Employee Assembly recognizes staff

BY TANYA GROVE

The Employee Assembly (EA) gathered with staff from across campus for its first annual Kudos lunch, June 15 at Taverna Bardi’s. A new initiative of the EA, the Kudos program was created as a way for staff to thank other staff members for going above and beyond in ways both large and small.

Staff acknowledged by their colleagues included: the women’s basketball coaching staff – William Courteny, Marlon Sears, Mike Blaine and Richard Yahn – for helping EA members move boxes that were delivered to the wrong location on campus; Frank Popenwetch for the completion of his Masters Degree through the Employee Degree program; Cheryl McGraw for coordinating the Employee Celebration days; Paul Streeter, chair of the Cornell United Way Campaign, for his leadership and creativity that resulted in a funding goal of $200,000; Julie Hughes, Carri Jean, Kelly Patwell and David Shetland celebrated 10 years of service, and Grant and Mike Pado, 20; John DeRosa, Jane Drumheller, Liz Flint, Donna Hastings, Brian Hughes, Carri Jean, Kelly Patwell and David Shetland celebrated 10 years of service, and Peter Cronin and Susan Tosto celebrated five years of service.

The EA also honored Donna Goss, former chair and member of the Employee Assembly, 2002-08, with a resolution of appreciation in recognition of her “talent, work ethic, teamwork and humanity” during her years of service to Cornell University and to its Board of Trustees, spanning campus units and departments and various outreach efforts, and for her participation and leadership within staff governance.

Beth McKinney, employee-elected trustee, remarked on the accomplishments of the staff and offered a kudos to the members of the Employee Assembly for their hard work and efforts this past year.

Know someone who deserves a word of thanks for going above and beyond? Send an email to ea-staffrecognition@assembly.cornell.edu and that person will receive a “Kudos” in the next EA E-News and an invitation to the next Kudos lunch.

Law School recognizes staff members for years of service

BY NICOLA HANNA

Staff, faculty and alumni members of the Cornell Law School held the school’s annual picnic and staff recognition celebration, June 8 at Myron Taylor Courtyard. Stewart J. Schwab, the Allan R. Tesler Dean of the Law School, thanked the faculty and staff members for their continued dedication and service.

He drew special attention to Karen Wilson, who celebrated 40 years of service to Cornell, all at the law school; she will retire at the end of June. Celebrating 30 years of service were Chris O’Hara and Sue Pado; Diane Cross and Donna Hastings, Jane Drumheller, Karen Wilson, Susan Tosto, MR Director Sue Windor, Sheila Grant, Peter Cronin.

A Message from the Editor:

Less paper! More news!

W elcome to the new Pawprint! We are thrilled to announce that this issue is the first to be offered on our redesigned web site: www.pawprint.cornell.edu. The online version includes all the same news and features you have come to enjoy in Pawprint as well as links to other Cornell publications, events and web sites of interest to the campus community. The result is an expanded and more dynamic experience for our readers.

The new web site will replace the paper version of Pawprint, which has served the campus under various titles for more than 30 years and ceases publication with the current issue. As with our sister publication the Cornell Chronicle, which moved to an exclusively online format two years ago, the online Pawprint will provide readers with more content and a broader look at what is happening at the university. Readers can download individual stories or the full PDF of the publication for computers, iPads and other handheld devices. The online Pawprint will also allow readers to enlarge type for better readability.

Beginning with our mid-summer issue on July 28, limited quantities of a print Pawprint will be available in an 8 ½ x 11 format in workspaces staffed by the divisions of Facilities and Campus Life, in the Office of Human Resources (130 Day Hall), at the Information Desk on the first floor of Day Hall, and at the Onboarding Center in East Hill Plaza. Individual units that would like copies for their staff members will be able to purchase them on a print-on-demand basis from the Cornell Print Shop, as is currently done with the Cornell Chronicle.

Again, welcome to the new Pawprint. I am interested to get your feedback. Please email me at njd3 and let me know what you think.

Cornell photographer, websites, alumni relations recognized by CASE awards

The Council for Advancement and Support of Education (CASE) annual Circle of Excellence Awards has given Cornell University photographer Lindsay France a gold medal in the Individual Photographs category. CASE, a worldwide competition that honors exemplary programs and activities in higher education in several areas of communication, alumni relations and fundraising, also gave bronze medals to two Cornell websites and a silver medal for alumni relations programs.

France’s winning photograph, taken at Cornell Homecoming, Sept. 24-26, was chosen from 59 entries. The photo of a cheerleader framed by running football players was taken during Freshman on the Field, where the freshmen are invited to line up and cheer on the team as it enters Schoellkopf Stadium. “This is a wonderful recognition for the years of beautiful photographs Lindsay has produced for Cornell,” said Robert Baker, director of University Photography. France, who has been photographing for Cornell since 2006, also won a silver medal from CASE in 2008.

Of the 89 entries in the Individual Sub-Websites category, the College of Agriculture and Life Sciences’ (CALS) Green: Energy Conservation and Sustainability Initiative website http://green.cals.cornell.edu and the Cornell Laboratory of Ornithology website www.birds.cornell.edu were each awarded bronze medals. The ornithology lab’s website was redesigned last year.

Also, in the Alumni Relations Programs – Programming for Special Constituencies category, of which there were 11 entries, Cornell won a silver medal for its Cornell Silicon Valley, an alumni initiative that serves some 19,000 Cornellians in the Bay Area in California.
Human Resources division salutes staff achievements

The Division of Human Resources held its annual staff recognition event, S.T.A.R. (Staff Together Achieves Results) Salute, June 7 at the Willard Straight Memorial Room and Terrace, recognizing 53 staff celebrating 5, 10, 15, 20, 25, 30 or 35 years of service, as well as those staff whose names had been submitted by a director or colleague for a special accomplishment.


 Seth McKelvey is recognized for her volunteer work at Ithaca Free Clinic.

Pawprint announces the annual photo contest

Pawprint invites you to show your photo focus is a competition in fun and spirit. At least ten prizes will be awarded, including Best of Show. Winning entries will be featured in a special edition of Pawprint. Please read the tips thoroughly; some have changed.

Golden电子信息 Submit only one photo per category, in a maximum of 10 categories (i.e., the total number of photographs allowed by any one photographer per year is 10). Categories: Adults, Animals, Children, Cornell Jay Locations, Humorous, Landscape/Nature, Special Effects (digital enhancement), Structures/Buildings, and Unexpected. You are above theme.

Eligibility
Cornell staff, faculty, students, alumni and retirees are eligible. Family members of Cornellians, Cornell’s professional photographers, their support staff, and Cornell staff, faculty, students, alumni and retirees for 10 years are recognized for 35 years of service by Mary Mati Aufheimer (center) and Michael Shaw (left) with Walt Ausnehmer (center) are among those staff who facilitated the Turnaround Leadership program this year.

Confidential guidance and support by licensed professionals

We’re Moving!
Beginning July 1, FSAP will be in Collegetown. Open M-F: 8:30 am–5 pm 400 College Ave. Suite 201 Ithaca, New York
Learn more: www.fsap.cornell.edu 607-255-2673 (5-COPE)

Call anytime for consultation
• personal life challenges
• work-related stress
• family or relationship issues
• adjusting to change or loss
• conflict resolution
• faculty • staff • postdocs • visiting scholars • retirees

Cornell Store news
Extended hours at The Cornell Store
Open Saturday, June 25: noon – 5 pm Open Monday, June 27: 8 am – 6 pm
Ice cream tasting at The Cornell Store
Want some ice cream to celebrate the end of the school year? Visit The Cornell Store on Saturday, June 25, between 12 and 2 pm to enjoy some free ice cream from Dairy Queen.

Visit us at www.cornellstore.com for store updates, or call us at 607-255-2915.

Pawprint June 23, 2011

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Pawprint June 23, 2011

Work cultures need to change, say speakers at diversity conference

The world “diversity” is covered and measured in many ways, consumed by speakers at the 2011 Diversity Community Roundtable, June 8, Ithaca College.

Instead, they encouraged the more than 200 attendees from area cultures, organizations, companies and government services to change the culture of how diversity is perceived. Attendees were encouraged to learn about the diversity of individuals who represent different aspects of diversity.

The more categories – race, ethnicity, age, gender, sexual orientation, geographic location and other traits or skills – that are included in the definition of diversity, the more meaning of diversity runs the risk of being diluted, warned keynote speaker Sean Densley Bridenbaker, Ph.D. ’88, assistant professor at the Center for the Study of Culture, Race and Ethnicity at Ithaca College. “There is not a single person in the room who doesn’t identify with at least one aspect of diversity,” he said.

In reality, diversity programs are racial in origin, and diversity is most often “a code word” that the respondents to little-more-than-tokemers, he said. “We put one person in place as opposed to changing the culture of an entire organization,” he said. “Don’t hire me because I am diverse, hire me because I am good.”

For topics of concern sessions, some led by Cornell staff, addressed such cultural changes that are needed to create a welcoming environment including, for example, people of color, off-campus workers, veterans with disabilities, multiple generations and people of the entire spectrum of race, ethnicity and religion in the workplace.

For example, workplaces that are truly inclusive of transgender people have policies that support gender identity and expression, leaves of absence and health benefits for staff in transition, increased awareness of transgender issues, inclusive personnel forms, non-discrimination policies that explicitly state gender identity and expression are protected, and a gender identity policy that is understood by workers.

Another example concerns veterans returning from Iraq or Afghanistan, especially those with such non-apparent disabilities as post-traumatic stress disorder or traumatic brain injuries, said Randi Busch, senior extension faculty member for Cornell’s Employment and Disability Institute, citing recent surveys conducted by the U.S. Air Force and the National Society for Human Resource Management. The surveys found that many employers do not yet have support in place for such veterans. And most human-resource professionals cannot identify possible accommodations for such common symptoms as memory loss or the inability to sleep, concentrate or cope with stress, she said, while even more do not know how to actively recruit veterans with disabilities.

“Noting that five generations will co-exist by 2020, Lorraine Choppell-Williams, chair of the roundtable and associate vice president for workforce diversity and inclusion at Cornell, focused on the effects that the newest generation will likely have on employment policies, work roles and practices, supervision, job descriptions and productivity.

“The diversity roundtable discussions provided a foundation for proactively addressing the generational gap,” Choppell-Williams said. “We will be experiencing over the next five years,” said Choppell-Williams. “Diversity issues will not only need to continue to be addressed at Cornell, but within the local community as well. Working together, we will gain greater success.”

Ithaca College President Thomas Rochon provided the opening welcome, and Kristina Belanger, president of the Diversity Consortium of Tompkins County, provided a closing synthesis. Experts from the Tanenbaum Center for Interreligious Understanding, New York City Department of Labor, Society for Human Resource Management of Tompkins County, Ithaca College and Syracuse University also presented.

WWW <Websites Worth Watching>
http://biog2 athletics.cornell.edu/pawl/
S.E.E.D. is July 20

T he 13th annual Staff Education Explo-
ration Day (S.E.D.) will be held July 20,
10 a.m. to 2 p.m., in C10 Biotech, featuring the educational opportunities, both on and off-campus, that are available to Cornell staff members. In addition to the exhibits, a chance to talk with experts, door prizes and a book exchange, three panel discussions will be held: How to Get a De-
gree While You’re Working (11:11-1:45 a.m.), Can Your Résumé Pass the 10-second Test? (noon-12:30 p.m.) and e-mail reviews will be available to consult on resumes, so attend-
ees are encouraged to bring theirs. Cornell Children’s Tuition Scholarship (CCTS) 101: Helping Your Children Reach Their Higher Education Goals (12:45-1:15 p.m.).

Lunch special at Synopsis Café: purchase any flatbread sandwich/salad and receive a free 16 oz. fountain beverage, or get a June special, the Hot Dog Combo: 2 Hot Dogs + Chips + Soda = $6.50; Hot Dogs or Tofu Dogs: $2.50; Chili Cheese Dogs: $3.50; Soda $1.50. Bartlett Wolfer. 2 Cookie: $2. S.E.E.D. is sponsored by the Division of Human Resources and the School of Continuing Education and Summer Sessions. More information: www.hr.cornell.edu/life/career/seed.html.

CU’s HR leadership recognized for work-life best practices

M ary George Opperman, vice presi-
dent for human resources and safety services, and Lynette Chappell-Williams, associate vice president for workforce diversity and inclusion, received the Chris C. Rijksen Work Life Legacy Award June 13 for their “extraordinary contributions as work-life practitioners, leaders and innovators.”

This is the first time the award has been given to individuals from an institution of higher education.

Presented by the Families and Work Institute and Bright Horizons Family Solu-
tions, the award recognizes that under the leadership of Opperman and Chappell-Williams, CU has become an “employer of choice,” offering an array of such benefits as support as flex-time and part-time sched-
ules; parental leave for staff and academics; tenure clock stoppage for those in tenure-
track professorial ranks; an on-site child care center; and a number of forums on employ-
er-sponsored work-life programs.

The award is one of many that Cornell has received in recent years for its support of the work and life interface, including four yearly honor to Working Mothers (2006-09), five yearly by AARP (2005-09) and four years by the Dave Thomas Foun-
dation for Adoption (2007-10).

CLASSIFIED ADS

FOR SALE

3 yr. old luxury townhome, 2,500 sq. ft. 3 bedrooms, 2.5 baths. $425,000. www. postlets.com/req/5446705

2.93 acres, wooded, vacant land on West Dryden Rd., Freeville, $25,000. Firm. Serious inquirers only. 607-965-5655.

BI-Trans Art, 9L turbo, 4thb, Dk. blue. All original, excellent condition, not many left like this, $9000. RC68.

Elliptical exercise machine $125; ‘76 Ford Ranchero $4000; ‘99 Mercury Monterey convertable $6000. S.3032.

MerryMac PTO shredder/chopper. Professor-
sional series model TPH12M. Excellent condition, $1800 new, asking $900. LDAI.

Air Hockey table, like new, arcade grade. Lorex: LMS99, or 972-4232.

Guidelines for Classified Ads
Free to members of the Cornell community.

- Include name, campus phone, and category.
- Local ad to 20 words or less.
- Ads selling goods or commercial services on an ongoing basis or promoting employment outside Cornell will be charged at prevailing rates.
- No personal services.
- To advertise, write or call: Classifieds, 228 McGraw Hall, Ithaca, NY 14853.
- Due date for issue 7/17: June 28.
- Classifieds is not responsible for errors or omissions or return the right to solicit or reject any submission.

Classified ads via email: pc@classifieds.cornell.edu.

Classified Deadline: June 7 for the July 22 issue.

Pawprint Picks

GARDENER’S POT RECYCLING EVENT
June 27, 9 a.m., at the Toowoomba Co. Cooperative Extension, 615 Willow Ave. Bring places to recycle plastic bottles, beverage bottles, car oil drums, and empty aluminum cans and cell packs (but no PVC) any time June 24-27 and leave them in the designated area off the parking lot behind the Education Center. You may also take away as many pots as you can use for your home or office.

ARBORTEK HIGHLIGHT TOUR
June 19-Aug. 28, 2-3 p.m., near the ponds in the F.R. Newman Arboretum. Enjoy a guided tour through the F.R. Newman Arboretum, including tree and shrub collections and diverse ornamental garden plantings. Actual tour content will vary from week to week, depending on the plants, season, interests of the group and whim of the docent. Dress for the weather and wear comfortable walking shoes.

ROCK CLIMBING CLASSES JUNE 28
If you have ever wanted to try rock climbing, Cornell Outdoor Education is the place to be- gin. The Basic Rock Climbing course requires NO PREVIOUS EXPERIENCE. Basic Rock intro-
duction will focus on climbing equipment, knots, rope handling, belaying, rappelling, safety, and various climbing techniques. Classes have a maximum of 8 instructors/students ratio, ensuring a high degree of individual attention. Graduates of the class will be certified to belay at the Lindseth Climbing Wall. 607-255-5437.