Skorton emphasizes ‘one Cornell’ concept includes staff

NANCY DOOLITTLE

Cornell’s progress in faculty recruitment may be a major news item; getting a Cornell undergraduate education may be in high demand; and Cornell research may total half-a-billion dollars a year – but none of these would be possible without the “talented, innovative, hardworking staff” at Cornell, said President David Skorton at his annual address to about 400 staff members, Oct. 1, in Bailey Hall.

Skorton opened his remarks by focusing on the concept of “one Cornell”: “the idea that we think about our commonalities more than our differences.” He highlighted a number of benefits available to staff to show the “concrete ways that this regard … for staff is actually realized,” including child care grants, educational benefits, the Wellness Program and other health benefits, retirement resources and employee discounts.

Among those opportunities to act as “one community” to make the university a better place to work, he said, is the CARE Fund – Cornellians Aiding and Responding to Employees – which this year helped 14 staff members with more than $15,000 to respond to sudden, unforeseen financial hardships or emergencies.

“The needs in our community have consistently been greater than the available resources,” Skorton said. He announced that his office and the Division of Human Resources and Safety Services will seed the fund with $25,000 this year, and he encouraged staff to participate in the fund’s upcoming auction.

Skorton addressed the four areas of concern identified by the 2011 Employee Survey: career development and individual growth; workload; feedback to supervisors; and recognition of excellent work. The Employee Survey Response Team (ESRT) and employee-led subcommittees, as well as individual colleges and units, have made a lot of progress toward addressing these issues, he said, referring the audience to the Employee Survey Response Web page at https://www.hr.cornell.edu/about/employeesurvey/.

To grow in their careers, several staff members have taken on rotational assignments and 38 library staff have participated in a mentoring program, he said, while managers in the colleges and units have reviewed position descriptions and classifications to resolve concerns about imbalances between work to be done and staff available to do it. Deans and vice presidents have also been reminded about the importance of using the flex policy in ways that meet the needs of their staff and their departments, he said.

Several pilot programs have been implemented in which staff provide performance feedback for their supervisors; successful programs will be evaluated and their use broadened, he said. A new series of universitywide staff recognition awards has been developed, along with new recognition events at college and unit levels, he said.

Skorton answered questions from staff on a range of topics, including the effects of the Affordable Care Act on Cornell employees (Cornell is already compliant with the act, so no major changes are anticipated; see p. 3), the use of release time to serve on university committees, the progress on the Cornell NYC Tech campus and the status of Cornell’s sustainability initiatives. Skorton also invited staff to email him at david.skorton@cornell.edu with further questions.

The event was coordinated and sponsored by the Employee Assembly, which also provided lunch to all attendees.

From right, center, Darren and Susie Jackson listen to President Skorton’s address.

EA honors Workday team

Prior to Skorton’s address, Brigitt Schaffner, chair of the Employee Assembly, presented the Employee Assembly Appreciation Award to the Workday Team for “their lasting contributions and continuing service to Cornell University.” At left, Lyman Flahive, senior director for human resource information systems, and Laurie Cecere, project manager for Workday, accepted the award on behalf of the team.
Tech Talk
Shaley DeGiorgio

October is National Cyber Security Awareness Month

We lead Internet-connected, digital lives. At Cornell, home and on-the-go, we work, learn and play online. Even when we are not directly connected to the Internet, Cornell’s critical infrastructure—the vast connection of computers, data and websites supporting our everyday lives through financial transactions, research and academic software, emergency response systems, personal records, communications and more—impacts everyone.

We all have a role in securing our part of cyberspace, including the computers, mobile devices (phones and tablets) and networks we use at Cornell. Individual actions have a collective impact and when we use the Internet safely, we make it more secure for everyone. If each of us does our part—implementing stronger security practices, raising community awareness, educating and training each other—together we will be a digital community safer and more resistant to attacks and more resilient if one occurs.

National Cyber Security Awareness Month (NCSAM)—celebrated every October—was created as a collaborative effort between government and industry to ensure every American has the resources they need to stay safer and more secure online. See www.staysafeline.org.

This October, commit to learning at least one thing each week about cyber security, what to look for and how to prevent putting Cornell’s computers, networks and mobile devices at risk.

We’ll post one security item per day on our IT@Cornell Facebook (https://www.facebook.com/it.cornell) and Twitter (https://twitter.com/Cornell_IT_News) pages. At the end of each week, we’ll share a list of all the new resources on IT@Cornell News (http://itnews.cornell.edu/).

Spend five minutes a week learning about cyber security. Pick your favorite venue and check weekly to find your favorite resource, learn something new and share it with others.

Tech Training Spotlight

Want to learn how to create and format multi-page publications such as newspapers, books, newsletters and brochures? Would you like to be able to correct photos or create photographic special effects? Register now for an Adobe InDesign or Photoshop class scheduled for November 14.

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

President gives update on staff survey initiatives

President David Skorton sent the following message Sept. 30:

Over the last two years, our colleagues in the Employee Assembly and the Division of Human Resources have worked diligently to address the four university-wide issues identified in the staff survey conducted in Fall 2011: workload, career development and growth, supervisor feedback, and recognition of excellent work.

Local initiatives in the colleges and units, such as new supervisory feedback tools, employee recognition programs, and rotational programs, have gained traction, and a variety of initiatives have been implemented university-wide. You can learn about the measures already underway at https://www.hr.cornell.edu/about/employeesurvey/

In May 2013 the Employee Survey Review Team (ESRT) and its employee-led subcommittees submitted a new report of recommendations to Vice President Mary Opperman and me that further responds to the four concerns identified in 2011 survey. The recommendations were vetted by employees in several open forums conducted by the Employee Assembly earlier this year. Mary Opperman and I reviewed the report with senior leadership, the HR community, and college and unit business officers. For the full report and our response, please see: https://hr.cornell.edu/about/employeesurvey/es_response.pdf.

I commend the Employee Survey Response Team (ESRT) and its committees for their hard work and their thoughtful recommendations for change. In response to an Employee Assembly resolution, and to continue the momentum, the Provost and I have asked each dean and vice president to report on efforts to respond to the employee survey each year in their annual reports.

In the words of the ESRT, “Beneath all of these recommendations is an emphasis on creating a culture at Cornell where we say thank you to one another, provide open and honest feedback, look for ways to grow our existing staff, and have a positive work/life balance all across campus.”

Please join me, members of the ESRT, and those who staffed the subcommittees, in working together to address the concerns of our staff, while enhancing the teaching, research, scholarship, creative work and public engagement that make Cornell one of the world’s great research universities. I hope to see many of you in Bailey Hall on Oct. 1.

Reminder: CARE Fund in need of auction donations

The CARE Fund (Cornellians Aiding and Responding to Employees) seeks donations by Cornell community members for its annual CARE Fund Online Auction to be held Nov. 4-8. Historically, donations have included such services as a garden landscape consultation; such crafts and art work as handmade jewelry or aprons; gift baskets or gift certificates; sports tickets; and lessons. Give of your time, talent or other donation by contacting Ruth Merle-Doyle at rem64@cornell.edu or 255-5060. Donations are due by Oct. 15.

The CARE Fund is a way for Cornell community members to help fellow Cornell employees who are experiencing a sudden financial hardship due to an unforeseen or unavoidable event. Hardships include such unexpected events as losing a home to fire or flood, incurring travel expenses for specialized hospital stays or paying funeral expenses after the sudden loss of a family member.

Cornell community members can also contribute to the CARE Fund with a cash donation or payroll deduction. To contribute or for more information, go to: https://www.hr.cornell.edu/life/support/carefund.html.
How the Affordable Care Act affects employees

NANCY DOOLITTLE

Full-time and many part-time faculty and staff in the endowed and contract college health plans will most likely be better off financially by remaining on their employer-provided health plan than by accessing health insurance through the Affordable Care Act (ACA), say Benefit Services staff members.

All faculty and staff eligible for Cornell’s health care program for endowed employees or for the New York State Health Insurance Program (NYSHIP) recently received a federally mandated letter through U.S. postal mail explaining how the provisions of the ACA federal health reform law can affect them. One of these provisions allows individuals to access health insurance through marketplaces, centralized online locations on which any individual can purchase insurance.

However, individuals covered by a health insurance plan in their workplace are almost always better off to remain on their employer health plan, says Donna Bugliari, associate director of health, education and voluntary benefits in Benefit Services. “Cornell heavily subsidizes the cost of health insurance for faculty, staff and their families,” she says. “Federal subsidies of health policies offered through the marketplace exchanges are matched to household income level, with the lowest household incomes moved into the expanded Medicaid program or one of the exchange options.”

Bugliari adds that Cornell’s health care program for endowed employees or for the NYSHIP must be terminated at the same time. Unless an individual or family has income in the federal poverty range outlined on the marketplace exchange sites, participants in marketplace policies cannot expect a government subsidy of the cost.

What you need to do:

• Make sure you and your family have health insurance.

• Endowed employees: Sign up for health insurance during open enrollment or explore your options with an insurance marketplace. You cannot sign up for health insurance outside of open enrollment unless you have a qualified event, such as marriage or divorce.

• Contract college employees: You can sign up for health insurance at any time, but you will be subject to a 10-week waiting period before coverage occurs. If you decide to purchase a health insurance plan through the new marketplace, you must complete a PS404 form to cancel your current coverage and provide proof of other coverage. If the PS404 form is received in Benefit Services within seven days of gaining marketplace insurance, coverage will end once the marketplace insurance coverage becomes effective. If the PS404 form is received in Benefit Services within 30 days, coverage ends the first day of the following biweekly pay period. If PS404 form is received outside of 30 days, you must wait to cancel coverage within the Option Transfer Period offered each fall.

If you have any questions about your health insurance coverage, call Benefit Services at 607-255-3936 or via email at benefits@cornell.edu.

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Women’s hockey opens with support of United Way

NANCY DOOLITTLE

Friends of the United Way of Tompkins County will give $1 for every person who attends the women’s hockey team’s opening game against Northeastern University, Oct. 19 at 2 p.m. at Lynah Rink, in support of Cornell’s United Way campaign.

Alyssa Gagliardi ’14 and Jessica Campbell ’14, co-captains of Cornell’s four-time defending ECAC and Ivy League champion team, hope the fundraising challenge game will help Cornell women’s hockey break its all-time attendance record and surpass its previous United Way fundraising efforts.

“We know we are fortunate to be Cornell students and to live in Ithaca,” said Gagliardi. “We have a responsibility to help our community in every way possible.” Campbell noted that the team has “very much appreciated” the support from Tompkins County residents, including girls in youth hockey. “We hope you can come support us on opening day and help United Way at the same time,” she said.

Raffles will be held and prizes given. Tickets: $6 general admission adults; $5 senior citizens; $4 Cornell staff and children K-12. Cornell student tickets free after signing up for the Big Red Sports Pass. For more information and advance tickets, go to http://cornellbigredtickets.universitytickets.com/user_pages/event_listings.asp.

The Cornell community contributes almost 40 percent of total gifts each year to the United Way of Tompkins County Community Campaign.

United Way Pledge cards have been distributed to all Cornell students, staff and faculty members, who can also pledge online to the Cornell United Way campaign.

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Part-time Cornell employees who are not eligible for benefits will find the marketplace beneficial if they need health insurance, Bugliari says.

“Those without employer-based health insurance can purchase insurance on much more favorable terms than in the past,” she says.

If a benefits-eligible Cornell employee purchases an individual health plan on the marketplace, coverage under the Cornell endowed plans or NYSHIP must be terminated at the same time. Unless an individual or family has income in the federal poverty range outlined on the marketplace exchange sites, participants in marketplace policies cannot expect a government subsidy of the cost.

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I recently spoke with staff member Annemarie Morse, who used library resources extensively while earning her Masters in Enology (winemaking) through the Employee Degree Program.

“I continue to rely on library resources for the etiquette and wine education classes I teach,” she said, adding that she appreciated how easy it was to get books from the Lee Library in Geneva delivered to central campus. “Geneva has lots of great books on wine, and they can be here in a day or two,” she said.

Periodicals such as “Wine Enthusiast,” “Finger Lakes Wine Gazette” and “Wine Spectator” can be browsed in the library, and enthusiasts can borrow books on cooking with wine and pairing wine with food. Information about terroir and viticulture provide an in-depth look at how wine is produced and factors that affect the final product. In addition, two library guides may be of interest—the Wine Industry Guide (http://guides.library.cornell.edu/wine) and the guide for HADM 4300: Introduction to Wines (http://guides.library.cornell.edu/HADM4300). Library guides are collections of library resources for a particular subject or class; the Wine Industry Guide, for example, includes tabs for Finger Lakes wine and buying guides.

Oenophiles will find more information in the online version of the library’s 2008 exhibition “Song of the Vine: A History of Wine” (http://rmc.library.cornell.edu/ewga/index.html). The exhibit showcases archival materials related to wine and wine-making, including vintage advertising and publicity images.

From ebooks to glossy magazines, those who enjoy wine are sure to find something to their taste at the library.

Have ideas for anything else you’d like to see in this space? Email Jessica Withers at jeh268@cornell.edu.

Raising a glass with the Cornell Library

Social drinkers as well as those with a deep interest in wine will find a multitude of resources at Cornell’s Library.

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Vampire power wastes energy

In recognition of Campus Sustainability Day, October 23, join Touchdown the Vampower Slayer by taking a bite out of vampire power.

Vampire power (a.k.a. standby power or phantom load) is the electricity many gadgets and appliances waste just by being plugged in, even if they’re switched off. These energy-thirsty devices need continuous electricity for such features as clocks and programmable functions, and to support remote controls. Vampire power costs U.S. consumers more than $3 billion a year and contributes to millions of tons of carbon pollution.

On Campus Sustainability Day, Oct. 23, join with other Cornellians to decrease vampire power by checking all office outlets and eliminating standby power use wherever possible:

- Unplug devices that are used infrequently, and at night, over weekends and during holidays
- Remove chargers from the wall when you’re not actually charging
- Plug your devices and chargers into a power strip, turn off the power strip and/or put your power strip on a timer
- Buy Energy Star qualified electronics – vampire power is taken into account
- Make sure you’re using the off switch – some electronics come with two power switches, one for standby mode, one for turning electronics off
- Turn off unneeded lights.

Find more energy saving tips:

- Energy Office Guide (http://csc-production.s3.amazonaws.com/2013/10/05/17/25/50/914/Energy_office_guide.pdf) – strategies to Green Your Office from Cornell’s Think Big Live Green campaign
- What You Can Do (http://energysandsustainability.fs.cornell.edu/energy/default.cfm)– tips from Cornell’s Energy Management Group
- Energy Resources (http://ccetompkins.org/energy) – information from Tompkins County Cooperative Extension
- Building Dashboard (http://buildingdashboard.net/cornell) – interactive tool provides real-time utility data and information for many Cornell buildings

For more information on the ways in which Cornell is addressing climate change, see the Climate Action Plan at http://www.sustainablecampus.cornell.edu/initiatives/climate-action-plan.
Cornell reflects on progress of diversity initiative

ANNE JU

During year one of Cornell’s “Toward New Destinations” (TND) diversity framework, colleges and units worked toward specific goals to increase diversity and inclusion. University officials have made note of efforts toward achieving these goals and are identifying areas in need of improvement for 2013-14.

Launched in March 2012 by the University Diversity Council, TND is a strategic initiative for enhancing a culture that provides for the full participation of all members of the Cornell community. The diversity council includes President David Skorton, Provost Kent Fuchs and Provost for Medical Affairs Laurie Glimcher, as well as diversity professionals on the Ithaca and New York City campuses, vice presidents, vice provosts, directors and deans.

TND defines core principles of diversity: composition, achievement, engagement and inclusion. Each college or unit chose five diversity initiatives tied to one of the core TND principles, to pursue during the 2012-13 academic year.

“With tremendous energy, enthusiasm and commitment, we have made progress toward our combined diversity efforts over the past year,” said Skorton. “We will continue to share ideas for improving our campus culture and fostering a more inclusive community. This is a challenging but critical endeavor on which we must all remain focused.”

For example, the College of Agriculture and Life Sciences (CALS) has sought to increase its enrollment of international undergraduates by redefining its admissions priorities and supporting transfer and exchange programs and CALS Visiting Fellows. The result: a 23 percent increase in first-year applications from students outside the United States and an incoming class of which 7 percent are international students, up from 4 percent in 2011-12.

The Division of Budget and Planning held a community volunteer activity at the Red Cross Homeless Shelter/Friendship Center, which had an 87 percent employee participation rate. Increasing understanding of diversity in Ithaca, improving relationships with colleagues, and developing a respective, inclusive working environment were among the results.

In Financial Affairs and Information Technology, a reporting system on the status of local suppliers was created, which includes a diversity “scorecard” in procurement. Baseline metrics include total amounts spent with women-owned, minority-owned and veteran-owned suppliers.

And in an effort to broaden opportunities for underrepresented minority students, Weill Cornell Medical College has established the Tri-Institution Alliance for Diversity (Weill Cornell, Memorial Sloan-Kettering and Rockefeller University-Center for Clinical and Translational Science). One new program, Weill-Ithaca Summer Experience in Research, piloted in summer 2013, supports underrepresented Cornell students on the Ithaca campus who are interested in careers in medicine or public health.

Across the university, more than 6,300 faculty and staff completed Respect@Cornell, an educational program about creating a climate free from sexual harassment and violence.

A major support for TND initiatives was the launching of Cornell’s Inclusive Excellence Academy, which features workshops and information sessions for senior leadership, college or administrative unit diversity councils, human resource professionals and others. The academy’s inaugural program was held in August 2013, in which members of 22 college and administrative unit diversity councils met to discuss strategies for measuring effectiveness of their TND diversity initiatives. The session featured Daryl Smith, professor of education and psychology at Claremont Graduate University, an expert in diversity in academia.

Looking ahead to 2013-14, units and colleges are continuing to find more opportunities to foster diversity, engagement and inclusion, or to expand existing opportunities. For example, the College of Arts and Sciences has committed to focusing on the composition of its faculty through two faculty diversity hiring initiatives. Among their efforts are reserving faculty renewal bridge funds to allow for more hiring opportunities, particularly of underrepresented minority candidates.

Numerous units have committed to reviewing or discussing the documentary, “Race: The Power of an Illusion,” for shared discussion. Others are partnering with local or national organizations, including the Dorothy Cotton Institute, Santa Monica Community College and Sloan Scholars Program.

More information: http://www.diversity.cornell.edu/
Wellbeing Programs

- **A Caregiver’s Journey** – Martha Stettinius will discuss the common challenges for family caregivers – feeling guilty, advocating on behalf of the person receiving care to the doctors and facilities, and finding support through other caregivers – at the Caregiver Support and Education Network meeting, Oct. 17 12:15-1:15 p.m., 221 Weill Hall. A local author, Stettinius wrote “Inside the Dementia Epidemic: A Daughter’s Memoir.”

- **Falls Prevention: Tips You Can Use** – Teri Reine mann, Finger Lakes Independence Center, and Jennifer Bennett, Cornell Wellness and Fitness Center specialist, will discuss strategies for preventing falls, Oct. 23, noon-1:30 p.m., 102 Mann Library. Topics include knowing the risks, talking with your doctor, managing your medications, making your home safer and staying active.

- **The Empty Nest Syndrome** – A presentation on the “empty nest syndrome” will be held Oct. 29, 11:30-12:30 p.m., 163 Day Hall, with additional discussion time, 12:30-1 p.m. Some parents eagerly anticipate the day when their child leaves home for a job, for college, for public service or for some other adventure; others face that day with an unsettling sense of dread. This presentation offers strategies to face these changes.

- **Posturally Speaking: Exercises Behind the Science** – A workshop to help diminish stress and strain to the neck and upper back, combat forward head posture and eliminate other poor postural positions will be held Oct. 16, noon-1 p.m., 700 Clark Hall. Presented by Gannett physical therapists Susan Geisler, PT, ATC, and Peter Abbass, PT, DPT. Wellness staff serve as demonstration “models.”

- **Hearing Loss: What Everyone Should Know** – Carol Bass, audiologist at All Ears Audiology, will discuss hearing loss and different hearing aid technologies, Nov. 5, noon-1 p.m. at G10 Bio-technology Building. Bass also offers a Tinnitus Center, where she helps alleviate ringing in the ears. Registration is preferred but not mandatory. Open to the Cornell community. This lecture will be recorded as a webinar and will be available on the Wellness Program website. Questions? Contact Beth at bm20@cornell.edu.

Wellbeing programs are open to Cornell community members (faculty, staff, students, post-docs, retirees, and spouses/partners). They assist individuals with tools and strategies related to life transitions, caregiving, physical and emotional health, and flexible work practices. For more information or to register, email wellbeing@cornell.edu or call the Wellness Program (607) 255-3886 or Career/Life Services (607) 255-5298.

**Family helper list**
The Cornell Family Helper List, updated for fall, 2013, provides contact information and profiles of potential helpers to help Cornell elders with babysitting, elder companionship, pet sitting, errands, house sitting, yard care, music lessons, tutoring, cleaning, sports lessons and fitness training. Also included: a guide to finding, hiring and keeping informal care providers. Cornell Net ID needed to sign in at: https://www.hr.cornell.edu/life/support/helper/index.html.

**Parents apart**
Parents Apart is a six-hour workshop for parents who want to learn how to help their child(ren) cope during their separation and divorce, next held Oct. 19, 9 a.m.-4 p.m. at a confidential location that will be shared before the session. Taught by therapists and attorneys, the session focuses on children’s emotional reactions to their parents’ divorce and/or separation, and what parents can do to help them adjust. Registration confidential; parents of the same child(ren) are placed in different workshops. Fee: $60-$100, self-determined sliding scale; reduced rates are available. For information, to pay by credit card, to request a reduced fee or to discuss safety or other concerns, call Jennifer Gray at (607) 272-2292, ext. 243, or email jcq33@cornell.edu.

**Pathways to Your Encore e-list**
The encore-pathways-l e-list provides information about programs, workshops, articles and resources for Cornell mid-career and pre-retirement employees, focusing on workplace, work/life, community and global information and resources.

The e-list is part of “Pathways to Your Encore,” programming designed for mid-career employees at all stages of their careers who are exploring, dreaming about, planning for or ready to embark upon the many possibilities the encore stage of life affords. To join this e-list, send an email to: encore-pathways-l-request@cornell.edu.

Contact encore@cornell.edu for more information.

**Upcoming lecture from TIAA-CREF**
Roger W. Ferguson Jr., president and chief executive officer of TIAA-CREF, will discuss “The Retirement Savings Gap in the U.S.” Oct. 17 at 11:45 a.m., in the Statler Hotel Ballroom. He will look at the current national retirement landscape, discuss its changes over time, and consider some of the challenges ahead in funding retirement.

Lunch will be served prior to his talk.
To attend, register at https://www.signup4.net/Public/ap.aspx?EID=TEGR156E.

**Training and Development Opportunities**
The following courses are offered to staff and faculty with supervisory approval. Questions can be directed to Organizational Development for Faculty and Staff at (607) 254-6400. Costs are billed to the participant’s department.

**Upcoming Management Academy classes**
Participants in the Management Academy are nominated to the academy by their supervisors. Prerequisites include taking the New Supervisor Orientation Certificate Program and the Supervisor Development Certificate Program.

- **Understanding the Role of Policy at Cornell** – Oct. 15, 9 a.m.-noon. Cost: $50
- **Understanding and Enhancing Your Impact on Others** – Oct. 17, 8 a.m.-noon. Cost: $150
- **Important Conversations** – Oct. 22, 1-5 p.m. Cost: $50

For more information and to register: https://www.hr.cornell.edu/life/ods/odfs.cfm.

**Upcoming Franklin Covey courses**
These courses are held at the ILR Conference Center. Contact Michael Swenson at 255-7260 or via email at michael.swenson@cornell.edu with questions.

- **Leading at the Speed of Trust** – Oct. 28-29, 8:30 a.m.-4:30 p.m. Cost: $475. To register and for more information: http://cornell.veplan.info/Education/course.aspx?c=8453.

**The 5 Choices to Extraordinary Productivity**

**New Supervisor Orientation Certificate Program (NSOCP)**
This seven-session program runs Oct. 31-Dec. 12, each Thursday, 9 a.m.-4:30 p.m., at 20 Thornwood Drive, Suite 101. NSOCP gives new supervisors information and tools that will help them be successful in their new role at Cornell, including supervisory skills (hiring, coaching, staff development and discipline), knowledge of HR policies and procedures, and compliance requirements. The contact is Jess Cisco at jdc77@cornell.edu or 254-2769. To learn more and register, go to https://www.hr.cornell.edu/life/ods/odfs.cfm. Cost: $300.

**Supervisor Development Certificate Program (SDCP)**
This program runs Oct. 30-Nov. 20, each Wednesday 8:30 a.m.-4:30 p.m., at 20 Thornwood Drive, Suite 101. SDCP participants learn what Cornell expects from its supervisors, how to manage performance (set expectations, provide feedback, and resolve conflict), and what human-resource law and Cornell policies are important to understand and act upon if violations occur. Contact Jess Cisco at jdc77@cornell.edu or 254-2769 with questions. To learn more and register: https://www.hr.cornell.edu/life/ods/odfs.cfm. This program has no cost to participants.
Walk or run for cancer survivors

The 19th Annual Walk-a-thon and 5K Run for the Cancer Resource Center of the Finger Lakes will be held Oct. 26 at Cass Park, Taughannock Blvd., Ithaca.

Registration is at 9 a.m.; warm-up Zumba with Felipe Rivera at 9:45 a.m.; the 5k run begins at 10 a.m.; the 2-mile walk begins at 10:05 a.m.; pancake brunch is 10:30 a.m.-noon.

The Walkathon and 5K Run is the most important annual event of the Cancer Resource Center of the Finger Lakes. It raises nearly half of the organization’s budget and provides an opportunity for cancer survivors to celebrate their connection with one another and with the local community.

All of the money raised at the event remains local, supporting the Cancer Resource Center’s comprehensive, free-of-charge services for individuals living with or otherwise affected by cancer.

At the resource center, 612 W. State St., Ithaca, and at the Cayuga Medical Center resource center staff listen and provide information and in-person support to individuals affected by cancer.

Registration: $25 early bird/$30 beginning Oct. 25. Register online at crcfl.kintera.org/walk/run2013 (or just go to www.crcfl.net).

Runners who have pre-registered can pick up a bib in advance, Oct. 25, 2-7 p.m. at the Finger Lakes Running and Triathlon Co., 215 E. State St. 275.

Upcoming Cooperative Extension events

100th Anniversary celebration

To celebrate its 100th Anniversary Oct. 14, Cornell Cooperative Extension of Tompkins County (CCE-Tompkins) will offer a day of special activities.

From 8:30 a.m. to noon, events will be held at 4-H Acres, 418 Lower Creek Rd., Ithaca. A buffet breakfast ($8/person) will begin at 8:30 a.m. and will be followed at 9 a.m. by a panel of special guests who will revisit highlights of Cooperative Extension’s history in Tompkins County.

Panelists include David Call, former dean of the College of Agriculture and Life Sciences, Cornell University; Jean McPheeters, president of the Tompkins County Chamber of Commerce; Lucinda Noble, first woman extension director in the country; and Martha Robertson, chair of the Tompkins County Legislature. Cornell Associate Professor Scott Peters will moderate. A brief annual meeting follows.

Skill-building workshops and activities in communications; leadership; marketing and fundraising; and agriculture and environment will be held 10:30 a.m.-noon. Youth activities also will be offered all morning.

The free annual Fall Harvest Festival for Kids will be held 12:30-4:30 p.m at the Neighborhood Pride Grocery, 212 Hancock St., Ithaca, including live music, farm animals, hayrides around the Northside neighborhood, children’s activities, a Junior Iron Chef Cooking Demonstration, food samples inside and outside the store, and the first-ever Northside Baked Bean Championship. Neighborhood Pride will offer BBQ for sale all day, and a Centennial Celebration cake will be cut for the crowd at 4 p.m.

Full details of the anniversary celebration can be found at http://ccetompkins.org/centennial. Breakfast tickets can be purchased by calling CCE-Tompkins at (607) 272-2292. Entry forms for the baked bean contest must be submitted along with bean entries 11 a.m.-noon, Oct. 14. No fees. Entry forms and competition rules can be found online at http://ccetompkins.org/beans and at Cornell Cooperative Extension of Tompkins County, 615 Willow Ave., Ithaca.

Transportation options for senior citizens

A workshop on the transportation options available to seniors in Tompkins County will be held Oct. 17, 2:30-4 p.m., at Lifelong, 119 W. Court St., Ithaca. Seniors looking to try new options, save money or get to new destinations will learn about:

- TCAT bus routes and half-fare discount cards
- Ithaca Carshare
- Gadabout and ADA Paratransit
- Transportation to medical appointments
- Driving while aging and CarFit

To register, contact Way2Go at (607) 272-2292 or email jwm346@cornell.edu with your name and contact information.

Getting Your Landscape Ready for Winter

This class will be held Oct. 21, 6:30-8:30 p.m. at the Tompkins County Cornell Cooperative Extension Education Center, 615 Willow Ave., Ithaca. It will cover: fall tasks for landscape plants; what can still be planted; when and what to cut back; when and how to mulch; how much to water; how to protect woody vegetation from deer and rodents; and other seasonal tasks to prepare for winter’s challenges.

Handouts will include a list of deer-resistant plants. Cost: $5; pre-registration requested. Call (607) 272-2292 for more information or registration.
Halloween Happenings

Stir up some creativity or cheer on those who do: this year’s Halloween Happenings will be held Oct. 31 at 11:30 a.m.-1 p.m., G10 Biotechnology Building. The parade of costumes will begin at noon; prizes will be awarded for the most original, funniest, scariest, and best department or group. Pizza, cider and donuts will be available for all participants and spectators.

Bound for Glory concerts

Upcoming WVBR Bound for Glory folk concerts, hosted by Phil Shapiro, will be held the following Sunday evenings, 8-11 p.m., with three different live sets at 8:30, 9:30 and 10:30 p.m., at the Café at Anabel Taylor Hall:

**Oct. 20 – Dana and Susan Robinson:** These North Carolina singers started off together playing Old Timey music and have added new songs to the old ways. robinsongs.com

**Oct. 27 – Ernie Lawrence:** Western New York’s Ernie Lawrence is a blues-flavored folksinger, guitarist and songwriter. He’s been on Bound for Glory before, but this is his first solo outing on the show. ernielawrence.com

**Nov. 3 – Louise Mosrie:** A singer and songwriter hailing from Nashville, Mosrie was on Bound for Glory last February, louisemosrie.com

Insectapalooza 2013

Insects will be on display Oct. 19, 9 a.m.-3 p.m., in the Department of Entomology, Comstock Hall. Displays in each room are coordinated to highlight pollination, natural enemies, plant-insect interactions, evolution and diversity, invasive insects, bug innards, and the ever-popular Arthropod Zoo, Butterfly Room and Pondering Insects. Cost: $2 per person, under 3 years old free.

Concert for the Animals

This year’s concert will be held Oct. 19, 1:30-2:30 p.m., at the Veterinary Education Center, Atrium, 606 Tower Rd. The concert will feature violinist and rising star of the Stradivari Society Tim Fain, accompanied by Grammy Award-nominated pianist Robert Koenig. Well-socialized pets are welcome.

Contra Dance

The New England-based Clayfoot Strutters, with caller George Marshall, will hold a Hands Four dance, Oct. 19, 4-11 p.m., at Beverly Martin School, 302 W. Buffalo St., Ithaca. The Strutters fuse traditional New England, Appalachian and Quebeois music, progressive harmonies from pop and modal jazz, and hot dance-floor rhythms from the Afropop, swing, Latin, Cajun and zydeco worlds.

Session for experienced dancers: 4-6 p.m.; evening dance for all, 8-11 p.m., potluck supper at 6:15 p.m. between sessions. Bring a generous dish to share. Beginners welcome: each dance is taught pre-dance instruction for newcomers at 7:30 p.m. No need for a partner, but bring clean, soft-soled shoes.

For cost and information: 607-539-3174 or www.hands4dancers.org.

Soloisti Ensemble

The Soloisti Ensemble, with Byung-Kook Kwak, artistic director, will perform at Bailey Hall, Oct. 19 at 8 p.m., featuring music by Tchaikovsky, Rossini, Markov, Shostakovich, Brahms, Grieg and Vaughan Williams. String players of the Cornell, Ithaca High School, and Tompkins County Youth Orchestras, with Chris Younghoon Kim, conductor, will also play. Funded in part by a grant from the Cornell Council for the Arts. Free and open, no tickets.

Bow-Making Workshop

Experienced bowyers Justin Sutera and Sean Cornell will guide adult participants through the ancient process of bow-making, from finding and harvesting the tree to staining, finishing and shooting, in a workshop Oct. 25, 9:30-9 p.m. and Oct. 26 and 27, 9 a.m. -6 p.m., at 4H Acres, 418 Lower Creek Rd., Ithaca. The bow you create is yours for years of hunting or target shooting. Information: http://primitivepursuits.com. Cost: $150-$235 self-determined sliding scale.