helped pay for such initial setup costs as equipping a K9-ready vehicle. Additionally, Rogue was a gift from Juli Lathrop and Cheryl Runyan of the Kramer Foundation. Haines and Hollenbeck were appointed Cornell patrol officers in 2007 and 2008, respectively, and both are 2008 graduates of the Central New York Law Enforcement Academy.

Chosen from among 270 applications and 35 candidates interviewed, the five new officers – Bill Carpenter, Michael Corp, Michael Meskill, Andrew Navarro and Michael Scott – have all lived in nearby counties. Three – Corp, Meskill and Scott – are 2012 graduates of the Southern Tier Law Enforcement Academy.

Carpenter grew up in the Cortland area and earned an associate’s degree from Tompkins Cortland Community College in criminal justice. He served the Cortland City Police Department for 21 years before working at Hofstra University’s Department of Public Safety for three years.

Corp served as a security guard and patrol officer at Ithaca College and lives in Cortland. He earned a B.S. in criminal justice and psychology from SUNY Albany.

Meskill, of Trumansburg, received a B.S. in accounting from Keuka College in 2010. He earned honors for leadership and led his class in physical fitness at the academy. Meskill formerly worked in the Cornell Police Auxiliary.

Navarro was born in the Bronx and grew up on Long Island. He served eight years in the Army with an active tour in Iraq, followed by 17 years with the Ithaca Police Department.

Scott, who lives in Van Etten, earned a B.S. in business management at Liberty University. At the academy, he was recognized for leadership and had the highest scores of his class in academics and firearms marksmanship.

All CUP officers are commissioned by New York state to enforce and make arrests for violations of federal, state and local laws and are empowered by Cornell to enforce its Campus Code of Conduct.

From left, Andrew Navarro, William Carpenter, Michael Meskill, Michael Corp and Michael Scott are sworn in as officers.
Diverse supplier event showcases range of services

In support of the university’s Toward New Destinations diversity and inclusion strategy, Cornell’s supplier show focusing exclusively on businesses owned by women, minorities or veterans was held May 16 on campus. More than 60 individuals stopped by, visiting the displays, talking with suppliers and attending the suppliers’ short presentations.

The diverse supplier event sought to increase campus awareness of the range of suppliers available who offer, for example, printing, automotive services, promotional apparel and items, laboratory and scientific supplies, remanufactured toner and janitorial equipment and supplies. Attending vendors, many of them local businesses, included Roxbury Technology, Complete Book, The Presentation Source, Vasco Brands, Audio Video Corp., Eagle Envelope, DBM Controls, Daniels Paint and Decorating, New England Biolabs, Maguire Automotive, Photosynthesis Productions and The Adminders.

Procuring goods and services from many of these suppliers can be done through e-SHOP. For a complete listing of diverse suppliers, see http://www.dfa.cornell.edu/procurement/diversity/suppliers.cfm.

The vendors had the opportunity to attend a lunch meeting with Samuel Curtis Johnson Graduate School of Management project staff who are working with them to build their business with Cornell. The vendors expressed appreciation for the opportunity to showcase their offerings. “I’ve been to a lot of these types of shows, but this is one of the very best,” said one vendor, who liked having the opportunity to give a presentation as well as meet potential customers.

In turn, Cornell attendees appreciated that the show was “not a high-pressure environment” and that the vendors “were able to present their products in a most organized fashion.”

A much larger event, the annual Supplier Show, will be held June 13, from 10 a.m.-2 p.m., in Barton Hall, with more than 120 of Cornell’s preferred and contract suppliers, including its diverse suppliers. Last year’s show drew more than 1,500 people. This year, the Supplier Show will feature prize drawings at supplier tables, supplier presentations and a café hosted by Panera Bread. Register early to be eligible for additional prize drawings.

Big Red Recipes

From apple puff pancakes to jalapeno cheese corn bread, spinach squares to cabbage rolls with spare ribs, ginger glazed Mahi Mahi to spicy basil chicken, and butternut shrimp soup to no-egg chocolate cake, the new Big Red Recipes book contains a far-ranging sampling of more than 100 recipes from Cornell faculty and staff.

The recipes were collected and assembled by Cornell Students for Hunger Relief as a fundraising effort to combat hunger, with the support from the deans of Cornell’s colleges, Cornell Dining and the Cornell Public Service Center.

The book is now for sale at the Cornell Store for $15 — $10 goes directly to support hunger relief, and $5 covers the cost of printing at the store on the new Espresso Book Machine.

The cookbook built upon the success that the Cornell Students for Hunger Relief program had last fall, when it raised more than $3,000 to distribute to three local food pantries for turkeys to help address a food shortage crisis.

Cornell Students for Hunger Relief is a program of the Cornell Public Service Center, 100 Barnes Hall, 607-255-8851, that works to educate the Cornell community about hunger issues in Tompkins County and provides support to food pantries in the area. The program works throughout the year to organize food donation projects and learn more about hunger in the community and what individuals can do to help.
Leading Cornell presentation draws president’s invite

After listening to this year’s Leading Cornell participants present their recommendations on how to develop, engage and retain staff, President David Skorton invited them to share the same material with his leadership team.

The offer reaffirmed for the 23-person class the value of their Leading Cornell experience, which began last October under the guidance of Sam Bacharach, co-founder of the Bacharach Leadership Group and the ILR School’s McKelvey-Grant Professor.

The nine-day leadership course teaches “micro-skills” Bacharach believes are key to leadership, including enlisting support and managing change, keeping people engaged, and coaching and mentoring others. In their second semester, participants complete a project that directly benefits the university.

Leading Cornell participants decided that their project would address concerns raised in the October 2010 Employee Survey: increasing communication by developing two-way feedback between supervisors and employees; providing “stretch” opportunities for staff to grow in their skills and careers; and talent management, by retaining and developing current high-potential staff and by recruiting and hiring new staff with high potential.

To inform their recommendations, the teams drew from the best practices of other Ivy League institutions, Ford and Bank of America, and feedback garnered from about 40 Cornell leaders.

The group recommended increasing communication by developing a website with online courses, tools, a video and a dialogue session with the Cornell Interactive Theatre Ensemble on the supervisory feedback process.

Through a survey given to 430 of Cornell’s deans, directors and department heads, the team exploring stretch opportunities discovered that while 38 percent of survey respondents cross-train their employees, only 6 percent offer job shadowing or job rotations.

The team recommended increasing awareness about the benefits of job rotation and providing tools to create job rotation opportunities, an online posting system of possible rotating positions, networks for managers to identify job rotation opportunities and potential matches, and giving HR staff tools to advise managers and staff interested in job rotations.

According to the third team, with 60 percent of staff becoming eligible for retirement in the next 10 years, talent management will be critical to Cornell’s growth. The team noted that the new Workday system includes talent management tools, but that these will only be effective if departments and units take a broad view about what is good for the university as a whole, rather than thinking just in terms of their own areas.

Leading Cornell participants were encouraged by Skorton’s reception of their recommendations. “You do all this work, you want to have an impact,” said one in a debriefing session. “I was proud to be represented by these teams,” said another.

Chris Halladay and Kathryn Burkgren are the course co-facilitators from the Human Resources’ Office of Organizational Effectiveness.
Save the dates for summer performances and lectures

Mark your calendars for Cornell’s free summer events, featuring performances at the Schwartz Center on Tuesdays, lectures at the Alice Statler Auditorium on select Wednesdays and music on the Arts Quad on Fridays, beginning June 25. For complete information, see http://www.sce.cornell.edu/ss/about/events/index.php.

The Cornell Savoyards will perform a concert version of Gilbert and Sullivan’s Ruddigore, a comic opera in two acts, June 25 at 7:30 p.m. at the Schwartz Center. Tickets are free and will be available in the theater lobby starting at 6:15 p.m. on the day of the performance. Other Tuesday events at the Schwartz Center include Michael Zaretsky and Xak Bjerken, July 2; a dance concert, “Desire and Decay,” July 9; Rockwood Ferry, July 16; Tango de Cámara, July 23; and David Kaynor and George Wilson, July 30.

Melissa Cox and her band, Mythica, open the summer concert series on the Arts Quad with their special blend of Celtic-flavored prog rock, newgrass, and Americana, June 28 at 7 p.m., at the Arts Quad. Other Friday events at the Arts Quad include Hardin Burns, July 5; GoGone, July 12; Rising Sign, July 19; Evil City String Band, July 26; and Andrew and Noah Band, Aug. 2.


The programs are sponsored by the School of Continuing Education and Summer Sessions.

2013 ILR staff recognition

At the ILR Employee Recognition Ceremony, May 20, in Ives Hall, Harry Katz, dean of the ILR School, recognized the five faculty recipients of this year’s ILR McPherson Honors and Awards and four staff members for their outstanding work. In addition, Katz recognized 28 ILR staff – at the Ithaca campus and, via satellite, the New York City ILR extension office – who received certificates for having reached a milestone year of 5, 10, 15, 20 or 30 years of service to Cornell.

David Lipsky, professor of labor relations, law and history, director of the Scheinman Institute on Conflict Resolution and former dean of the ILR School, received the Stephen H. Weiss Presidential Fellowship, Katz said.

Gary Fields, professor in the Economics Department, was recognized for receiving the General Mills Award for Exemplary Graduate Teaching; Eli Friedman, assistant professor, International and Comparative Labor Department, and Paul Velleman, associate professor, Social Statistics Department, the MacIntyre Award for Exemplary Teaching; and Liz Karns, senior lecturer, Social Statistics department, the Robert N. Stern Mentoring Award.

Jasminy Joe, an administrator in the NYC ILR extension office, had been nominated for the university’s Award for Individual Excellence, for her “continuous high standards,” and for being a self-disciplined team player who “always follows through” and is “a joy to work with.”

She had also been nominated for and received the ILR Employee Recognition Award. Katz recognized three additional staff for receiving this award:

- **Traci Morse**, Katz read from one of her supporters, is known for her “good judgment and professional problem-solving skills.” She has been described as “hard-working, dedicated, nothing short of inspirational,” with an “incredible work ethic” and historical knowledge of ILR. Morse is the program coordinator for the Scheinman Institute on Conflict Resolution.
- **Pam Staub**, administrative assistant in the Human Resources Studies department, has been called an “outstanding professional.” She has a “grasp of the big picture,” is a “pleasure to work with,” “approachable,” “upbeat and positive,” and “extremely well-organized.”
- **And Chris Crooker**, assistant dean and program director for ILR’s Alumni Affairs and Development, has been described as being “witty,” “thoughtful,” “compassionate,” and “cheerful.” He is known for his hard work and leadership, his positive attitude, and his ability to work across departments, Katz said.

Nine staff members were recognized for having given five years of service to Cornell; seven for 10 years; and seven for 15 years. Three – Sol Agosto, Josephine Ann Hagin and Lisa Rose – had given 20 years of service and two – Katherine Roberts and Angela Wagner – 30 years of service to Cornell.
JAMuse: The Johnson Museum Turns 40

The exhibit, “JAMuse: The Johnson Museum Turns 40,” celebrates the museum’s anniversary with photographs by Alan Chimacoff, Cornell Class of 1963 (Arch ’64), and archival material related to Cornell’s history of collecting art, on view now until Sept. 1.

Herbert Fisk Johnson, a 1922 graduate of Cornell and president of S. C. Johnson and Sons, Inc., gave $4 million dollars in the form of company stock toward the building of the museum. I. M. Pei was selected as architect and later received the American Institute of Architects annual Honor Award.

“These are not documentary photographs,” said Chimacoff, “but rather photographs taken with a dual objective—to explore and explain the architectural themes and ideas at work in the building while being themselves artistic works.” The images explore minute details of the exterior concrete surfaces as well as situating the iconic building in the vast landscape of the Cayuga Lake valley.

Tickets on sale for 2013 Hangar Theatre season

The 39th season of the Hangar Theatre includes a line-up of plays and musicals including a favorite farce, a Tony-winning musical and two regional premieres and features an array of exciting Broadway talent.

The season takes off with Neil Simon’s “Last of the Red Hot Lovers” (June 13-29), followed by the premiere of the Tony-winning best musical “Gypsy” (July 4-20). The regional premiere of Amy Herzog’s play “4000 Miles” (July 25-August 3) is next, followed by the regional premiere of the Pulitzer Prize-winning play “Clybourne Park” by Bruce Norris (August 8-17).


Regular tickets to each Hangar production range from $20 to $46. Subscriptions – offering preferred seating, discounted ticket prices, and other benefits – are also available. Regular tickets can be purchased at Ticket Center Ithaca, Ithaca Commons (607) 273-4497. For subscription information, call (607) 273-8588 or visit www.HangarTheatre.org. The recently renovated theatre is located at 801 Taughnock Blvd. Ithaca, NY 14850.

2013 Pawprint digital photo contest

Start taking those great summer photos – and review some of your best from this past year – to submit to the 31st annual Pawprint Photography Contest.

Faculty and staff members are invited to submit digital images in the following nine categories: Adults, Animals, Cornell (any location), Humor, Landscape, Nature, Special Effects (digital enhancement), Structures/Buildings and Unspecified.

The first-place winners from each category will then be evaluated as a group by the judges, who will select one image as “Best in Show.”

Contest rules

• Each person may submit one photo per category in as many as four categories (i.e., four photographs per year per photographer).
• Photos must be submitted digitally; the file must be named by the photographer’s Cornell NetID and category, “dot”, name of photo (for instance: njs3Animals.AViewFromAbove).
• Except for the Special Effects category, do not digitally enhance or alter your photographs beyond the basics needed to achieve realistic color balance and sharpness.
• Cornell staff, faculty, students, alumni and retirees are eligible.

• Cornell staff, faculty, student photography majors and contest judges are not eligible.

Judging

Judges, chosen from Cornell’s photography and graphic design professionals, will look for composition, creativity and uniqueness; the capture of a mood or special moment. There won’t be a narrow focus on technical detail. The judging will be blind – that is, done anonymously without an indication of the name of the photographer who took the picture.

How to enter

Name your photos for submission as indicated above. Send by email to Robin Zifchock, rjz5@cornell.edu, with the subject line: Pawprint Photo Contest.

Entries will be accepted through Sept. 13.

By submitting a photograph to the Pawprint Photography Contest, you are giving permission to Pawprint to produce that photo in hard copy and digitally online, for the purposes of promoting the contest and showing viewers the winning photographs.

Pawprint is not responsible for any copyright violations that web visitors may incur.

To view last year’s winners in each category, see http://pawprint.cornell.edu/?q=photogallery/photo-contest-2012.

Antonia Ruppel, senior lecturer in classics, won “Best in Show” at the judging of the 247 photographs submitted to the 2012 Pawprint Photo Contest for her “The Beautiful Dead.”
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<th>From Human Resources</th>
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<tr>
<td><strong>Retirement income</strong></td>
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<td>A seminar on “Your Retirement Income Options” will be held June 20 at noon in G10 Biotechnology Building, providing a comprehensive discussion of all income options offered by TIAA-CREF. This seminar helps employees identify which option best suits their needs, based upon their vision of retirement. Register under Upcoming Seminars at Your Workplace (Cornell University) at <a href="https://publictools.tiaa-cref.org/public/tools/appmanager/tiaa/tools?_nflp=true&amp;_pageLabel=advice_and_counseling_page">https://publictools.tiaa-cref.org/public/tools/appmanager/tiaa/tools?_nflp=true&amp;_pageLabel=advice_and_counseling_page</a>.</td>
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<th>Be part of Cornell Careers Facebook page</th>
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<td>Are you doing something cool at work? Planning an event, assisting in an awesome research project, working with an interesting group of students? We want to hear from you! If you would be interested in being featured on the Cornell Careers Facebook Page, contact <a href="mailto:ssb8@cornell.edu">ssb8@cornell.edu</a> for more information. Don’t want to be featured but want to stay connected? “Like Us” on Facebook!</td>
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<th>New York City trips</th>
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<td>Day trips to New York City have been scheduled for June 8, July 13 and August 10. Discounted fare for these trips is $50 per person for Cornell employees and up to four guests.</td>
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<th>Itinerary for “Day on Your Own in NYC” trips:</th>
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<td>• 6:30 a.m. bus leaves Cornell’s B-Lot (you must have your boarding pass to board the bus)</td>
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<td>• 11:30 a.m. bus arrives NYC with drop offs at Bryant Park and Macys (34th Street and 7th Ave)</td>
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<td>• You will spend the day on your own in the city</td>
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<td>• The bus leaves from Bryant Park ONLY at 8 p.m. sharp, returning to Cornell at 12:30 a.m.</td>
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<td>Visit the website at <a href="https://www.hr.cornell.edu/life/crc/nyc_daytrips.html">https://www.hr.cornell.edu/life/crc/nyc_daytrips.html</a> for more information. Call Swarthour at 257-2277 to make a reservation.</td>
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