Many employees look forward to retirement, but some still need or want to work or pursue opportunities for new social networks. Thanks to a relatively new program, Encore Cornell, the university’s faculty and staff can remain active and engaged throughout retirement.

“Encore Cornell provides avenues for retirees to learn new job skills, network with other retirees and remain engaged with Cornell in ways they find personally enriching and rewarding,” said Lynette Chappell-Williams, associate vice president for workforce diversity and inclusion.

Encore Cornell, developed in conjunction with Cornell retiree Linda Jarschauer Johnson, was launched two years ago. “The program has been well-received thus far and is continuing to expand,” Chappell-Williams said. She hopes to expand Encore Cornell nationwide, enabling Cornell retirees—regardless of where they live—to connect to part-time, temporary and volunteer positions within their local community or at Cornell and to develop networks in their area.

Encore Cornell has four components: Encore Hire, Encore On-Call, Encore Volunteer, and Encore and More.

Encore Hire was designed for retirees interested in continuing to work part time or in temporary assignments within Cornell, their local community or throughout the country through flexible workplace arrangements. It allows retirees to attend classes, participate in live and on-demand webinars to better prepare for job opportunities; create a searchable profile based on their skills and preferred working schedule and to search job opportunities; and subscribe to an electronic list of part-time/temporary employment opportunities in a particular area. A partnership with “Experience Works” refers mature workers, wherever they are located, to Cornell. Retirees may also be linked to Tompkins Workforce NY for local job search assistance.

Encore On-Call allows retirees to include their names and expertise on lists so that Cornell departments can contact them with questions or requests for assistance.

Encore Volunteer helps link retirees to local volunteer opportunities. For example, in a new partnership, retirees help rock babies and read to children at the Cornell Child Care Center. “Helping to raise future generations is about the most important endeavor that one can be involved in,” said volunteer Toni Andres.

Encore and More provides links to such resources for mature workers and retirees as wellness activities, workshops and resume/interviewing skills.

To help retirees’ needs for networking and remaining engaged with Cornell, “Local Connection” meetings are held at least four times a year in Ithaca, where the largest concentration of Cornell retirees reside. They have also been scheduled with Cornell representatives in Washington D.C., New York, Minneapolis, and Florida as well as many other locations with high concentrations of Cornell retirees, Chappell-Williams said.

“We hope to raise the visibility of the program to increase the number of retirees in part-time and temporary roles both on campus and remotely, so that they remain engaged with the university throughout their retirement years,” she said.

Encore Cornell can be accessed through hr.cornell.edu/retirees/encore.html or by contacting Kathee Shaff, retiree program manager, at 255.0388 or email krs4@cornell.edu.

Employee Assembly seats still available

The eight candidates who ran for Employee Assembly seats have all been voted in as EA members: Jeanne Elizabeth Boody-Buchanan, David Brooks, Linda Croll Howell, Tanya Grove, Melissa J. Kitchen, Leslie Morris, Gemma Osborne and Lavanya G. Sayam.

More than 1,000 staff members voted in the election, one of the highest rates of participation in recent years. The opportunity to win a Kindle may have been part of the draw to participate, but the enthusiasm of the candidates may also be an indicator of the interest the university’s employees take in the wellbeing of the Cornell community.

“There are still six open seats on the EA,” said Tanya Grove, EA chair. “Any staff member who is interested in being part of this vibrant and dedicated group should contact me at 254.2719 or tl40@cornell.edu, and your name will be considered by the new EA in June for appointment to one of those open positions.”

The drawing for the Kindle was held in the Assemblies office April 25, Kathy Zoner is the winner.

Barbara Romano wins prestigious industry award

Barbara Romano, director of Residential and Event Services, has received the prestigious 2011 Jack Thornton Distinguished Service Award from the Association of Collegiate Conference and Events Directors-International (ACCED-I). Romano was chosen as this year’s award recipient for her service, leadership and many contributions to ACCED-I, the collegiate conference and events profession, and Cornell. At Cornell, Romano oversees several Campus Life enterprises within Student and Academic Services: Conference Services, the housing and dining contracts office and Community Center Operations. She is described in her award nomination as a “much-admired colleague and mentor, and a dedicated, principled and visionary leader.”

Romano has been employed with the university for 28 years, with numerous achievements in hospitality, major conference planning, housing and dining management, strategic marketing and new business development.

ACCED-I is made up of campus professionals who design, market, coordinate and plan conferences and special events at colleges and universities worldwide. Romano has been an active member of ACCED-I for more than 16 years, serving in numerous leadership positions, including as president of its board of directors. In 2007, she received ACCED-I’s Mentor of the Year Award.

Emergency CARE Fund seeks volunteers to fundraise

The Cornell Emergency CARE Fund seeks volunteers to help raise funds so that it can continue to offer financial assistance to staff and faculty who have experienced a nonrecurring, sudden or emergency-related financial hardship due to an unforeseen or unavoidable event.

More than $13,500 already has been distributed this year to employees who have had qualifying emergency situations.

The CARE fund is an employee-run program financed solely through contributions from faculty and staff. Because the fund cannot be sustained without additional donations, the Emergency CARE Fund Committee is launching a campaign to solicit donations from faculty and staff, and is seeking volunteers to help.

For more information about this effort, call 255-3703. Information: www.hr.cornell.edu/support/care_fund.html.

Eat and save with MealChoice Encore

MealChoice Encore is the meal plan designed exclusively for Cornell University retirees. Like any debit plan, MealChoice Encore provides convenient, cash-free access to purchase food—often at a 10 percent discount—at Cornell Dining locations throughout use of a debit card. The debit card can also be used at campus vending machines with card readers.

All Cornell retirees who are issued a retiree Cornell University ID card are eligible to enroll in MealChoice Encore. An initial deposit of $25 is required and retirees then add monies to that account as they desire, drawing from it through use of their MealChoice debit card. To enroll: go to www.campuslife.cornell.edu/campuslife/dining/mealchoice-encore.html.

Retirees without Internet access must contact the Housing and Dining Contracts Office at 255.8581 or go to Robert Purcell Community Center Service Center desk to enroll or add dollars to their account. Debit cards can only be used to purchase food by the retiree who has the Encore account. Unused monies in the account cannot be refunded.

Two days left in life insurance period

The special enrollment period to enroll in or increase CIGNA group universal life insurance will end April 30. All eligible employees have received life insurance enrollment packets at their home addresses so that they can enroll in or increase their CIGNA group universal life insurance coverage and that of their spouses, same-sex partners or dependent children without evidence of insurability or medical examination.

Certain limits apply.

For information: hr.cornell.edu/benefits/special_enrollment.html.
**Tech Talk**

**Shaley DeGiorgio**

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### Secure your home wireless network

When a close friend of mine had her Facebook page compromised, the first thing I asked was, "Are you using a secure wireless connection at home?"

When she answered no, I knew it was time to make a house call.

Home wireless networks are easy to set up and extremely convenient to use. However, if your home wireless is not secure, it means anyone nearby can use your Internet connection, may be able to access your computer, and can steal anything sent over your wireless connection, including passwords for your Facebook, email, banking, credit card and other online accounts.

Equipment to snoop information sent over an unsecured wireless network was cost to find a few hundred dollars, but with the advent of Firesheep, it is now only a download away. Learn more about Firesheep at security.cit.cornell.edu/security/fir/sha东路y2042. In 1999, the Melissa virus caused losses in the millions, due to mostly to lost productivity.

### Equipment to snoop information sent over an unsecured wireless network is an essential tool for hackers.

### Tech Training Spotlight:

**Calling all beginning web developers who want to learn how to define a website, format text, apply images, tables and styles, create and format lists, and publish a web page.**

**Eagle Experiences**

Eagles have always had a special relationship with humans, whether as symbols of royalty or as heraldic emblems of the state. In his talk on May 2 at 7:30 p.m. in the auditorium at the Cornell Lab of Ornithology, "Eagle Experiences: 30 Years Of Observing and Filming the World's Largest Raptors," cinematographer/photographer Rod Rettig will explore the lives of eagles from the comfort of his home, using video footage. Accompanying will be Rettig's harpy eagle. The screening will be followed by a Q&A. For more information, visit http://www.cornell.edu/video/?VideoID=1178.

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### 45th annual Vet College open house showcased animal kingdom

The 45th annual open house at the College of Veterinary Medicine featured student-organizational demonstrations, exhibits and lectures that highlighted the veterinary profession. The college hosted at least 6,000 visitors, who had the opportunity to tour the facilities, learn about agricultural professions and even interact with a few animals.

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### Sailing Notice

**IT chief addressed budget savings and service at open forum**

T he Cornell Sailing Center (CSC) and the Wellness Program are offering sailing lessons and discounted seasonal sailing memberships, open to the entire Cornell community. Four classes will be offered. Each class costs $100 per person and will consist of three lessons held on consecutive days. Registration required. Must be 16 yrs. or older to participate. Four classes listed below – sign up for one only. Participants must attend all three lessons in the class they register for.

**A small participant-to-instructor ratio of 4:1 on 22-26' boats will ensure a great experience.**

### Reminder: Blood drive May 3 and 4

**The American Red Cross is sponsoring a two-day competition between Cornell University and Dartmouth College, May 3 and 4. The competition to see which school can increase its number of donors last May.**

### YMCA triathlon seeks volunteers

Volunteers are needed for the YMCA annual triathlon, May 1, to help with road safety, food preparations, goodies station and transition area. Please call 257-0010. Allvolunteers receive a shirt and all the food they can eat.

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### Pawprint Picks

**FLOWERS, PALS, POISONS**

Sigma-sponsored professional photographer Siobhan Welsch will held a master and landscape photography workshop, "Bugs, Flowers, Pals, Poisons," April 30-May 1. Cornell Outdoor Education sponsored the workshop, consisting of the peak of wildflowers in the Finger Lakes region. Photographers will visit such sites as the Ithaca Falls, the Finger Lakes Trail and will learn to see in a laptop (provides), and a party will be held to share the images & learning. **Eagle Experiences**

**Eagles have always had a special relationship with humans, whether as symbols of royalty or as heraldic emblems of the state.**

### Cornell Cooperative Extension hosts the DUCK RACE

Tompkins County 4-H is holding its annual Duck Race and 5K Fun Run May 3. The fun runs take place at 10 a.m. and a 5k flat and scenic run through Stewart Park. It is something that the entire family can do. After the 5K run and walk, participants will be treated to thousands of little rubber ducks that are pulled to benefit 5K race. Registration is $10 in advance and $20 on race day. To buy a duck… cost is $5 per duck or $20 for a flock of 5 ducks. In-store registration is available on CornellCast at cctompkins.org.

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### Keep informed; become a friend

**Cornell's sailing center is offering 20-percent discounted seasonal membership prices for Wellness Program members only. A seasonal membership to Cornell Community Sailing allows access to qualified sailors to the sailboats during open hours.**

**Contact Pat Foley by email pfo2@cornell.edu. You will need to present your pick privilege card as proof of Wellness membership to receive the discount. Seasonal memberships can be purchased for 2, 5, 9, or 5 month durations.**

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### Contact Us

**Dodd, vice president for information technologies, spoke to a small group during the quarterly meeting of the Administrative Stramline Program April 22 in Bache Auditorium of Market Hall.**

**The forum was one of a series, each event devoted to a particular unit of the university, growing out of the "Becoming Cornell" initiative that aims to use the university's assets to the maximum benefit.*

**Full coverage is in this week's Cornell Chronicle and the presentation is available on CornellCast at http://www.cornell.edu/video/VideoID=1179. Information is available on CornellCast at http://www.cornell.edu/video/VideoID=1179.**
### Classified Ads

**For Sale**

- '03 StarCraft pop up camper. Excellent condition, can send pictures. Kathy, KP24.
- Beginner papermaking kit, will make 150 sheets of paper, never used. $50. 280.4672 or KAB4.
- ’05 Ford Mustang, v6 automatic, 33k miles, sold up for winter, asking $3000. 227.5493 or PRSF.
- 77 Olds 22 sailboat & ’03 LoadRite trailer 2 mainsails, 3 jib, motor, cushions, $4800 negotiable. 280.4549.
- Two wedding gowns: white, sz 12, $50 each. Ivory gown, sz 12, $20. Sears ProForm S58 Treadmill, $200. MCC12.
- 4 tickets to Cita 600 at Charlotte on May 29, 2011. $15 each. Row 45, seats 18-21 available for face value $125 each. Ed S5.8973 or LEK3.
- ’03 Monte Carlo SS, inspected, 93,500 miles. Silver, new tires, battery, brakes and rotors. Asking $500. Jim 4.8080, 533.7889 or JDB52.

**Want Ads**

- Leaps, tag or box of “random” pieces or complete sets, from a smoke-free environment. $592.0515 or GF02.

**For Rent**

- Two bed, air conditioned double in Court- Key-Baylor Hall for graduation weekend $300. LRW45.

**Guidelines for Classified Ads**

- Prices: Minimum $15. Maximum $150.
- Include name, campus phone, and category.
- May 6 for the May 12 issue
- Limit ad to 20 words or less
- Include name, campus phone, and category.
- Ads selling goods or commercial services on an exchange basis are not acceptable. Cornell cannot be accepted.
- To run your ad more than once, you must re-submit it.
- Cornell cannot be accepted.

**Submit classified ads via:**

- Email: ppclassified@cornell.edu.

**Classified Office:**
- May 6 for the May 12 issue

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### Cornell Store Happenings

**Customer Appreciation Days**

April 28 is the last day of the two-day semi-annual sale, at which almost everything in store and online is discounted 20 percent. Online orders placed through midnight April 28 (EST) will receive a 20 percent discount, some exclusions apply.

**Two Book Readings**

Theodore J. Lowi, John L. Senior Professor of American Institutions, will read from his book, “Hyperpolarities: An Interactive Dictionary of Political Science Concepts,” April 29 at 2:30 p.m., Cornell Store. Co-written with Mauro Calise, president of the Italian Political Science Association, “Hyperpolaritics” offers a wholly original approach for understanding and working with the most central concepts in political science.

Also at the store, Derek Perekob, professor of philosophy, will talk about his book, “Consciousness and the Prospects of Physicism,” May 11 at 2 p.m.

Perekob explores how physicalism might be formulated and defended against the best anti-physicalist arguments.

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### Call for Commencement Volunteers, May 29

About 300 volunteers help at Commencement each year. Volunteers and graduates are paid one paid-off day, equivalent to that person’s standard work day on campus. To volunteer, sign up as an intern online, or pick up a gift card and an invitation to a President Skorton’s thank-you reception in June. To sign up as a graduate intern, go to www.commencement.cornell.edu/InMy/Interners/index.html. Questions? Contact the Commencement Office, commencement@cornell.edu or 255.9541.

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### Student Research on Generation Differences Helps Inform Cornell’s Recruiting Efforts

**By Nancy Doollittle**

What job seekers look for most in prospective jobs—be it benefits, independence, professional development, creativity or work/life balance—depends on their generation, according to research conducted by seventeen students in an ILR class last fall.

Around the students are exploring how different generational perspectives can inform such workplace challenges at Cornell as employee engagement, civility and professionalism, community engagement, flexible work options, and the definition of diversity.

The idea for the research stemmed from a visit to Cornell last year by Phyllis Weiss Haserot ’66, MPP ’67, founder and head of the consulting firm Practice Development Counseling, which specializes in solutions to workplace intergenerational challenges.

Lynnette Chappell-Williams, Cornell’s associate vice president for workforce diversity and inclusion, asked Haserot to consult pro bono to help Cornell serve as a model for embracing and capitalizing on generational differences in its faculty and staff recruitment and renewal efforts.

To explore the issues in a time of limited resources, Haserot and Chappell-Williams collaborated with Livingston to give Living- ton’s students the opportunity to contribute to a real project while enhancing their research skills.

“As a professor, I am always interested in ways I can further engage my students in ‘real-world’ applications of knowledge, and this project was well-positioned to provide that,” said Livingston.

Toward the end of the fall semester, students had an opportunity to ask Haserot and Chappell-Williams questions about the generational initiative and to learn how their research papers might be used.

Some of the student recommendations are now under consideration.

“The students came up with some great suggestions, including a meeting between the four generations through such applications as instant messaging and Skype,” said Haserot. “They also have recommended cross-generational recruit- ment strategies based on their findings. For instance, students found that people born prior to 1940 tend to look at job listings in newspapers, while those born after 1980 tend to use social networking venues like Twitter or Facebook. Those in the middle tend to use Monster.com or CareerBuilder.”

Similarly, the students found that older workers tend to like communicating through meetings while younger ones tend to use text messaging— but all generations like using the phone.

“At a time when one of the university’s key diversity priorities is faculty renewal, to address expected retirements, these suggestions couldn’t be more timely,” said Chappell-Williams.

Based on the success of the fall semester class, Livingston’s spring semester class is taking an intergenerational approach to topics of concern to Cornell. Livingston plans to invite various administrators to the students’ final presentations to demonstrate how students can help the university address some of its more pressing human resource concerns, with benefits to be gained by all.

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### Susan Pado Receives the 2011 Anne Lukingbeal Award

On April 20 at 4:30 p.m., a large crowd of students, faculty and staff gathered for a reception in Raymond Tyler Hall’s Berger Atrium to honor Susan Pado, administrative assistant, this year’s recipient of the Cornell Law School’s Anne Lukingbeal Award.

Established in 1999 and presented by the Woman’s Law Coalition, the Anne Lukingbeal Award goes to a member of the law school faculty or staff who has demonstrated an outstanding commitment to the women of the law school. Dean of Students Anne Lukingbeal ’82 is the award’s first recipient and Sue Pado is the first staff member to receive this award.

Since joining the law school staff in 1980, Pado has taken on the role of administrative assistant to both the Cornell International Law Journal and the Cornell Law Review. Several students expressed their deep gratitude for her enthusiastic and “foundational, fundamental support,” without which “the Law Review would simply not function.”

Pado expressed gratitude and thanks for their kind words and then described what she considers one of the most important turnover points in her long career, the selection of the first woman editor-in-chief of the Law Review, which took place in 1991.

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### Learn Something New

**Fire Extinguisher Training Program**

Cornell’s Environmental Health & Safety department will offer a new program for staff, faculty and students on the selection and use of portable fire extinguishers, to be held the second Wednesday of each month at 10 a.m., in Room 243 of the East Hill Office Building, beginning June 8.

Participants will be instructed in the different classes of fire, how to operate ex- tinguishers and which extinguishing agent is appropriate for each type of fire.

Those who attend the session will use the Bullex Bulysee electronic fire extinguisher training system to practice and experience extinguishing fires. EH&S recently purchased this trainer to be able to provide extinguisher training in a clean, safe, eco- friendly manner.

Cornell is limited. Register through CU Learn. Faculty and staff can access CU Learn from the Employee Essentials website, at https://www.or.cornell.edu/ click on CU Learn tab, then select Search Catalog or Browse Catalog to find the specific training activity. Students can ac- cess this training from a drop down menu on the Employee Essentials website: https://uportal.cornell.edu/portal/page.faces?eb=69962&eb=69964&eb=69962&eb=69962&eb=69962. Click on cuLearn > Training Folder > CU Learn - Health and Safety > Cornell Fire Extinguisher Training. Search Catalog or Browse Catalog to find the training activity.