NANCY DOOLITTLE

While many organizations hire a chief diversity officer (CDO) to lead and coordinate their diversity efforts, Cornell takes an approach that more closely mirrors the climate of inclusion the university seeks overall, said conference speakers at the 14th annual Diversity Update Conference Nov. 12.

“We are using diversity to promote diversity,” said Lynette Chappell-Williams, associate vice president for inclusion and workforce diversity, in describing the “Toward New Destinations” initiative the university launched earlier this year.

Cornell’s diversity officers, she said, are each responsible for addressing the needs of different groups: She oversees staff diversity; Yael Levitte, associate vice provost for faculty development and diversity, faculty diversity; Sheri Notaro, associate dean for inclusion and professional development, graduate student diversity; A.T. Miller, associate vice provost for academic diversity initiatives, undergraduate student academics; and Renee Alexander, associate dean and director of intercultural programs, the undergraduate student experience.

Laura Brown, vice provost for undergraduate education, noted that in a “complex institution like Cornell,” this approach might be more effective than having a single CDO. She added that the menu of specific initiatives in the Toward New Destinations document distributes responsibility for completing the diversity efforts among the university’s divisions, which makes those initiatives more inclusive of all of campus. At the central level, for example, senior leaders are not just supporting the endeavor overall, but are personally responsible for the success of initiatives within their own units.

As a result, they are engaged in the endeavor: “They speak to the press, the trustees, the alumni and the public about this project from direct knowledge and involvement,” Brown said.

The 158 initiatives chosen by 27 colleges and units are inclusive in their scope: 38 percent of the initiatives address staff; 21 percent undergraduates; 20 percent faculty; 14 percent graduate students; 3 percent postdocs; and 4 percent off-campus partners or members of the extended community of alumni, parents and others. They also are spread among the four core principles of Toward New Destinations: 32 percent address composition, or the demographic makeup of people from diverse groups who are hired, admitted or retained; 32 percent address matters of inclusion, creating a campus climate that makes people feel included; 22 percent address professional or academic achievement, including rates of graduation; and 14 percent address engagement, or the personal identification that members of the Cornell community feel with the university.

After Brown’s remarks and a panel discussion with the campus’s diversity officers, conference participants attended concurrent sessions on such wide-ranging topics as micro-inequities, diversity champions, white privilege, diversity networks, mentors, veterans with disabilities and transgender inclusivity.

In his closing address, Sonel Shropshire, president of The Academic Network Inc., reminded participants that unconscious bias, often rooted in tradition, can be subtle and yet still undermine efforts to build an inclusive environment. Perseverance is needed to institute diversity, he said.
**Tech Talk**

**Shaley Degiorgio**

**Holiday Phishing – Be Safe!**

The holiday season is upon us and on-line merchants are anticipating a 30 percent increase in purchases. Unfortunately, our increased cyber activity elevates our exposure to phishing activities. Be cautious when navigating to sites advertising promotions that are too good to be true, offering free merchandise or claiming you’ve won gift cards. Phishing attempts can come via email, text messages and online ads.

Currently, there is a resurgence of free gift card contests claiming to be from major retailers. Offers purporting to link shoppers to good deals can prove irresistible and trick otherwise savvy shoppers into making credit card purchases at bogus web sites. These bogus sites, set up by criminals, are meant to trick you and often flawlessly imitate legitimate sites that people use all the time, such as Target and Best Buy.

Also, watch for malicious emails with invitations to see photos of family or friends, greeting cards, jokes and pleas for disaster relief assistance. During the holidays, criminals know that a well-crafted e-card can wreak havoc. When forwarded from person to person, malware disguised in e-cards can spread like wildfire and is used by criminals to capture credit card numbers, passwords and other personal information.

Especially during the holidays, the Internet is a criminal’s paradise - a place where anyone can appear to be someone they are not, then disappear without a trace after perpetrating a crime. This holiday, give yourself the gift of not being a victim. Learn how to protect yourself at the Internet Safety section of Cornell’s IT Security web site, at http://www.it.cornell.edu/security/safety/index.cfm.

**Don’t get hooked by phishing.** Look at examples of fraudulent emails (http://www.it.cornell.edu/security/safety/phishbowl.cfm), “phishing,” seen on campus, and learn how to protect yourself from Internet fraud.

Always verify. Log in to look at a list of verified Cornell communications (https://www.it.cornell.edu/security/safety/verified.cfm); when in doubt, consult with your IT support staff or contact the IT Service Desk at https://www.it.cornell.edu/support/.

Be cautious, be safe and have a very happy holiday.

**Tech Training Spotlight**

Want to learn how to create presentations, format slides, draw objects or add graphics? Would you like to be able to create effective diagrams or use animations in your presentations? Register now for a PowerPoint 2010 class scheduled for January.

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

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**Know your department’s inclement weather plans, say senior leaders**

Before winter sets in, staff and managers should review their unit’s inclement weather staffing plan, discuss how work will be conducted if Cornell suspends operations or if openings are delayed, and review where to get information about weather-related delays and closings.

“Supervisors and employees should discuss their respective needs related to inclement weather, including travel and family issues,” said Mary George Opperman, vice president for human resources and safety services.

Opperman also said that everyone should have a personal emergency plan for themselves and their families, referring people to a government website for guidance: http://www.ready.gov/make-a-plan.

Cornell’s inclement weather policy states that the campus will close when Tompkins County roads are officially closed; campus will reopen when conditions are safe. Generally, Cornell remains open even when “avoid unnecessary travel” advisories are issued. Travel to and from work is considered necessary travel.

“The decision whether to close or delay the opening of the university takes into account such factors as weather forecasts, timing, road closures in Tompkins County and decisions by local transit providers,” said KyuJung Whang, vice president for facilities services.

Employees should use their best judgment in deciding whether to travel to campus if conditions in their areas are dangerous despite roads being open, he said. Employees who do not report to work because of weather when the university is open are not required to provide advance notice to use vacation or personal-accrued times, as per the employee’s choice. To avoid using such time, employees must make arrangements in advance to work at home or make up the time later in that pay period.

To learn about the status of the university in severe weather, check:

- the Inclement Weather Phone (607-255-3377);
- the Cornell homepage at http://www.cornell.edu;
- local news media;
- text messages, if you have registered for Emergency Mass Notifications at https://ee.ohr.cornell.edu. (Click on the Personal tab in the gray navigation bar. Select the link for EMN Phone Number. Students can go to http://www.studentcenter.cornell.edu and select the link for Emergency Mass Notification);
- Twitter at https://twitter.com/cornell or Facebook at https://www.facebook.com/Cornell;
- TCAT, which maintains a passenger-alert page at http://www.tcatbus.com, or receive Web and email alerts via the TCAT RSS feed, or follow them on Twitter at https://twitter.com/TCATrides; or
- Subscribe to Special Conditions to receive messages about the operating status of the university by going to http://www.cornell.edu/cuinfo/specialconditions/.

Cornell offers help to faculty and staff with short- or long-term mobility impairments who may have difficulty getting to or around their work site because of inclement weather. For more information, go to http://www.cornell.edu/disability/weather.cfm, call 607-254-7232 or email equalopportunity@cornell.edu.

University policy on inclement weather events can be found at: http://www.dfa.cornell.edu/dfa/treasure/policyoffice/policies/volumes/riskandsafety/inclementweather.cfm.
Staff recognition efforts increase in response to employee survey

NANCY DOOLITTLE

In response to feedback from last year’s Employee Survey, an Employee Recognition Team has developed a suite of programs to give Cornell staff more recognition for their good work.

The new programs – created by staff, for staff – range from new awards and ways of thanking each other to grassroots gatherings across campus, called Cornell Recognition Event Days (RED). The first Cornell RED event will take place in January, with details to come.

Employee Assembly’s (EA) Kudos Award program and employee discounts have also been revamped and will receive greater publicity. The Kudos Award program is a way for staff to recognize their colleagues through the Employee Assembly newsletter, in Pawprint and at an annual lunch. A new online form at http://assembly.cornell.edu/EAawards/Kudos streamlines the recognition process by letting the sender and recipient know when the kudos has been submitted.

The first of the new Kudos has gone to Sandy Walker in Building Care (see below).

The recognition team and Procurement Services also expanded the list of places offering discounts to Cornell employees to include such retailers as Agway, True Value, Avis Car Rental, Verizon Wireless and Apple. See the full list: https://www.dfa.cornell.edu/cms/procurement/secure/upload/employee-discounts.pdf. A list of discounted items for managers to purchase for employees in recognition of their hard work and a list of no-cost ideas for managers to recognize staff are now available for supervisors to access on the human resources website.

“Our goal is to create a grassroots, staff-run effort that supports a ‘thank you’ culture at Cornell,” said Karen Raponi, recruitment consultant in the Recruitment and Employment Center and lead of the 11-person recognition team. “We want to complement the university recognition programs already in place, such as the fall and winter Employee Celebration days, the annual Service Recognition Dinner, and the many recognition events held by the colleges and units.”

January 2013 kicks off a call for nominations for two new staff awards: the Individual Excellence Award and the Management Award. Nominations will be accepted through February and announced later in the semester. In addition, one of the nominees for those awards will be chosen to receive a presidential award, “Far Above Cayuga’s Waters.” A luncheon with President David Skorton and Vice President Mary Opperman will be held annually to recognize the award winners and all award nominees.

An Innovations in Diversity and Inclusion award is planned for 2014.

The recognition team has already been promoting their efforts and soliciting feedback from staff at several events on campus, including the customer appreciation sale at the Cornell Store and Benefair.

“Thanks to partnerships with the Campus Store and athletics, we were able to make these events a success. Athletics sponsored basketball and hockey ticket giveaways that helped us draw a crowd,” said Raponi. “More importantly, the feedback gained from these events will help bolster our efforts. You’ll be hearing much more from our group in 2013.”

I have had Sandy call me early in the morning to let me know that things are not right in the labs or the common areas, so that I do not have to walk into a big mess when I first come in. Sandy does an amazing job in Duffield; you can always see her wiping down all the glass, cleaning the elevators and sweeping the stairs – every day with a smile and always happy to see you.

When Sandy does something, it is with pride and it is always excellent. If something happens, she is right there beside you, helping out however she can. For instance, if we empty a room of furniture or lab stations to change it around, she is the first one to say, “The room is empty; let’s wax it!”

I have studied Sandy many times with the dust mop. Since I have hardwood floors in my house, I bought a dust mop so my floors might look half as good as Sandy’s floors. Nope, can’t do it, I always decide: without Sandy’s expertise, I always have a bigger mess when I am done.

Sandy will retire from Cornell December 21. I am going to miss her a lot, and I wanted to submit this Kudos to her, so everyone can know what a great job she has done and so she can go out with the same great pride that she has shown every day at her job. Sandy is a ROCK STAR! Thank you, Sandy! 🐼

Kudos to Sandy Walker

PENNY BURKE

I would love to tell you about a wonderful lady, Sandy Walker. Sandy works for the Department of Building Care and takes care of my labs on the second floor of Duffield Hall. Sandy goes above and beyond the call of duty for the people of Duffield.

Penny Burke, laboratory technician, Nanobiotechnology Center, left, with Sandy Walker.
One of many: taking courses a benefit to staff

L ast year, 23 staff members graduated from Cornell. Many more took Cornell courses, online and in classrooms, without applying them toward a particular degree. Either way, staff can not only find courses that fit into their busy schedules, but, depending on the course, their work experiences can shed light on what they learn in the classroom, and vice versa.

One such course that illustrates both practical scheduling considerations and the ways in which work experiences shed light on classroom learning, say three staff members, is “The Gendered Workplace,” offered by Ileen DeVault, professor of labor relations, law and history in the ILR School. A two-credit course meeting once a week, “this course was the perfect way for me to enjoy being a student again while still maintaining balance in my work and family life,” said Anna Pollock ’94, program officer in the Division of Alumni Affairs and Development. “The fact that it was a two-credit class and was pass/fail made it less intimidating than jumping right into a graded, three- or four-credit class,” said Amanda Carreiro, assistant dean of the Carl Becker House.

Kasi Dean ’12, who has worked at Cornell for the past eight years and completed her Cornell degree last spring, recommended the course for staff as well as students, and for men as well as women, because it encourages open dialogue on a range of workplace issues, explains workplace laws regarding gender and discrimination, and provides real-world examples of how people interact with each other in the workplace. The weekly guest speakers that address various aspects of the experience of gender in the workplace are activists and attorneys with wide-ranging expertise, she said. “They can give sound advice, based on experience as well as theory and applied to real-life contexts,” she said.

“The course provides insight to critically think about how gender plays a role in our work lives, and how gender, class, ethnicity and other types of identity intersect to create challenges and/or barriers to success,” Carreiro said. “I think many Cornell staff would find the course interesting and useful, and it may motivate them to take a more active role in their lives as Cornell employees,” she said.

Interested in taking a course at Cornell or other college or university? See https://www.hr.cornell.edu/benefits/education/ or call Benefit Services, 607-255-3936.

Cornell University Police to sport new uniforms

B eginning early in 2013, Cornell University Police will begin wearing new uniforms, the first significant change in their official attire in 42 years.

Nearly three years in the making, the new look replaces the current nickel-gray shirt with a black uniform shirt with ventilated side panels. The shirt complements the modern multi-pocketed black cargo pants the department switched to in 2010, replacing the department’s traditional navy blue polyester dress trousers. The new pants have been well-received by the officers because of their durability and storage capabilities, including multiple pockets for essential items.

“The decision to change our uniforms came when our suppliers advised us they were phasing out our current uniform,” said Chief Kathy Zoner. “We also learned that our officers were in favor of a new look, and wanted to find a material that would provide them comfort and meet the seasonal extremes experienced in Ithaca.”

Zoner charged a uniform committee with identifying a new shirt color and material that maintained a professional appearance and provided more comfort and functionality. “How our uniforms impact the community is very important to us,” Zoner said.

In July of this year, she began discussing the potential change in various student, staff and faculty venues and solicited feedback through a small, informal survey to community members. The feedback indicated that the Cornell community values the dark-colored professional-looking uniform shirt traditional to many police departments.

The uniform committee suggestions, survey results and fit tests were all incorporated into the selection of a more functional shirt, including not just ventilated panels, but also additional storage pockets and radio microphone holders.

Faculty, staff and students will start to see Cornell’s 50 sworn law enforcement officers wearing the new uniforms early next year. “My hope is to give our officers a more modern, professional look in line with their dedicated service to the Cornell community,” said Zoner. “While we are changing what we wear, our focus remains on the safety and security of everyone on campus.”

Share The Warmth

Collection boxes:

- Cornell University: all undergraduate residence halls and community centers, all graduate housing service centers, Mann Library, Anabel Taylor Hall, East Hill Plaza, Vet School Medical Center, Humphreys Service Building, Day Hall, Sibley Hall, Baker Lab, Statler Hall, Weill Hall, Statler Hall’s Park Atrium, Willard Straight Hall and Seneca Place. For specific box locations within buildings on the Cornell campus, call 255-1202.

- Ithaca College: Campus Center lobby.

- Tompkins County: GreenStar, Island Health and Fitness, Ithaca Agway, Ithaca YMCA, Ithaca Youth Bureau, Kendal at Ithaca, P&C Fresh, State Theatre Box Office, TC3 (Student Center), The Rink/The Field, Tompkins Trust Company (Trumansburg), Tops Markets (Triphammer Road and Meadow Street), Trumansburg Shursave and Wegmans.

Member of the Cornell University Police Department (CUPD) model their new uniforms on Bailey Plaza.
A Message from Brigit Schaffner

Although I’ve worked at Cornell for almost 32 years, I’m just beginning my second year on the EA. Why did I wait so long to step up and become involved? I’m not too sure, but I’m now wishing that I did so years ago. It’s very fulfilling to have a seat at the table and to have your voice heard.

My goal as an EA member is to not only better understand the bigger picture at Cornell and how it affects employees, but to be an active voice in the decision-making process. I have been working closely with the Employee Survey Steering Committee on responses to last year’s survey. It’s been a long process, but I’m glad that we are taking the time to fully consider all options and gather employee feedback. Please watch for upcoming open forum announcements; these will be an excellent opportunity for you to ask questions and give your feedback.

I am also a member of the University Assembly and chair of the Cornell Infrastructure Committee (CIC). The CIC reviews and approves proposed motions related to: environmental impact and sustainability, information technology, and transportation and commuter policies. We are currently reviewing the recommendations from the recent annual lighting survey and rising safety concerns from staff. We are also meeting with Energy Corps on their Revolving Green fund initiative.

How can you get involved? EA meetings happen biweekly on Wednesdays and are open to all employees. A list of meeting dates is at http://assembly.cornell.edu/EA/Home. You can join in the discussion, ask questions or just observe. Can’t make it to a meeting? Please feel free to contact me at bms3@cornell.edu with your suggestions or concerns; I love answering questions! 🐾

Paws for the Season

Transportation, Mail and Fleet Services staff members are holding their annual Paws for the Season drive, collecting pet food and supplies through Dec. 17 for local animal shelters.

Needed items include food, toys, collars, leashes, bedding, cat litter, paper towels, hand sanitizer and latex gloves. Donations will be tallied and loaded for distribution to shelters Dec. 20.

Donation boxes have been set up at several locations, including Day Hall, Transportation Services at 116 Maple Avenue, Humphreys Service Building (atrium), and the University Business Center at East Hill Plaza. Off-campus donation locations include Lilly’s Tack & Feed in Dryden, Lansing Market, Trumansburg ShurSave, Spencer ShurFine, Ithaca Green Star Market, and the P&C Fresh at East Hill Plaza.

See http://transportation.fs.cornell.edu/announcement_detail.cfm?pageid=144, or contact transportation@cornell.edu for more information. 🐾

The next print issue of Pawprint is Jan. 11, 2013. Happy holidays!

Option Transfer Period for contract colleges closes Dec. 31

NANCY DOOLITTLE

The New York State Department of Civil Service has announced the Option Transfer Period, with a deadline of Dec. 31. During this period, contract college employees can change their health plans and establish flexible spending accounts for next year.

Contract college employees can change from the Empire Plan to an HMO or vice versa, change from an HMO to another HMO, change from family to individual coverage or cancel their health plan coverage. If no action is taken, you will automatically be enrolled for 2013 at the same coverage level you have now. Benefit Services has limited information on the following changes, but would ask that you call the numbers indicated for up-to-date details:

Women’s benefits will be enhanced in accordance with the federal Patient Protection and Affordable Care Act (PPACA) to include various preventive services and maternity-related screenings (call 877-769-7447, option 1).

Expanded coverage for screening, diagnosis and treatment of autism will take effect in accordance with New York state legislation (call 877-769-7447, option 3).

Empire Plan Prescription Drug Program enrollees will be required to obtain two 30-day fills for certain maintenance drugs before obtaining a 90-day fill (call 877-769-7447, option 4).

To make changes, submit the New York State Health Insurance Transaction (PS-404) Form, available at https://hr.cornell.edu/benefits/health/PS404.pdf. The form must be signed and postmarked by Dec. 31 or delivered to Benefit Services in 130 Day Hall, before 5 p.m., Dec. 21, when Benefit Services closes for winter break.

During the Option Transfer period, contract college faculty and staff can also establish a 2013 medical and/or dependent-care flexible spending account to use pre-tax dollars to pay medical and dependent care expenses. You must enroll each year if you wish to participate in a flexible spending account. To enroll, choose eBenefits at Employee Essentials at https://ee.ohr.cornell.edu. Note: If you have been notified that you are a recipient of a Child Care Subsidy Grant for 2013, you need to enroll in the Flexible Spending Dependent Care Account to claim your grant money. The same deadlines apply as for health plan changes, but you can also enroll in a flexible spending account online before midnight of Dec. 31 instead of submitting a paper form.

More information on both health plans and flexible spending accounts can be found at https://www.hr.cornell.edu/benefits/open_enrollment.html or from the Resource Center at Benefit Services at (607) 255-3936 or <benefits@cornell.edu>. Current health plan participants also receive information at their home addresses from the New York State Department of Civil Service. 🐾
Science seeks answers to Cayuga Lake

Early in the 20th century, Ithacans gradually filled in a huge marsh to allow development of what now includes portions of downtown Ithaca, Stewart and Cass parks, Elmira Road and Meadow Street. Those areas once were wetlands filled with cattails, sedges and other aquatic plants that filtered sediments and nutrients flowing into the lake. If you want to imagine what that looked like, take a drive to Watkins Glen to view the lands just south of Cayuga Lake’s nearby twin, Seneca Lake.

Those hundreds of acres of marsh in Watkins Glen today effectively filter sediments that otherwise would flow into Seneca Lake. The demise of Cayuga’s wetlands, decades of agriculture and development, and runoff from streets, sewers and tributaries, have affected the lake’s southern shelf in many ways, eventually compelling New York’s Department of Environmental Conservation to list those waters as being impaired by pollution in 2002.

As part of the permit renewal process for Cornell University’s Lake Source Cooling facility, the DEC is requiring the university to fund a study of water quality conditions throughout the lake, from Ithaca to Seneca Falls. This multi-year study — named the Cayuga Lake Modeling Project — will provide the DEC and the municipalities lining its shores with sound scientific data that will guide future land- and water-use policies as well as whether the return flow from lake source cooling has negative impacts on Cayuga. That research also will enable DEC to complete a total maximum daily load (TMDL) allocation for phosphorus....

The DEC is in charge of the project. Cornell will be joined in this effort by numerous stakeholders and environmental experts, such as the nonprofit Upstate Freshwater Institute of Syracuse ... (and) consulting firm EcoLogic LLC.

Critics of this collaborative effort charge that utilizing Cornell scientists in collecting and analyzing data will bias the results in Cornell’s favor. As scholars at a world-class university, Cornell scientists are globally recognized authorities within their disciplines and are ethically bound to find, analyze and report facts in an unbiased manner. Their reputations depend on it. Moreover, the DEC will complete the TMDL, which is subject to review and approval by the federal Environmental Protection Agency. ....

If the study concludes that lake source cooling has a significant adverse effect on the lake, the university will take the necessary steps to correct the situation under the regulatory oversight of the DEC and the EPA.

Some may ask why Cornell is so invested in lake-source cooling. The answer is that this technology is an integral part of Cornell’s long-term sustainability goals. By investing in the lake-source facility, Cornell was able to decommission six electrical-ly-driven chillers and accelerate the phase out of ozone-depleting CFC chemicals used as refrigerants. Lake-source technology reduced electricity used to run the campus chilled water system by 87 percent, with concurrent reductions in air emissions of about 7,500 tons of carbon dioxide per year. Cornell’s lake-source facility also provides air conditioning at Ithaca High School at no charge, saving district taxpayers thousands of dollars of electric bills each year.

The Lake Source Cooling Project has been honored several times over the years, including an award of special recognition and merit from the Ecological Society of America, recognition by the New York State Society of Professional Engineers as the outstanding engineering achievement of the year, and the New York Governor’s Award for Pollution Prevention.

There is no way to turn back the clock to an era when much of downtown Ithaca and Stewart Park was an idyllic wetland, but with sound science the Cayuga Lake community can ensure that this resource is protected for generations to come.

This article first appeared as a guest viewpoint in the Nov. 13 edition of the Ithaca Journal and has been shortened slightly for space considerations. Whang is Cornell’s vice president for facilities services and oversees much of the implementation Cornell’s Climate Action Plan.

CARE Fund auction raises $8,000 to help staff, faculty in need

The annual Cornelianns Aiding and Responding to Emergencies (CARE) Fund auction, held online this November, raised $8,000. The funds will help Cornell faculty and staff who have experienced a non-recurring sudden or emergency-related financial hardship due to an unforeseen or unavoidable event. More than 450 people bid on the 215 items that had been donated by Cornell employees, departments and area businesses.

Department donations that were particularly effective in raising CARE funds include those from Cornell Dining and Cornell Athletics and Physical Education. Cornell Dining pulled in numerous bids for such items as a private dinner party at the winning bidder’s home with chef Jason Haus and events with chefs Anthony Kveragas and Harold Evans. Cornell athletics teams competed in donating the best items, including private rowing lessons, tickets to many Cornell sporting team events, and a variety of high-quality team attire and sporting goods, such as a signed Cornell hockey stick.

Gifts to the fund are welcome year-round. See https://www.hr.cornell.edu/life/support/care_fund.html.

Turkey Trot stocks Loaves & Fishes with record turn out

On Thanksgiving morning, Nov. 22, a record 456 people participated in the annual Turkey Trot, a five-and-a-half-mile run throughout Ithaca to help those in the local area who are in need. The fundraiser collected about 900 cans of food for Ithaca’s Loaves and Fishes, a local ministry that provides a free meal each weekday, as well as hospital- ity, companionship and advocacy.

Many people, some ringing cowbells, came out on their porches to cheer the runners on.

Now entering its fifth decade, the fundraiser is sponsored by the Finger Lakes Runners Club. Bruce Roebal, administrative manager of Cornell’s Department of Anthropology and for the Knight Institute, has directed the run since 2007.

Soup and Hope series to begin Jan. 17

Mark your calendars for the new year: The 2013 Soup and Hope series will begin Jan. 17 at noon in Sage Chapel, featuring A.T. Miller, Cornell associate vice provost for academic diversity initiatives. Subsequent talks will be given Jan. 31; Feb. 14 and 28; and March 14 and 28.

Each spring, six members of the Cornell and local community share their stories of hope and courage during times of personal change and challenge. This intimate conversation during the lunch hour is open to all members of the Cornell community, and includes a meal of soup and bread.
This year, the list of kids needing elves is long, protected. Anonymity of the children and their parents is upheld by parents or delivered to the homes. The gifts to the school where they are picked out fit, pajamas, a hat and gloves, and a toy item on a checklist: socks, underwear, a new toy. Making sure that each child receives every item on their list, the program has a huge data-management problem every year, and if the problem can be solved for millions of kids worldwide, we figured CISER could help. The solution came when CISER Research Associate Florio Arguillas restructured the Cops, Kids & Toys database, using computer-generated gift labels to reduce a complicated seven-step manual procedure to one.

The program is run entirely by volunteers who give time, toys and money. Parents identify their children’s needs by signing up for the program at any police or probation department. Cash is raised through fundraisers held throughout the year, including a portion of the proceeds from Cornell’s Dump and Run Program. In addition, 80 boxes are distributed throughout the county to collect donations of new toys. Last year, the value of donations was about $100,000. Cash contributions are used to fill in what is needed after toy donations are matched to the ages of the kids.

Once the donated toys are sorted by age and gender, volunteer shoppers work to fill unmet needs. The goal is to give each child about $100 worth of toys: two large toys, one medium and several stocking stuffers. Fewer gifts are donated for older kids, so cash donations are especially helpful for use in adding toys for these ages. Volunteers research the year’s hottest toys, especially for the older kids. This year, Friends of the Library has set a goal to give a book to each child.

When everything has been organized by driving route, the packages are delivered by officers and community volunteers. “It feels really good to help out with an effort such as this,” Block said. “And remember ... CISER’s data services are available year-round, not just during the holidays.”

Lynn Martin is associate director for CISER. **PROVIDED**

CISER organizes Cops, Kids & Toys database to replace manual procedure

LYNN MARTIN

How would you organize things so that a mountain of toys can be sorted and delivered to the right child at the right house overnight? You might ask Santa Claus, but if that isn’t an option, you could ask staff members of the Cornell Institute for Social and Economic Research (CISER).

Cops, Kids & Toys was started by the Ithaca Police Department more than 30 years ago, with a few officers making sure that families knew had toys for Christmas. Today the program involves every law enforcement agency and probation department in Tompkins County, including the Cornell University Police (CUP). George Sutfin, retired from CUP, is the president. In 2011, toys were delivered to more than 1,400 children in 750 families.

For a number of years, CISER staff members have spent an afternoon labeling bags at Cops, Kids & Toys to identify toys. The process seemed overly complicated. “If you think about it,” said CISER Director Bill Block, “the North Pole has a huge data-management problem every year, and if the problem can be solved for millions of kids worldwide, we figured CISER could help. Kids & Toys solve the problem for local kids.” The solution came when CISER Research Associate Florio Arguillas restructured the Cops, Kids & Toys database, using computer-generated gift labels to reduce a complicated seven-step manual procedure to one.

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Lynn Martin is associate director for CISER. **PROVIDED**

Elves wanted

Each year at this time, nurses and social workers at area elementary schools identify the children who are in greatest need, and provide information on their ages, sizes and toy preferences to those leading the Elves Program. These leaders distribute the lists so that individuals, groups and organizations—“elves”—can purchase and wrap gifts for those children to receive during the holiday season, making sure that each child receives every item on a checklist: socks, underwear, a new outfit, pajamas, a hat and gloves, and a toy (all gifts are new). Elf leaders deliver the bags of gifts to the school where they are picked up by parents or delivered to the homes. The anonymity of the children and their parents is protected.

This year, the list of kids needing elves is long, according to Bill Alberta, founder and leader of the Elves Winter Holiday Program since 1989. He encourages everyone in the Cornell community and beyond to consider participating in this program, which in recent years has reached more than 900 children from 33 area schools each holiday season, and is expected to reach more than 1,000 children this year.

If you or a group in your work area would like to sponsor a child, contact any of the elf leaders listed on the program’s web site. You can pick a leader associated with a particular school if you wish, or use the general contact. They will provide you with the profile sheet for a boy or girl you sponsor and lists of the items you need to buy for him or her. Sponsoring a child costs approximately $100-$125.

If you would prefer to provide funds to the program, make a check payable to “The Elves” and send it to Maureen Brull in 130 Day Hall, Cornell University, Ithaca, NY 14853. An elf shopper will then use your contribution to buy gifts for a child. There are no overhead costs; every penny contributed goes to buy new clothing and toys.

For more information, see [http://www.elves.cornell.edu/](http://www.elves.cornell.edu/).
**FREE**
Two well-behaved labs, $free. One lab is chocolate, and his name is Dutch. The other lab is black, and her name is Molly. rrp2@cornell.edu, 351-8393 or 589-7828.

**FOR RENT**
Room and House Share, $800 includes utilities. Country home in Horseheads. sbl8@cornell.edu or 255-1003.

House Share, $500. Large bedroom available, in Groton. Rent includes furnishings, all utilities, washer & dryer, telephone, 2 full bathrooms. Non-smoking, jcs93@cornell.edu or 254-8304.

**FOR SALE**
Burner, residential, in working condition. rkm56@aol.com

A functional gas (propane) cooktop, hopefully 4 burners, residential, in working condition. rk56@cornell.edu or 255-7938.

Scherl & Roth Violin, $900. 4/4 Violin (E.R. Pfretzschner) Made in Germany, Handmade copy of Antonious Stradivarius; Model R31 E 4L; includes many accessories. kle7@cornell.edu or 253-3758.

Old Town Discovery Canoe, $650. 13’3”, 40” wide, Super Link 3 TM, 3 seats, great condition, many accessories. kle7@cornell.edu or 253-4632.

Wood stove, $850. Cast iron, Danish Morso high set. cak27@cornell.edu or 255-3456.

Corn snake and terrarium, $60 or best offer. Panama is about 6 years old. He is very docile and curious. JLV82@cornell.edu.

7” digital photo frame, $ 49. Includes: memory card, AC adapter, remote control w/battery, manual, designer picture frame, USB cable, quick start guide. es37@cornell.edu or 279-9895.

1990 Honda Accord SE1, $2,750. negotiable. 199,000 miles, one owner, zero rust, leather seats, new tires, brakes, radiator, head gasket, timing belt, battery, muffler, brake seals. smj65@cornell.edu or 256-5615.

Contemporary home in Ellis Hollow, $499,00. 4 bedrooms, 2.5 baths, 3,423 sq.ft, full basement, cathedral ceilings, Hearthstone stove, 5 mins. to Cornell. mrf6@cornell.edu or 273-2964.

Coach wristlet, $50. Recently received this Coach wristlet as a birthday gift and never used it (Not a huge Coach fan). Was originally bought for $100. kek42@cornell.edu or 255-6956.

2010 Toyota Matrix 5-door wagon, $15,300, 2nd owner, 40,000 miles, 1.8 ltr./4 cyl., exc. condition, roof rack, new tires, extended warranty, djl243@cornell.edu or 607-708-4121.

Coach coat and hat, $75. New Buccaneers coat, hat signed by the coach, Davind D. Never worn. jhotchkishotchk@twcnry.rr.com or 423-5446.

3 Long-haired female Chihuahua pups, $350, ready to go to a good home. pp28@cornell.edu or 254-7234.

2012-13 Campaign Update

Pledges this week: $54,435.00 (includes anonymous gifts)

Pledges-to-date: $511,948.68 (includes anonymous gifts)

% of the goal raised-to-date: 62.82%

Our goal: $815,000

Make a donation online or download a pledge card: http://www.unitedway.cornell.edu/update.html

**REDUCING COLLEGE DEBT**
New Roots Charter School will host a “Reducing College Debt Workshop,” Dec. 8, 10 a.m.-noon. This free workshop is intended for families of college-bound students at all grade levels. Workshop topics will include: affording college (even private college), choosing the right major based on career interest, completing the FAFSA, and individual questions that families bring to the workshop.

Open to all New Roots families and interested regional families. An RSVP is required but not required: Michelle Wright, mwright@newroots-school.org, 607-882-9220, ext. 205.

2010 Toyota Matrix 5-door wagon, $15,300, 2nd owner, 40,000 miles, 1.8 ltr./4 cyl., exc. condition, roof rack, new tires, extended warranty, djl243@cornell.edu or 607-708-4121.

Coach coat and hat, $75. New Buccaneers coat, hat signed by the coach, Davind D. Never worn. jhotchkishotchk@twcnry.rr.com or 423-5446.

3 Long-haired female Chihuahua pups, $350, ready to go to a good home. pp28@cornell.edu or 254-7234.

Bridgestone snow tires, $100. Set of 4 Blizzak WS60 snow tires. Size: 205/55R16. Tread good for at least onemore winter. $100 for the complete set. cak27@cornell.edu or 255-3456.

Wood stove, $850. Cast iron, Danish Morso high performance wood burning stove. Grey porcelain finish. aam6@cornell.edu.

**WANTED**
Wanted - Gas Cooktop, $ negotiable. Looking for a functional gas (propane) cooktop, hopefully 4 burners, residential, in working condition. rk56@cornell.edu or 255-7938.

**CONSUMER PROBLEMS ON THE INTERNET**
Cornell Cooperative Extension of Tompkins County, at 615 Willow Ave., Ithaca, will host a free program Dec. 13 at 11 a.m. on this topic. Speaker: Mike Danaher, Assistant New York State Attorney General, on ways for consumers to protect their identity, financial accounts, and personal information, and what to do to resolve problems if they occur.

The public is invited to attend; no registration necessary. For more information: 272-2292 weekdays, 10 a.m.-2 p.m.

The doors of Bailey Hall will open at 6 p.m., with a reception with light refreshments in the lower lobby.

RATED PG: parents of very young children may want to check some online reviews to determine if it is appropriate for their specific child’s sensibilities.

**PUBLISHING INFORMATION**
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**Content**
Please send articles or suggestions to: pawprint@cornell.edu or visit the website at pawprint.cornell.edu and use the feedback button.

**2012-13 Campaign Results**

**Our goal:** $815,000