Focusing his remarks on how “staff members are absolutely essential to every aspect of institutional excellence,” President David Skorton used his final annual address to staff, Oct. 28, to thank the Employee Assembly for its leadership; to enumerate ways in which staff contribute to the university’s success; and to thank all Cornell staff members for making Robin Davisson and him “feel welcomed from day one to today.”

Skorton began his address to an audience of about 300 by announcing that this year’s winter break would be extended one day to include Friday, Jan. 2, thanks to a suggestion made by staff member Rodney Orme.

On a broader level, Skorton likened successful research universities to a three-legged stool, where “staff are as critically important to adding to the overall strength and stability of the overall structure as are the faculty and students.” He cited four areas as examples: shared governance, Commencement Weekend, advancing priority issues across campus, and “your immediate human concern for other members of our campus and local community.”

As a prime example of shared governance, Skorton noted how the Employee Assembly and other staff worked together to address concerns raised by the 2011 Employee Survey. The results: an improved position review process, a LEAN process improvement approach, the implementation of a program that will allow direct reports to provide feedback to their supervisors, and a new online tool that will soon help employees navigate careers throughout the university.

“The most important thing about these and other initiatives that have grown out of the employee survey is that you – each of you – have helped us identify and implement changes that will help all staff members succeed at Cornell,” he said.

Skorton also noted that he gets positive feedback for the roles staff play during Commencement Weekend helping “the graduates and their guests have the best ceremony and celebration ever,” and he invited the audience to volunteer this coming May.

He drew attention to ways in which staff members have advanced the institutional priority to prevent sexual violence and boost the effectiveness of prevention and response strategies, as well as to their roles on committees that help address such issues as IT security, gorge safety, space planning, and campus health and safety.

To illustrate the concern Cornell staff members extend to others, Skorton cited the CARE Fund, which offers financial assistance for faculty and staff, and staff participation in Cornell’s United Way campaign.

He mentioned the national workplace recognitions Cornell has received, but said he has “long believed” that universities “need to do more institutionally to recognize and support staff excellence.” He cited several initiatives as examples: Cornell Recognition Event Days, the High Five Recognition Luncheon, the two Employee Celebration Days and the Staff Graduation Reception.

Skorton, who will leave Cornell June 30, acknowledged other leadership changes about to occur: Susan Murphy stepping down from her role as vice president, Kent Fuchs becoming University of Florida president and Harry Katz’s serving as interim provost. He said he had no doubt that President-elect Elizabeth Garrett will “continue to advance the ideals that have propelled Cornell to the forefront of American higher education,” and that she will be “devoted to recognizing and supporting the efforts of staff at this university.”

Skorton gave advice on how staff should approach the new president: “Give her a chance to get settled,” he said, “and do for her and for her husband, Andrei, as you did for me and Robin: Be straightforward and honest with what is going on ... and show her the same trust and confidence.”

Closing the event, B.J. Siasoco, vice chair of the Employee Assembly, presented Skorton with the annual Employee Assembly Staff Appreciation Award to a standing ovation.
Free Microsoft Office for faculty, staff and students

Thanks to Cornell’s agreement with Microsoft, the latest versions of Microsoft Office for Windows and Mac are now available free to Cornell faculty and staff (students have had this option since the summer). This offer applies to personally owned computers and is available as long as the person using it maintains faculty, staff or student status.

Being able to have a free copy of the Office applications is only the start, though. You can also install Office for iPad, iPhone or Android; activate it using your Cornell credentials; and it will store and access Word, Excel, PowerPoint and OneNote documents in your Cornell OneDrive for Business cloud document storage. (See the previous Tech Talk in the 10/24/2014 issue of Pawprint, for more about OneDrive for Business.)

These options make it possible to use and edit your documents from several of your computers and devices. For those times when even that’s not possible, Office Online (web-based versions of Word, Excel, PowerPoint, and OneNote) ensures that you can still get to them from any device with an Internet connection.

Remember, the Windows and Mac versions of Office should be installed on a computer you own. For Cornell-owned computers, talk to your technical support provider, because installations on a Cornell-owned device are applied against a different license.

To find out how to install your free Microsoft Office, or to find out more about mobile and online versions of Office, visit: it.cornell.edu/freeoffice

Tech Training Spotlight

Learn how to use advanced tools and techniques to successfully build data-driven web sites using Drupal. Register now for the three-day Drupal 7 Intermediate class for Developers and Content Administrators, Nov. 17-19.

To receive training announcements, send an email with the subject: join to IT-Training-L-request@cornell.edu.

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

Pawprint photo contest winners to be announced Nov. 21

The Pawprint photo judges, all from University Communications, are choosing this year’s photo contest winners, runners-up and honorable mentions. Photograph winners will be contacted next week, and all winners will be announced in the Nov. 21 issue of Pawprint.

Thanks go to the 71 staff who submitted 210 photos to the 2014 Pawprint photo contest, and to the sponsors who provided awards: Cornell Print Services, University Photography, Taverna Banfi, Transportation Services, Athletics and Physical Education, Lab of Ornithology, Cornell Store, Gannett Health Services, the Johnson Museum, Schwartz Center for the Performing Arts and the Wellness Program.

Benefits updates

Open enrollment for endowed employees

The endowed benefits open enrollment period began Nov. 1 and ends Nov. 21, 2014 (deadline for enrollment through Workday, https://workday.cornell.edu, is Nov. 21, at 5 p.m. EST). Changes or enrollments submitted become effective Jan. 1, 2015.

If you do nothing, your health care and dental plans will remain the same for 2015 as they are now.

If you want to participate in a Flexible Spending Account (FSA), you must enroll each year. The IRS recently announced that the maximum medical care FSA annual amount will increase to $2,550 for 2015.

Need help deciding on a health or dental plan or if you should enroll in a Flexible Spending Account? Ask ALEX®, the virtual benefits advisor, at https://www.alexforcornell.com/2015#home-module/home-welcome-html. ALEX explains how each plan works in easy-to-understand terms.

Or go to the 2015 Open Enrollment website (http://enroll.hr.cornell.edu/), where you can compare health and dental plans and view rates, estimate expenses for an FSA, or read Workday enrollment instructions.

Legal plan insurance


The Legal Plan offers you and your family added protection from today’s legal matters – including preparing a will, assigning a power-of-attorney and resolving contractor disputes. When you work with a network attorney, most covered legal matters are paid-in-full, 100 percent.

Enroll via Workday. Click on “All About Me,” then “Benefits.” Under External Links, click on Legal Plan Insurance.

Once enrolled, you must remain in the plan for the calendar year unless you have a family status change such as marriage or divorce.

For more information, contact the Benefits Services Resource Center at 607-255-3936 or via email at benefits@cornell.edu, East Hill Office Building, 395 Pine Tree Road. Or visit BeneFair Nov. 12, in G10 Biotechnology Building, 9 a.m.-3 p.m.
CU Later Diner serves up Halloween fun

JOE REMILLARD

Each Halloween the staff members of the Facilities Customer Service department, located at 105 Humphreys Service Building, transform themselves and their office according to a different theme. Past Halloweens have included an 80’s prom (complete with punch and power ballads), The Wizard of Oz and last year’s pop culture mash-up, Alice (Cooper) in Wonderland.

“It’s a challenge each year to come up with something new,” says Peggy Emerson, an operations coordinator with Facilities Management. “It’s a lot of work, but it’s also probably the most fun we have all year.”

This year the theme was a 1950’s diner, and featured period costumes; a back counter fashioned into a grill, complete with vent hood; a front counter with stools; a home-made jukebox; and plenty of doo wop and classic early rock-and-roll to set the mood.

The staff gave out more than 60 lunches for coworkers from a menu featuring hot dogs, chips, chili and root beer floats. For a couple of hours, the office was transformed into a small-town diner full of conversation, music and laughter – just like the real thing!

“We try to make it interactive. A lot of people don’t have jobs where they can easily dress up for Halloween, so we try to make the office a place they can visit and be part of the fun themselves,” explained Jean Curran, a dispatcher.

Costumes and props are always handcrafted and preparations can take up to a couple of months until everything is just right. The budget is usually limited and paid for by the staff, requiring a maximum of creativity and cleverness. Each year’s theme is a carefully guarded secret amongst the Customer Service crew and involves setting up after work the day before and again early Halloween morning.

This year an early morning visitor looking for a parking pass thought for a moment they had entered a campus dining facility by mistake.

“We’ll start talking about next Halloween in the spring,” Emerson said. “Then the pressure will be on to come up with something that will top this year!”

The Facilities Customer Service Staff includes Jean Curran, Peggy Emerson, Ed LoPresti, Joe Remillard and Luanne Stockdale.

Joe Remillard is a manager in Facilities Management Operations.

Women’s hockey game to benefit United Way

A mayoral proclamation, family-fun zone, raffles and give-aways will provide added draw to the Cornell women’s hockey team’s face-off against Yale in Lynah Rink, Nov. 15.

Ithaca Mayor Svante Myrick has declared Saturday Nov. 15 as “Cornell Women’s Hockey Team Day” in the City of Ithaca in recognition of the team’s support for United Way of Tompkins County through its annual game each year, and other activities. The game against Yale will begin at 3 p.m. Fans of all ages are welcome to come to support the team and United Way agencies and programs. Tickets can be purchased at the door.

Highlights:

• Morgan Stanley of Ithaca will be lead sponsor of this year’s annual Cornell Women’s Hockey United Way Game, and will donate $1 to United Way of Tompkins County for every fan in attendance.

• A family fun zone will be open for children in the Ramin Room in Bartels Hall, adjacent to Lynah Rink, 2-3 p.m.

• A pre-game ceremony will be held honoring the Tompkins Girls Hockey Association’s Cub Club and its partnership with Cornell Women’s Hockey.

• Raffles and giveaways will be held in the hallway outside Lynah Rink before and during the game.

In the City of Ithaca’s proclamation, Mayor Myrick calls upon, “all members of our community to join me in thanking the team, and the work they do in support of United Way of Tompkins County.”

Cornell women’s hockey game tickets are $6 adults, $5 seniors and $4 for Cornell staff and children K-12. Preschool children are free. All seats are general admission.
Halloween Happenings

Congratulations to our first and second place winners.

Some 35 staffers mustered all their creativity to dress in costume for this year’s Halloween Happenings, held Oct. 31. Nearly 100 cheered them on.

Costumes were judged on the basis of Best Department, Most Original, Funniest and Scariest. “Congratulations to all who participated, both those who dressed in costume and those who cheered them on,” said Cheryl McGraw, employee outreach and events manager, Division of Human Resources and Safety Services.

HONORABLE MENTION:
CHARLOTTE’S WEB: BRENDA D’ANGELO; MOTORCYCLE RIDER: CHRIS BROWN; MIME: JULIE HOUSTON; PIRATE: HOLLY BOULIA; LIBERATED FLAPPER: ANNE MARIE SHERIDAN; HEMLOCK SHOLMES: JEFF HETAL; TRIXIE PALAMALU (TROY’S TWIN SISTER): DEBBIE MOJICO

1. Abby from NCIS: Melissa Fields
2. Marty McFly: Alex Garcia

1. Gorilla & Bananas: Gary Oltz, Sam Caruso, Bekah Klint, David Peck, Michael Smith & Joe Welkin
2. Mirror Images: Tracy Davenport & Christina Bucko
HALLOWEEN HAPPENINGS

1st place winners!

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SCARIEST

1. Harley Quinn: Kae-Lynn Wilson
2. Granny Weatherwax: Melissa Snyder

BEST GROUP

1. HD Green Team: Marianne Arcangeli, Bonnie Biata, Juleene Conner, Elizabeth Hays, Clare Holmes, Debra Smith & Angie Stedwell
2. Alice in Wonderland: Carrie Cooper, Tobi Hines, Angela Hunt, Matt Ryan, Wendy Thompson & Sara Wright

HONORABLE MENTION:
Charlotte's Web: Brenda D'Angelo;
Motorcycle Rider: Chris Brown;
Mime: Julie Houston;
Pirate: Holly Boula;
Liberace's Dead Sister: Lisa Frank;
Liberated Flapper: Anne Marie Sheridan;
Hemlock Holmes: Jeff Hetal;
Trixie Palamalu (Troy's Twin Sister): Debbie Mojico
College of Human Ecology faculty and staff gathered on October 14 to celebrate staff service milestones and to recognize individuals who made exceptional contributions to the college during the past year. Forty-one employees, representing the College of Human Ecology, Cornell Cooperative Extension-New York City and Cornell Institute for Public Affairs (CIPA), celebrated milestone anniversaries this year, representing 540 years of service in total.

At this event, the College of Human Ecology also recognizes individuals who go “above and beyond” to support the mission of the college in academics, research and outreach. This year, nine staff members were nominated for the Staff Recognition Award: Dawn Carlyle, Human Resources; Brenda Daniels, Division of Nutritional Sciences; Elizabeth Hayes, Human Development; Claire Hebbard, Policy Analysis and Management; Judy Metzgar, Cornell Institute for Public Affairs; Lisa Narloch, Information Technology; Tom Rushmer, Policy Analysis and Management; Tracey Sherwood, Design and Environmental Analysis; and Kenna Snow-Tompkins, Administration.

This year’s recipient of the College of Human Ecology Staff Recognition Award is Tom Rushmer, research aide, Policy Analysis and Management. According to Dean Mathios, “Tom plays a critical role in supporting the research, teaching and programmatic needs of the department. He has a tireless work ethic, is extremely organized and manages to get things done no matter what the obstacles are.”

Employee Celebration warms hearts on cold day

It might have been the coldest day of the fall so far, and Cornell Big Red football might have come up short against Princeton 27 to 38, but inside Barton Hall Nov. 1, Employee Celebration was in full swing.

More than 50 students from five student groups, in addition to Cornell senior administrators and other employees, volunteered to collect tickets, serve food, work at display tables and set up and clean up the barbeque chicken and pasta dinner served to about 3,200 Cornell employees, retirees and their families. Donning custom black T-shirts emblazoned with the “150” sesquicentennial logo, students were from Rotaract, ChemE Car Team, Alpha Phi Omega Fraternity, the wrestling team and Naturalist Outreach.

Also at Barton, children learned to use a fire extinguisher to put out an artificial fire at the Environmental Health and Safety table, held cockroaches at the entomology table and petted golden retrievers from the Cornell Companions pet visitation program and the Golden Retriever Rescue of Central New York. Fifteen additional tables provided giveaways and information on their services, showcasing the work of such offices as the Cornell Police, Dilmun Hill Student Farm, Cornell Wellness Program and the United Way. MacGruff, Chester the Cheetos mascot and Crossroad Clown entertained.

“Thanks to everyone who volunteered for the fall Employee Celebration,” said Cheryl McGraw, employee outreach and events manager. “We appreciate all the efforts of our volunteer staff and students who helped set up, serve or clean up on the day of the event, as well as the perseverance of the employees and families who braved the weather to attend. Special thanks also to the planning committee, crews and the departments who provided exhibitions of interest to participants of all ages.”

Employee Celebration is sponsored by the Division of Human Resources and Safety Services, Cornell Catering, the Department of Athletics and Physical Education, the Department of Building Care and Pepsi Co.
Daniel Willard Fiske’s passion lay with books — and a passionate man he was. Cornell’s first University Librarian would become embroiled in a furious scandal involving a doomed romance, a missing will, millions of dollars and some meddling matchmakers by the names of Henry Sage and Andrew Dickson White.

But long before the scandal hit, Fiske’s life was forever changed when White, his longtime friend, became Cornell’s president at the first Inauguration Day (http://rmc.library.cornell.edu/presidents/view_item.php?sec=4&sub=20) in 1868. White recruited Fiske — a “true bibliolater,” according to historian Morris Bishop — to join him at the newly established university as the first librarian.

A fluent speaker of Icelandic, Danish, Swedish, German and French, Fiske also taught north European languages and oversaw the University Press. And, Bishop noted, he was the only person in Ithaca allowed to call the president “Andrew.”

Fiske, born in 1831, traveled extensively and developed a fascination for Norse culture. He was a writer and newspaper reporter, and he also served as assistant librarian at the renowned Astor Library, which is now part of the New York Public Library.

His vision laid the groundwork for what would become arguably the most progressive university library of its time. Influenced by his travels, Fiske insisted that Cornell maintain an extensive reference collection like the best university libraries in Europe — not like an American college that, according to Bishop, was “likely to be a sorry accumulation, open an hour or two a week.”

Fiske kept the library open an unprecedented nine hours every day. (Now, of course, the library is open 24 hours a day both in person and virtually, and a librarian in Hawaii might answer a Cornellian’s question at 3 a.m. through the chat reference service.)

Fiske also insisted that undergraduates as well as faculty members be allowed to handle library books, giving them knowledge that they would have been denied at any other similar institution.

As a consummate book collector, Fiske brought invaluable materials (http://rmc.library.cornell.edu/Fiske/) to Cornell, establishing the library’s philosophy of acquiring complete collections and first-hand materials in a variety of languages. His abiding fascination with Iceland led him to create an Icelandic collection for Cornell (http://rmc.library.cornell.edu/collector/icelandlegacy/index.html) that remains unsurpassed in North America.

In 1872, Fiske oversaw the library’s move from its temporary headquarters in Morrill Hall to its first permanent home in McGraw Hall. It stayed in McGraw until 1893 — but by then, Fiske had already left Ithaca and would return only once before his death, because of a scandal involving his wife, Jennie McGraw.

McGraw was a wealthy Ithaca heiress, the daughter of Cornell benefactor John McGraw. According to Bishop, rumors of the day suggested that White and Sage knew Fiske was sweet on McGraw and sponsored the University Librarian on a trip to Europe, long before the concept of a sabbatical, partly because Jennie McGraw was overseas trying to recover from tuberculosis. Cornell’s founders knew McGraw’s father had been extremely generous to Cornell, and they were hoping she would be the same.

Fiske’s shrewd intelligence, Bishop wrote, was tempered by a sweet and gentle disposition — and the ill heiress needed a caring companion. She died in September 1881, only 14 months after they were married. The fight over her assets divided the Cornell community and created a dramatic rift between Fiske and Sage, as well as the other founders.

Although Fiske remained friends with White, the “Great Will Case” (http://rmc.library.cornell.edu/collector/willcase/index.html) poisoned Ithaca’s waters for the first University Librarian. He resigned from Cornell in frustration, left town in July 1883, and lived out the rest of his life in an Italian villa. In the meantime, Sage endowed the university with $600,000 to construct the new library building (the Undergraduate Library, now Uris) that he had wanted McGraw’s legacy to fund.

The library benefitted from Fiske’s assets, too: He willed the library all proceeds from the sale of his villa, his considerable literary collections and the remainder of Jennie’s legacy, upon his death in 1904.

Fiske also left the library an incredible wealth of collections on which to base the millions of volumes that would follow it. And his legacy of progressive idealism is evident today, as well; the openness and access he promoted, which was unparalleled in his time, still benefits Cornell’s undergraduates and researchers today.

Gwen Glazer is staff writer/editor at Cornell University Library. For more on the library’s role in the sesquicentennial, see http://rmc.library.cornell.edu/cornell150/.

1. Fiske reading at his villa, ca. 1900.
2. The library in McGraw Hall, ca. 1875.
3. Fiske in Cairo, 1889.
The Vietnam War, revisited

Twenty-five alumni, faculty and staff will return to campus Nov. 10-11 for a 50th reunion organized by Isaac Kramnick, the Richard J. Schwartz Professor of Government, as part of the College of Arts and Sciences’ celebration of the university’s sesquicentennial. Highlights include:

- “Race and Cornell Protest in the 1960s,” a forum, Nov. 10, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith Hall
- Teach-In featuring alumni and community members from the Vietnam era, Nov. 10, 7:30 p.m., Uris Hall Auditorium
- “Gender and Cornell Protest in the 1960s,” a forum, Nov. 11, 4:30 p.m., Hollis E. Cornell Auditorium, Goldwin Smith

Payroll Office offers paperless W-2 option in Workday

Students, faculty and staff members can now choose to receive their year-end W-2 forms electronically, rather than through the U.S. mail. By opting-in to electronic delivery, you can print a pdf version through Workday as soon as your W-2 is available and as many times as needed. For more information and detailed instructions, go to https://hr.cornell.edu/workdayCommunications/HCM_job_aida/ElectronicW2.pdf. Contact the payroll office at 607-255-5194 with questions.

Walk with a Doc

For the next two Tuesdays, Nov. 11 and 18, join Guthrie doctors at the indoor track at Barton Hall, noon-1 p.m. Doctors will walk and talk with participants.

Walk with a Doc is a walking program for everyone interested in taking steps for a healthier lifestyle. While you walk at your own pace, you’ll have the opportunity to have questions answered by local Guthrie physicians, Matt Estill, M.D., Ruth Crepet, M.D., and Bruce Kunzt, M.D. This program was started in Columbus, Ohio, in 2005 and has now expanded throughout the country. No registration needed. Bring your Cornell ID card.

Knit2gether Cornell

Open to the Cornell community. Join one or all the knitting sessions, every other Thursday, noon-1 p.m. at various locations across campus. Bring your project, learn to knit or work on a charity project.

Contact Beth McKinney, bm20@cornell.edu, for questions or if you would like to host a knitting location.

Upcoming dates:
- Nov. 20, 700 Clark Hall
- Dec. 4, Warren Hall B02, Host Cindy Twardokus
- Dec. 18, Warren Hall B02
- Jan. 8, ILR Ives 281, Host Darrie O’Connell
- Jan. 22, ILR Ives 281
- Feb. 5, 117 Upson Hall, Host Linda Cox
- Feb. 19, 117 Upson Hall

Knit2gether Cornell will be collecting and donating much needed knitted men’s hats to homeless shelters. Anyone can make a hat and drop it off at the Cornell Wellness Program office in 302 Helen Newman Hall. Hats will be collected through the end of Feb. 2015. A basic pattern to follow is at: http://www.ravelry.com/patterns/library/mens-basic-hat.

Destination Walk: “Behind the Scenes” tour of CU Police

Begin with a 30-minute stroll on central campus and end with a tour of the CU Police offices by guided police officer Lisa Van Horn, Nov. 13, noon-1 p.m.

Register at https://jfe.qualtrics.com/form/SV_0SvQkFxxOolBEemF.

Walk Portion: Meet at the front entrance to Barton Hall (across from Teagle) at noon. A 30-minute stroll will pass near several athletics facilities, returning to the back entrance of Barton Hall.

Guided Tour Description: Attend this tour at 12:30 p.m. to see what’s behind the door. Participants can try on such police-issued gear as a bullet-proof vest and utility belt that officers are required to wear every day and view inside a cruiser.

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Content

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