Two changes will be made to the Time Away from Work policy (Policy 6.9) for nonacademic staff, to be implemented March 21 when Workday goes live.

“These changes do not affect employee benefits; rather, they provide employees with greater flexibility and administrators with greater efficiency,” says Alan Mittman, director of workforce policy and labor relations. The policy changes apply to regular full-time, part-time and benefits-eligible temporary staff members. Those who are not affected include professors, academic staff and staff whose positions fall under a collective bargaining agreement.

Health and personal leave

Effective March 21, sick, personal and family health care leave balances will be merged into one category of accruals, health and personal leave (HPL).

Staff can use HPL when they need time away from work for medical reasons – such as injury, illness and medical appointments – and to supplement their pay if they are out on short-term disability. Staff can also use HPL to care for family members for health-related reasons or for other personal matters.

While employees will continue to accrue HPL at the same rate as they currently accrue sick leave, the use of accruals for care of family members or personal needs will not be capped (at three or five days, depending on length of service) as in the past, providing staff members more flexibility in how they use this leave.

“Merging the leaves does not change the primary benefits provided by the former sick leave accruals – to give staff time away from work for their own medical needs – and will not change the requirement for supervisory approval in accordance with unit practices,” says Mittman. “Good stewardship will be an important aspect of a staff member’s use of leave time, to ensure that the staff member has robust leave balances to use for unexpected or unavoidable health concerns.”

Vacation

Beginning this year, the date by which staff must use vacation days in excess of their maximum accrual limit – or forfeit them – will change from June 30 to Oct. 15.

“This positive change recognizes the importance of vacation time-off in achieving a healthy work-life balance by giving staff greater opportunity to use vacation leave during the summer and early fall, reducing the likelihood that they will reach their maximum accrual,” says Mittman.

A tutorial http://workday.cornell.edu/training/general-information/ on the new Time Away from Work policy is available. A variety of demos and general information on Workday can be found at http://workday.cornell.edu.

Glen Silver, a writer with the Workday project team, contributed to this story.
Tech Talk
Shaley DeGiorgio

Java phish catches Cornell by surprise: Learn how to identify fraudulent emails through these new videos

In light of the recent fraudulent Java email that caused many Cornellians to be tricked, the IT Security Office would like remind the community that even with sophisticated spam filters in place, everyone at Cornell is continually bombarded with email phishing attempts trying to trick us into giving away our NetID password or downloading malicious software.

When just one person in the community falls for an email scam, otherwise known as a phish, the results can be devastating:
- Email accounts are hijacked and used to send spam.
- Otherwise secure systems are hacked, putting everyone’s confidential information at risk.
- And, university business can experience significant disruptions as countless hours, across departments, are lost responding to the situation.

If our community can learn to spot phishing attempts, we can significantly reduce risk of Cornell suffering financial loss or damage to its reputation.

The IT Security Office has produced a short how-to video, using the recent Java phish targeting Cornell, to help our community learn what to look for.

We have also contracted with CommonCraft to provide a Phishing Scams video to the community. Both can be found at itnews.cornell.edu/2013/03/01/java-phish-catches-cornell-by-surprise/.

Watch and share these videos with other Cornell faculty, staff, and students.

Lunch-n-learns coming soon!

The IT Security Office is organizing a series of lunch-n-learns, brought to you online via Cornell’s WebEx service (so that anyone with an internet connection and half an hour can attend from the convenience of their office or home). The lunch-n-learns will be an opportunity to ask the experts such questions as, “is airport wi-fi safe?” and “why can’t I use my Net-ID password for other things?” If you are interested in a particular topic, post your ideas in the comments at http://itnews.cornell.edu/2013/03/01/new-it-security-office-lunch-n-learns-coming-soon/.

Q & A: Preparing for your performance dialogue

Most Cornell staff members and supervisors are in the midst of having performance dialogues. Below, Chris Halladay, senior director of Organizational Effectiveness in the Division of Human Resources and Safety Services, answers staff members’ most frequent questions about performance dialogues.

Q: I have been asked to do a self-evaluation and to give it to my supervisor in advance of our performance dialogue. What is the purpose of a self-evaluation?

A: Most staff are asked to do a self-evaluation so that they can reflect on their past year, think about their goals for the next year, and have a structured way of talking with their supervisor about the work that they are doing.

Self-evaluation gives employees input in and influence over the content of the final performance dialogue form. The self-evaluation also provides a good way of clarifying expectations on both sides; employee and supervisor can compare assessments and talk about expectations the supervisor has of the employee and the expectations the employee has of his or her job or work environment.

Q: What if my position description no longer matches what I do?

A: Before filling out the self-evaluation, you should review your position description to see if it accurately reflects the work you are expected to perform. If not, you should describe in the self-evaluation the work you do and the expectations placed on you, and reflect on how well you live up to those expectations.

During your dialogue with your supervisor, you can learn whether your supervisor believes that your position is accurately described by your position description; if so, your supervisor can revise your position description to reflect the work you are asked to do.

While you can – and should – talk about position-related concerns and expectations throughout the year, the performance dialogue is a good time to discuss and ensure that the work you actually do is aligned with what is expected of you.

Q: How would my supervisor and I go about changing my position description? How does changing the position description relate to changes in title or classification?

A: If during your performance dialogue discussion, it becomes evident that your position description needs revising, you and your supervisor should talk about possible revisions during the dialogue. Afterwards, your supervisor should update your position description and review it with you. If you or your supervisor believes that your position description has changed significantly, your supervisor is expected to work with your local Human Resources office to determine if the title or classification should change.

Q: How do I approach my supervisor with the idea of developing my career, either through courses or through other ways of developing my skills?

A: Start with the Individual Development Plan (https://www.hr.cornell.edu/life/career/performance_management.html), along with the performance management form and other related resources. By completing it for your performance dialogue, you can talk about your career plans and how you would like to advance them. Remember, a performance dialogue should be a dialogue, a two-way discussion. Use it to be more successful in your position and in reaching your career aspirations.

Ceramics from the Garden

A new exhibit by landscape architect, writer, and artist Marc Peter Keane will run until April 30 at the Nevin Welcome Center, Cornell Plantations. Keane’s works, which resemble nests and cocoons, are made from substrates of leaves and meadows grasses – some of which were harvested at the Plantations – and fired for five days in a traditional Japanese wood-ki. The exhibit also includes two ceramic pieces by Momoko Takeshita Keane, Marc’s wife and noted sculptor.
Gardening workshops at Cooperative Extension

The following gardening workshops will be held at the Cooperative Extension Education Center, 615 Willow Avenue, Ithaca.

**Veggie gardening: Beyond the basics**

Learn about less common veggies, maximizing your crop, seedstarting tricks, which seeds to start when, techniques to extend the season, and more, March 14, 6:30-8:30 p.m. Fee: $5 per person, call 607-272-2292 to pre-register so we can make sufficient handouts. Note: a basics workshop will be offered April 16.

**Beautification Brigade volunteer training**

The Beautification Brigade takes care of public flower plantings in Ithaca. Join this volunteer service, learn gardening techniques and help keep Ithaca gorgeous. Free training session, March 19, 6-8:30 p.m. with dinner for prospective volunteers. Contact Dan Klein at dek22@cornell.edu, or call 607-272-2292 for more information or a volunteer application.

**Grow your own spuds**

Learn all about potatoes, one of the most productive and easiest garden crops to grow, March 20, 6-8 p.m. Covered topics include an Irish “lazy bed,” common diseases and pests of potatoes, and how to manage them organically.

**Slide show on Ireland**

Chrys Gardener recently lived, gardened and traveled in Ireland. She will show photos from her time there for nearly four years, as well as some garden photos from trips to Barcelona and Finland, March 23, 2-3:30 p.m. Open to the public; $3 suggested donation helps support CCE’s Horticulture Program.

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**Emergency manager Dan Maas and CUEMS recognized nationally**

**NANCY DOOLITTLE**

Dan Maas, emergency manager for Environmental Health and Safety (EH&S) fire protection, was recognized as the Collegiate EMS Advisor of the Year by the National Collegiate Emergency Medical Services Foundation. He received the award at its annual conference in Washington, D.C., this past February. At the same conference, the foundation renewed the recognition of the Cornell University Emergency Medical Service (CUEMS) student organization in the Striving for Excellence category. “Maas has been a model adviser and strong proponent of the CUEMS student organization for many years,” said Ben Kuo, associate director, EH&S. “He has helped forge a positive relationship for CUEMS with all the surrounding response agencies.”

CUEMS Director Rebecca Goldstein (left) and CUEMS Director of Operations Jonathan Bar (right) congratulate Dan Maas (center).

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**CUEMS salutes Dan Maas**

“[Dan] is an active mentor to all the members of the executive board, especially the director and director of operations. He meets with us weekly and guides us through the various aspects of our jobs…. He is there whenever we need him, and any time of day or night. I have no doubt in my mind that CUEMS would not be in the same position it is today without Dan’s support and mentorship.”

— Jonathan Bar, CUEMS director of operations

“CUEMS members are so fortunate to have Dan as an adviser because he guides us, but lets us be the student agency that our 39-year history has led us to be. …He truly understands that the importance of [CUEMS] being student run is two-fold: first, it allows our squad to advance and fit Cornell’s needs, and second, it is a building opportunity for our individual members. …It is comforting to know that Dan is a call, text, or email away at any time of day or night, but also to know that the strides that CUEMS are indeed strides led by students.”

— Rebecca Goldstein, CUEMS director

“Dan Maas is as supportive a mentor as a collegiate EMS agency could ask for. He allows us to fully embody our goal of being a student-run agency while facilitating our interactions with the university…. He jokingly says he has no kids of his own because he has to deal with all of us, but, all effusive statements aside, he is an integral part of the CUEMS family.”

— Heather Schopper, CUEMS director of operations 2011-12
Next steps for diversity plan focus on the long term

NANCY DOOLITTLE

The University Diversity Council (UDC) recently revised the Toward New Destinations (TND) diversity planning document to better define its core principles: composition, achievement, engagement and inclusion. The revision, found at diversity.cornell.edu, also supports a broad understanding of potential targeted groups, and looks forward to the ways in which the implementation of the diversity initiatives will become an ongoing part of the life of the university.

“Last year, we asked the colleges and units to engage in a planning effort, choosing five diversity initiatives, each tied to one of the core TND principles, that they would pursue in the year ahead,” said Laura Brown, vice provost for undergraduate education and co-chair of the UDC. “This year, we are asking them to also include outcomes – reviewing those efforts; determining what worked, what didn’t work, and what needs adjusting going forward; and using that assessment to continue with certain efforts or add new ones.”

Provost Kent Fuchs, who is also a member of the UDC, credits the TND’s robust start to the college and unit leaders’ commitment to diversity and inclusion. “Their thoughtful integration of specific diversity initiatives that will further their strategic goals, along with the work of the diversity representatives from across campus, gives substance to the Toward New Destinations planning process,” he said.

The UDC will meet with the diversity councils of the colleges and units on March 13 to continue this process of assessment and future planning.

Brown said that initiatives in the area of composition, or demographic makeup, are often readily defined and measured, as are initiatives that support such individual achievements as faculty promotion to tenure, staff career development and student academic success or graduation rates.

The core principles of inclusion and engagement are sometimes harder to quantify, Brown added, and developing initiatives that demonstrate progress in those areas can be challenging. The revised TND document includes definitions of the core principles as well as sample initiatives in each case.

Engagement is defined as the level of an individual’s personal, social and professional commitment to institutional goals and activities. It can be measured by such indicators as informal leadership roles or creative opportunities available for and filled by underrepresented individuals.

Inclusion comprises climate and interpersonal relations and involves the long-term cultivation of an environment in which all groups are welcome. It can also involve the development of measures to provide and cultivate an environment free of bias, Brown said.

The revised TND also includes a section on “targeted groups” to describe the potential breadth and scope of diversity efforts, giving colleges and units the flexibility to designate target groups appropriate to their own strategic plan, profile and mission, and to the distinctive nature of their own constituencies.

TND diversity planning needs to become part of the life of the organization as well as the everyday lives of Cornell’s students, faculty, staff, alumni and parents, Brown said. To further this aim, the revised document includes a diversity planning calendar and templates for annual initiatives that simplify and institutionalize reporting. College or unit initiatives will be part of each respective college’s or unit’s annual report, and will also be compiled as a universitywide diversity report and ongoing archive.

“We want to build a story of the institutionalization of diversity across Cornell,” said Brown. “We want to establish an archive of the records of opportunities, successes and challenges, so that those who come after us can learn from our experiences. We also want to show that the university’s ongoing investment in diversity is part of our institutional memory going forward.”

Milestones

March 2011: Administrators announce creation of three new diversity positions (http://www.news.cornell.edu/stories/March11/StudentDiversity.html)

April 2011: Renee Alexander ’74 is named associate dean of students/director of intercultural programs. (http://www.news.cornell.edu/stories/April11/Alexander.html)


February 2012: John Siliciano, senior vice provost for academic affairs, and Yael Levitte, associate vice provost for faculty diversity and development, lead faculty diversity efforts. (http://www.news.cornell.edu/stories/Feb12/facultyDiversity.html)

February 2012: President David Skorton announces new diversity approach, “Toward New Destinations”; University Diversity Council restructured. (http://www.news.cornell.edu/stories/Feb12/UDC.html)

May 2012: New diversity website is launched. (http://www.news.cornell.edu/stories/May12/diversityWebsite.html)

August 2012: Intergroup Dialogue (Educ. 2610) three-credit course is launched. (http://www.news.cornell.edu/stories/Aug12/initiatives.html)

September 2012: Cornell’s senior leadership holds diversity retreat to share Toward New Destinations college and unit diversity initiatives. (http://www.news.cornell.edu/stories/Oct12/DiversityInitiatives.html)

September 2012: Cornell partners with Posse Foundation to bring students from urban public high schools to campus. (http://www.news.cornell.edu/stories/Sept12/PosseFoundation.html)

November 2012: Cornell wins $1.1 million McNair grant supporting underrepresented students seeking doctoral degrees. (http://www.news.cornell.edu/stories/Nov12/McNairGrant.html)
Abena Sackey Ojetayo was named a “New Face of Civil Engineering” by the American Society of Civil Engineers this year. She works with her supervisor, Steve Beyers, on Cornell NYC Tech site development.

‘New face of civil engineering’ works on Cornell Tech

BY ANNE JU

When the Cornell NYC Tech campus site on Roosevelt Island is dotted with buildings and students, Abena Sackey Ojetayo ’07, M.Eng. ’09, will be able to say she helped make it happen.

The American Society of Civil Engineers has recognized the accomplishments of Ojetayo, an engineer with Cornell Facilities Services, by naming her to its list of 2013 New Faces of Civil Engineering, which highlights promising under-30 engineers.

These engineers, the ASCE website states, “exhibit leadership, technical prowess, confidence, curiosity, integrity, sound judgment and a positive attitude.”

Ojetayo was surprised and pleased when she received word of the honor, and also encouraged, because “I didn’t exactly do a lot of the typical civil engineering stuff. I just pursued opportunities that I was passionate about even if engineering was not the focus.”

Beginning as an undergraduate, Ojetayo blazed her own path. She graduated with an independent major in civil engineering with a concentration in sustainable development. She studied abroad in Cephalonia, Greece, working as an infrastructure planner on a community redevelopment project.

She earned her M.Eng. in engineering management through Cornell’s Employee Degree Program while working as an assistant director in the Diversity Programs in Engineering office. In 2010 she left Ithaca for a job in Nigeria working on the Anam City project, where she managed a team master planning a model sustainable city.

Soon after, Ojetayo, now a newlywed, decided to return to the U.S., and eventually to Ithaca, upon her hire in early 2012.

Ojetayo works in the energy and environmental engineering section of facilities services. For Cornell Tech, she and her supervisor, Steve Beyers, serve on the project management team for site development of the tech campus, which includes site utilities and energy services, civil works and landscaping.

With a compressed schedule and aggressive sustainability goals, Ojetayo calls the work both challenging and rewarding.

Her previous work on sustainable development for small cities helped prepare her for the challenges of site-wide planning. The tech campus provides an opportunity for engineers, architects and project managers to plan an efficient living-learning environment from the ground up — no retrofitting or rehabbing mistakes of the past.

Ojetayo also points out that the Cornell Tech project involves many stakeholders, from faculty, alumni and students, to the Roosevelt Island community and New York City at large. As one of the owner’s representatives, her role is to help manage the project within the spirit, intent and mission of Cornell.

“When [Kent Fuchs] was the engineering dean when I was a student, he would always emphasize that engineers are leaders first. They are problem solvers, and they can be anywhere in society … It was really good to be trained up in that environment, and I am blessed to now work with and be mentored by other engineers that embody that very principle.”

Maple Weekend at Arnot Forest, March 16-17

The modern maple syrup-making operation at Cornell University’s Arnot Forest in Van Etten, NY will host a pancake breakfast at 8 a.m., public tours, syrup tasting, and displays and demonstrations explaining new and old technology, 9 a.m.-4 p.m.; Cornell Raptor Program, Saturday, 9-11 a.m. Pancake breakfast: $6 per person, 5 years and older, includes pancakes, eggs, sausage, and beverages. Children under 5 years, $3.

Mostly outdoor activities; dress accordingly. On Jackson Hollow Road (Schuyler CR 13) 1 mile north of NY Route 224 between Cayuta and Van Etten, NY. GPS Directions: Cayuta, NY 14805. Information: call the Arnot Forest Sugarhouse at 607-589-6076; for information about other Maple Weekend events across the state, see www.mapleweekend.com.
Parents and kids, part 2

Parenting a child is a blend of values, personalities and specific needs – and there’s no one-size-fits-all answer to any question.

The library knows that, so the most important take-away from this column mini-series is that librarians can offer personalized assistance. Searching such subject terms and keywords as “sandwich generation” or “raising a spirited child” may not be straightforward; instead of becoming frustrated trying to find useful resources, start at the Ask a Librarian page and decide which approach works best.

“How someone contacts a Cornell librarian is not nearly as important as the fact that they do contact us,” said Camille Andrews, learning technologies and assessment librarian at Mann.

Andrews recommended that people looking for help reach out, be as detailed as possible about their topics, and “know that we treat all questions with confidentiality.”

To begin narrowing down the different types of library resources into a personalized response, a librarian may ask such questions as, “Are you looking for scholarly resources or general information?”; “Is there a particular aspect you need help with?”; or “Do you need information on organization or time management?” These questions are not intended to pry into personal lives; they’re part of a research interview, and librarians ask them to focus and streamline the research process.

Like most Cornell staff members, librarians pride themselves on their service. Not only will they search for resources in the library but, if needed, they will look to other campus departments for assistance to best help answer-seeking parents.

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

Eight honored for improving campus climate for women

BY SUSAN LANG

Eight Cornellians received Constance E. Cook and Alice H. Cook Recognition Awards Feb. 28 for their contributions to improving the climate for women at Cornell. The awards were presented by President David Skorton and the recipients’ nominators at a recognition luncheon at the ILR Conference Center. The awards are granted by the Cook Award Committee and the University Diversity Council and are selected from nominations by members of the Cornell community.

The 2013 recipients are:

Susan Henry, professor of molecular biology and genetics, who as dean of the College of Agriculture and Life Sciences, was responsible for equalizing the gender pay gap in her college, appointing several female department chairs, and conducting faculty searches that considered women as readily as men.

Sara Hernandez, director of Diversity Programs in Engineering, who manages a summer program in engineering for high school girls, organizes two Women in Engineering weekends each year for 70 high school seniors, and works on the 2012 Empowering Women in Science and Engineering two-day conference.

Betsy Hillman, who served as the dual career consultant for the Recruitment and Employment Center for over a decade before her retirement. She has been instrumental in successful coordinating dual career faculty hires and for recruiting women faculty.

Robert Raguso, professor of neurobiology and behavior, who served as chair of the faculty and graduate student team that envisioned a symposium spotlighting the research and achievements of women in the life sciences. The symposium spotlighted eight inspiring and pioneering women life scientists and was attended by more than 300 people.

Cynthia Reinhart-King, associate professor of biomedical engineering, who co-founded her department’s Graduate Women’s Group to encourage women to pursue careers in science and which mentors women through various organizations.

Tracy Stokol, associate professor of clinical pathology, who served as chair for the Vet College’s Committee on the Status of Faculty Women. The committee evaluates issues of importance to women faculty and provides advice on courses of action, including initiatives on career development.

Natasha Udpa, who as a Ph.D. candidate in mechanical engineering helped re-establish the Cornell Sigma Delta Epsilon/Graduate Women in Science interdisciplinary society chapter, helped host the 90th annual national meeting of the Graduate Women in Science Society and mentors young women in the STEM disciplines.

Elizabeth Wayne, who as a Ph.D. student in the field of biomedical engineering is committed to mentoring women students. She also helped organize the Northeast Conference for Undergraduate Women in Physics.

The awards are named for Constance Cook, Cornell’s first woman vice president, and Alice Cook (no relation to Constance), one of the first women faculty members at the ILR School. Both were early advocates for women at Cornell.
By the end of April, Cornell will be a lot lighter. This year, 889 Cornell community members, comprising 87 teams, many from single departments or buildings, signed up for the second annual No Excuses weight loss contest, held by the Wellness Program. The teams have eight weeks—until May 1—to compete to lose the greatest percentage of their total weight.

The competition kickoff was held March 4 in the Biotechnology Building, with standing room only, while Beth McKinney, director, and other staff members of the Wellness Program, reviewed the rules for weigh-in, read off the names of the teams, and distributed No Excuses wristbands.

Weight-loss contest to begin

No Excuses Teams

With names like these, who couldn’t lose?

AEM to lose
Agents of Mass Reduction
Agents Yet to be Named
At Our Widths End
Balches Best
Big Data
Blazing Lovehandles
Bod Squad
Booty Busters
Build a Better You! Carpenter Hall
Building Better Bodies
Can Has Cheezeburger?
Castaweighs
Cayuga Weighters
CCE: Mission Slimpossible
Chub Rubbers II
Chunksters
Chunky Monkeys
Collin Allchubs
Communal Cake Shunners
CU Weight Loss
Dangerous Curves
Drop It Like It’s Hot
EHOB Mob
Einaudi Slim down Club
Excess Baggage
Fat-Free Agents
Fitness Warriors
Flab Fighters
Free Energy
Free Weights
Freedom from Fat
Get Fit For Summer
GHS - Girls Having Salads
Gorges Losers
Gym Class Heroes
Hips Ahoy!

HSB - I A Healthier Stronger Better Me!
HSB - II A Healthier Stronger Better Me!
Hunger Gamers
Keep the Faith, Lose the Gut
Know Lame Excuses
Legal Losers
Less is More!
Lipid Losers
Living for Life
Los Flacos
LoseIT
Lost Cause
Merry Band of Losers
Mighty MILRS
Mission Slimpossible
Muffin Top Stoppers
No CalZones
Prebiotics
Sassy by Spring
Sgt. Debbie’s Healthy Heart Club Band
Skinny Mini’s
Slim by Summer
Straight Loss
Straight On
Stretch 1
Stretch 2
Super-Kale-ifragilisticexpialidocious
Team McFit
Team Prebiotics Resurrected
The Baker Shakers
The Burning Lipids
The Commitments
The Healthy Agers
The Llenrocs
The RESolutes
The SHApe Shifters
The Skinny Dipping Dinner Skippers
The Waist Watchers
The Winning List
Thin It To Win It!
Wrist Management
Weapons of Mass Reduction
Weigh Enough
Weight-and-See
Wii Not Fit. Yet
Will jog for fries
Xenobiotics
You Can’t Win If you Can’t Lose
Zombies Ate My Lunch

Weight-loss webinar

A four-part webinar series, Eat to Lose Weight, will be held Tuesdays, March 12, 19, and 26 and April 2, noon-1 p.m.

Based on basic healthy nutrition, participants will learn about consuming a balanced diet and tips for decreasing caloric intake. Registrants receive group coaching for positive behavior change and will have the opportunity to track their intake via a computer program that provides instant feedback.

Webinar participants will be contacted a couple of days before the first session with information for connecting to the webinar. Register at https://docs.google.com/spreadsheet/viewform?formkey=dHdsUTI5M1ZE MUu5S1KU22UGNDXIE6MA to participate.

This free program is open to Cornell community members, including faculty, staff, retirees, and spouses/partners. For more information or to register, visit the Wellness Program website at http://wellness.cornell.edu/ or contact Beth at bm20@cornell.edu.

Wellness Programs @ Cornell

LINDSAY FRANCE/CORNELL UNIVERSITY PHOTOGRAPHY

LINDSAY FRANCE/CORNELL UNIVERSITY PHOTOGRAPHY
FOR RENT
Sabbatical home, available 6/1/13-1/1/14, or month to month, $2100/month. 3 bedrooms, 2 and 1/2 baths, fireplace, deck, furnished, wireless internet, DISH TV, 10 miles from Cornell Univ., Cayuga Lake, NO smokers. gwh2@cornell.edu or 539-6834.

FOR SALE
Home office chair, $50. Great condition, specs. can be seen at: http://www.staples.com/Staples-Vocazo-Mesh-Managers-Chair-Black/product_64.krs3@cornell.edu.

Reflector telescope, $60. Tasco Reflector Telescope with three eyepieces (EP's): 25mm (20x), 10mm (50x), 4mm (125x). Very lightly used. krs3@cornell.edu.

Beautiful 4-bdrm home in highly desired neighborhood, $345,000. Close to CU. This 2,786 sq. ft. home features an open floor plan, 2 baths, 2 bedroom apt. and 36’ inground swimming pool. ssb8@cornell.edu or 257-1660.

2002 Dodge Dakota Club cab pick-up truck, $6,000. Red, V6, 3.9 liter, 4WD, 148,000 miles, Air Cond., towing pkg. Bed liner, tool box. Well maintained. rjd15@cornell.edu or 254-6371.

Walk-in handicapped bath tub, $1600. White walk-in tub with whirlpool system, in-line heater. Purchased in 2010 for $2700. Includes fixtures. Minimal usage. Have all paperwork. eh85@cornell.edu or 255-7393.

New country home for sale (Moravia), $275,000, negotiable. Built in 2008, 2 acres, two-car garage, heated inground pool, open floor plan. 4 bedrooms, 2.5 baths, wrap around porch, and large lawn. vlk3@cornell.edu.

Wedding dress and veil, $600. Oleg Cassini strapless white satin ball gown style; beaded embroidery. Never worn, size 2. Gown/veil purchased and preserved carefully in 2008. prs6@cornell.edu or 255-2692.

Cornell Athletics annual garage sale. Bartels Gymnasium 3/29, 9 a.m.- 4:30 p.m. Gear from Cornell varsity sports. Open to the public. dmb223@cornell.edu.

OFFER
Want a $60 gift card to one of six stores of your choice? Complete an informational session and survey developed by Cornell’s Lab for Rational Decision Making. Email mdm.cornell@gmail.com.

WANTED
Looking for a cap to fit my Colorado truck, 63 in. long and 5 ft. wide. reb13@cornell.edu or 327-2772.

THE QUESTION OF FAITH
Margaret Silf, a regular columnist for “America” magazine, will present a talk “Beyond Belief,” March 12, noon-1 p.m., One World Room, Ana-bel Taylor Hall. Her talk, sponsored by Cornell United Religious Works, the Cornell Catholic Community and the Mercy Prayer Center, will talk about the challenges and questions facing people of faith. Lunch will be included.

PROGRAM ON INSURANCE
NYS Assistant Attorney General Mike Danaher will discuss such insurance-related issues as what consumers should consider when determining insurance needs, what insurance can and cannot do, and what to do if problems occur, March 14 at 11 a.m., at the Cornell Cooperative Extension of Tompkins County, 615 Willow Avenue, Ithaca. For information, call the Consumer HelpLine at 272-2292 weekdays. No advance registration needed.

ELDERCARE PROGRAMS
The following programs are sponsored by Career Life Services, Department of Inclusion and Workforce Diversity:

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