Retiring Jane Pedersen leaves behind ‘remarkable legacy,’ says Dean Lepage

BY LINDA B. GLASER

Jane Pedersen, retiring College of Arts and Sciences dean of administration, leaves behind “a really remarkable legacy,” said G. Peter Lepage, the Harold Tanner Dean of the College of Arts and Sciences, at a party in Pedersen’s honor June 23. “Everyone connected with the college and Cornell should be deeply grateful to Jane, because this is an incredibly well-run college that people love to work for and be in, and Jane has contributed an enormous amount to that.”

Pedersen began her 40-year career at Cornell in 1971 as a comparative literature lecturer, then took an administrative position in the College of Human Ecology before moving on to a five-year stint as physics administrative manager. Having grown up in the humanities, joining the liberal arts college meant a lot to her, Pedersen said in an interview. “I love the college,” she said.

“What was most striking about Jane when I first became dean was the incredible personal commitment she had to the scholarly and educational mission of the college, and a very strong sense of stewardship for everything that constitutes the college,” said Lepage.

Fittingly, the party was held in the James McConnell Clark Atrium of the new Physical Sciences Building. Pedersen, who served as dean of administration for 25 years, oversaw its construction as part of the 20-year capital building renewal plan for the college that she shepherded through numerous deans. The plan included the Schwartz Center for the Performing Arts, a new location for the mathematics department, renovations of Lincoln and White halls, the new Physical Sciences Building, the planned renovation of McGraw Hall and a new humanities building; all but the last two projects have been fully achieved. She also oversaw the renovation of Rockefeller Hall while working for the physics department.

Pedersen professionalized the role of department manager, says Judy Virgilio, government manager. As John Miner, who succeeded Pedersen in physics, said in his speech, “rather than consolidating administrative control in the dean’s office, she empowered managers, recognizing that the most fundamental and important work of the university is done in academic units.”

Lepage added that he feels as though Pederson gave him a free MBA. “She’s very intellectual in the way she approaches things, which makes it fun for an academic who blunders into administration,” he said.

Pedersen claims that most of what she learned about administration was learned from the faculty she worked with, and her own reminiscences are filled with glowing descriptions of such faculty as former physics chair Donald Holcomb, now emeritus professor. “I learned from him not to flinch at stating problems,” she said.

Romance studies manager Collette Walls thanked Pedersen for many things, including “being the kind of person who likes a good argument; otherwise, some of us might have kept our mouths shut instead of learning to speak our minds.”

In retirement, Pedersen plans to attend more lectures, do more reading and spend more time with her animals and plants. At the party, department managers presented Pedersen with a bowl made by Hopi artist Elva Nampeyo. The dean’s office staff presented her with a $1,183 contribution to Cayuga Dog Rescue in her honor. Without missing a beat, Pedersen began passing out pamphlets about the organization and encouraging people to learn more. Director of Communications Susan Robertson later quipped, “If Jane wanted to have a postretirement career in public relations, she would be phenomenal.”

Linda B. Glaser is staff writer for the College of Arts and Sciences.
Protect your privacy: Read end-user license agreements

If, while installing something on your computer that you have downloaded from the Internet, you find yourself clicking “agree, agree, agree,” to get through the installation process quicker, you aren’t alone.

When people download and install things onto their computers, most don’t read the end-user license agreement (EULA - the legal document that you agree to before you can install the software). To prove it, PC Pitstop (pcpitstop.com) offered a cash incentive to anyone who read and responded to an offer they labeled as a “Special Consideration” in their EULA.

“After four months and more than 3,000 downloads, one person finally wrote in. That person, by the way, got a check for $1,000 proving... [at least in this case] that it really does pay to read EULAs,” shares Larry Magid, columnist for PC Pitstop.

Downloading and installing software from the Internet can be particularly tempting if you are looking for something special that might make your life easier, if you are hoping to add fun to your everyday routine, or if you are expecting some type of financial incentive. However, you should always be particularly wary if you are asked to install software, even if it appears harmless.

Read the end-user license agreement to assess the actual intentions. Generally, references to market research in an EULA are a red flag, and it’s probable that the fine print in the EULA will grant fairly broad access to your computer and your activities, with surprising latitude in what can be done with the information collected.

EULAs are long; they can easily be between 7-10 printed pages, and who has the time? At a minimum, do a quick search for key words or phrases. (You may have to copy and paste the EULA into a text program to make it easier to search.)

Search for:

• “market” to look for references to market research
• “collect” to look for language regarding collecting information about you or what you do on the Internet
• “party” to look for references suggesting the EULA covers third-party software
• “share” to look for privacy issues.

Cascading EULAs (those that grant access to a third-party) are of particular concern, because the third-party EULA may in turn can grant access to a third-party, and so on. In this case you could be legally granting access to your computer for multiple unknown parties.

For a list of what you can do to protect yourself, download “Software License Agreements: Ignoring at Your Own Risk,” a PDF (www.us-cert.gov/reading_room/EULA.pdf).

Tech Training Spotlight

Want to learn how to create and format multi-page publications such as newspapers, books, newsletters and brochures? Or, learn how to correct photos or create photographic special effects? Register now for an Adobe InDesign or Photoshop class scheduled for July, August or September 2011.

For a complete listing of technical training resources, see http://www.cit.cornell.edu/training. Email questions to: workshop-info@cornell.edu.
Shepherd wins award for embodying ‘difference between dreaming and achieving’

Various staff members say that the difference between dreaming and achieving on campus is embodied in one person: JoAnn Shepherd ’91, winner of 2011 George Peter Award for Dedicated Service.

Shepherd, manager of CULearn in Organizational Development for Faculty and Staff (ODFS) in the Division of Human Resources, received the award from the Employee Assembly March 30 and was recognized again at the S.T.A.R. Salute event for human resource staff in June.

Throughout the 17 years that Shepherd managed the Office Professionals Certificate Program, she recruited many individuals to teach the skills needed to excel as an office professional at Cornell and encouraged hundreds more to obtain those skills and further their careers. Under her leadership, 281 staff received certification as office professionals – including some who began as temporary staff, in entry-level positions or had not previously worked in an office environment.

“Her enthusiasm and determination are contagious,” noted the group of five staff members in their nomination letter. “She not only encourages people to examine their strengths, skills and interests and to see their possibilities, but also provides them with the resources they need to create and carve out a path to make their individual dreams come true….The counsel she provides to follow this process is the difference between dreaming and achieving.”

Beyond mentoring staff to develop their careers, Shepherd was also applauded for stressing the role of each individual in furthering the mission of the university, the importance of balancing work and personal life and the need to embrace change when it happens.

“Whether it is leading the Office Professionals Program, counseling others or managing CULearn, JoAnn’s ultimate goals are always that she is furthering an individual’s career or furthering Cornell University in some way,” said Kathryn Burkgren, director of ODFS, in her letter of support.

“I have always said that office professionals are the backbone of the university, and that I am just in awe of all that they do,” Shepherd said in responding to the accolades. “I have seen them move up through the office professional ranks, become supervisors, leaders and mentors, receive degrees and, in the midst of all of that, hold second jobs, pursue hobbies and contribute to the life of their communities.”

Shepherd said that she gained from the office professionals as much or more than they gained from the certificate program. “I got to see so many of the program participants as well-rounded individuals who take pride in their work, in Cornell and in serving the faculty in their departments, staff and students,” she said. “They contributed so much to my own personal and professional life, and I learned so much from them. Cornell’s office professionals are self-developers who don’t brag about what they do; they just do it.”

Publishing information
Distributed free and published bi-weekly September through May and monthly in June, July, August and December.

Pawprint Desk
312 College Ave, pawprint@cornell.edu
Nancy Doolittle, managing editor, 255.3541, ndj3@cornell.edu
Valerie McMillen, designer, production, 255.1535, vsr1@cornell.edu

Content
Please send articles or suggestions to: pawprint@cornell.edu or visit pawprint.cornell.edu and use the feedback button.
In Bartels Hall, June 23, more than 900 staff members from Facilities Services celebrated their division’s awards and achievements over the past year.

Most of the major changes that Facilities Services had planned for have been implemented, said Vice President for Facilities Services Kyu-Jung Whang in leading the third annual Keystone/Cornerstone Awards event: “You have met every challenge that has come our way, and I thank you for that.”

In addition to a successful labor negotiation with the Building Trades Council and kickoff of the president’s Sustainability Forum, Facilities Services gained approval of the Cornell Real Estate Administrative Plan, he said; implemented “T2,” the new transportation information system; started the third “campus-to-campus” bus; and created the recycling initiative “R5.”

In addition, the implementation of the Reimagining Facilities initiative resulted in deploying the Zone service structure; energy conservation; metrics, the merged custodial services of Campus Life and Building Care; consolidated fleet, metering and mail services; and the successful conclusion of using coal in the heat and power plant.

These efforts make Cornell a role model for other large, research-based universities trying to streamline operations and reduce costs, Whang said.

In introducing the awards announcements, Mary Opperman, vice president for human resources and safety services, said, “You’ve made visible contributions to the beauty and quality of life here at Cornell. Things are getting better, and it’s because you’ve all worked together to set a good foundation for the future.”

Award recipients included:

- The Facilities Contracts Team of Nancy Phelps, Sherrie Joseph and Wendy Hackett, that received the Keystone Award, Facilities Services’ highest award, for their “excellence in service to the organization” and for consistently providing “quality output in work activities.” The team is responsible for as many as 500 contracts per year.

- Heather Mulks, who received the Steve Wright Bridge Award; Mulks was recently promoted to assistant superintendent in the Electric Shop, becoming the first woman to occupy a management position in the trades shops.

- The Building Care custodial managers and their management support team, which received the Cornerstone Award for Effectiveness Improvement, for their “extraordinary work” over the past 30 months. They helped the division absorb the cumulative loss of 44 custodial positions by making adjustments to each of the custodial workloads.

- Robert Wakeman and Lynnette Rounsaville, who received the Cornerstone Award for Distinction in Teamwork, for stepping in when a co-worker went out on maternity leave, handling everything from complex employee relations’ challenges to paying staff and processing leaves correctly.

- Wil Hildreth, who received the Cornerstone Award for Developing Others, for his 30-plus years of mentoring others in the operations of the Central Energy Plant and for his developing and executing a staff training program and manual for the Cornell Combined Heat and Power Project.

- Rachel Fives, who received the Cornerstone Award for Community Service, for her volunteerism – mentoring teen girls, coaching youth soccer, volunteering with Greek Peak Adaptive Snowsports and raising funds for Hospicare and Palliative Service of Tompkins County.
Lynnette Rounsaville and Bob Wakeman receive the Cornerstone Award for Distinction in Teamwork while Jessica Lang, human resource generalist, looks on.

Kyu-Jung Whang presents Wil Hildreth with the Cornerstone Award for Dedication to Developing Others, while Tim Peer looks on.

The Contracts Department presents the Keystone Award to (front row, left to right) Wendy Hackett and Nancy Phelps. Also receiving this award: Sherri Joseph. Standing behind Wendy and Nancy are members of the nominating committee: Brian Brown, Bob Stundtner, Tim Peer, Jim Kazda, Tom Livigne, Pat Redder, David Newman, Rachel Fives and Mike Husar.

Phil Lorer enjoys awards luncheon.

Left to right: Dawn Gigliuto, Rick Darling and Ginger McKane gather up cookies and flatware.
Cornell launches new financial system

BY GLEN SILVER

Cheers and confetti helped celebrate Cornell’s launch of the Kuali Financial System (KFS) in a ceremony July 1 in the East Hill Office Building. Leslie Planck, an account representative from the College of Veterinary Medicine Accounting Service Center, submitted the first e-doc (electronic document) of fiscal year 2012 before the system was released campuswide.

KFS is a web-based, comprehensive suite of accounting software that replaces Cornell’s decades-old, unsustainable mainframe financial systems. The new system provides electronic routing and approval of paperless documents and is supplemented by a new data-modeled information delivery and reporting tool.

“We did it! We have the best financial system ever. I want to thank everyone here for your blood, sweat and tears,” said Joanne DeStefano, vice president for finance and chief financial officer, who opened the ceremony. “The fruits of our labor are just beginning, and we are really going to see the potential of this system over the next 20 years.”

More than six years after the system was first introduced to DeStefano, the project has come to fruition. The majority of work was completed during a two-year collaboration among the Division of Financial Affairs, Cornell Information Technologies and the campus community. Said Ted Dodds, vice president for information technology and chief information officer: “It takes vision and a huge amount of initiative, guts as well as tenacity ... to arrive at this extraordinary important moment in the development of systems at Cornell: software of, by and for higher education.”

The software architecture that underlies KFS was created by a community of college and university partners known as the Kuali Foundation, a nonprofit corporation funded in part by a $2.5 million grant from the Andrew W. Mellon Foundation.

The foundation brings together academic institutions with a common interest in building community-source software specifically designed to meet the needs of higher education, without incurring the substantial costs of purchasing, customizing and licensing associated with commercial products.

Cornell, one of the original KFS partners, joined the Kuali Foundation in 2005 and has been a major contributor to its development ever since. KFS adheres to open-source standards and is free to use. The system is modular and is designed for future growth.

Project staff solicited functional input from more than 500 financial professionals across campus to create a new accounting structure, business processes and financial reporting tools. “This implementation impacts thousands of people; we would not have been able to accomplish it without the help of our many, many partners on campus. I am enormously appreciative of their efforts,” said Kim Yeoh, associate controller and KFS project director.

While the campuswide release of KFS is an important milestone — as it includes rollout of the Chart of Accounts, Financial Processing, Purchasing, Accounts Payable, Labor Distribution, and Contracts and Grants modules, as well as a new data warehouse and basic reporting features — it is still largely limited to Cornell’s “business critical” financial needs.

Over the next year, the KFS team will stabilize the system, deliver additional modules (Capital Assets, Effort Certification, Budget Construction, Endowment, Travel and Accounts Receivable) and provide enhanced reporting. The final phase of the project will culminate June 30, 2012, with the completion of these tasks.

University Controller Anne Shapiro perhaps said it best: “I had only one goal all along, and that was to turn on the switch. I always knew my goal would be met through the concept of a team pulling together for two years; not just the KFS team, but the entire university. And I am actually quite moved by that.”

Extensive support resources for KFS are available online.

Glen Silver is the KFS/Kuali Coeus communications lead for Cornell Information Technologies.

Backpack Program seeks contributions

The new school year is fast approaching and the Backpack Program is in full gear. The program was begun in 2007 to help provide needy children, kindergarten through sixth grade, with backpacks and supplies; last year the program helped 18 schools and provided 449 new, filled backpacks.

Those who would like to participate are asked to purchase a new backpack and fill it with the following basic items:

- 2 spiral notebooks
- 3 folders
- #2 pencils
- Erasers
- Washable markers
- Crayons
- Pens
- Ruler
- 1 composition book
- Box of tissues
- Construction paper
- Blunt scissors
- Glue sticks

With summer sales, each backpack and supplies can be purchased for approximately $20.

Backpacks can be dropped off all summer through mid-August at the office of Maureen Brull in 130 Day Hall. Leave your name and email address when leaving backpacks. Each school in the Tompkins County area designates a Backpack Elf to work with school nurses and social workers in identifying those children who have the most need for these backpacks.

In lieu of purchasing a backpack and supplies, monetary donations can be sent to Bill Alberta at 103 Barnes Hall. Checks should be made out to ‘Bill Alberta’ or ‘the Elves’. Contact Maureen Brull, 607.255.7509, email mpb8@cornell.edu with questions.
Improved online-only Courses of Study requires no paper version

Looking for courses to take this fall will be a lot easier, says the Registrar’s Office, thanks to a new and improved online Courses of Study.

As of July 1, the listing of course descriptions became accessible via a database-driven online content-management system.

“The new online Courses of Study is much more accurate than either the old online version or the paper copy that the old version was based upon,” said Cassie Dembosky, university registrar.

Because the old version was updated on paper, the editing started about five months before publication, with no changes permitted after the April before distribution in August, she said; and any new courses, new faculty or course changes made after April could not be included in the old paper version.

With the new content-management system, called Acalog, changes can be made at any time. “We are making changes to courses on almost a daily basis,” said Marisa LaFalce, program coordinator for the Office of the University Registrar.

The search feature in the new site is much more robust and user-friendly than in the previous online course catalog, allowing searches by subject and keyword, she said. For people who liked to bookmark or dog-eat pages of the book, so that they could easily find certain pages or sections, the online version allows users to tag favorites to easily return to courses they are interested in.

In addition, the new online version “is polished and sophisticated, making a good first impression on prospective students and serving as a resource for guidance counselors and parents,” Dembosky said.

Also, alumni can easily transfer descriptions of the courses they took at Cornell for various kinds of applications, she said. At the end of each calendar year, the online Courses of Study will be archived but still accessible to all users to preserve a historical record of the courses, Dembosky said.

The new system will save the university significant costs: In recent years 9,800 copies of the thick reference work were printed each year; these have been eliminated. The amount of work put into the former Courses of Study by staff all across campus, with paper documents circulated for multiple iterations and corrections, was tremendous, LaFalce said. Many departments used the past year of conversion to clean up their data, so by next year, the entire electronic process will be smoother and more efficient, she said.

“This was not just about saving trees or money, but about how to make a better product more efficiently,” Dembosky said. “Thanks to the help of everyone across campus — the staff in the departments and registrars’ offices as well as in the central Registrar’s Office, the conversion to the Acalog system has been nearly seamless.”

The new Courses of Study can be found at www.courses.cornell.edu.

Cornell Police receive national recognition

BY NANCY DOOLITTLE

Cornell University Police placed second in a national competition of university law enforcement agencies that recognizes the promotion of traffic safety through officer training, public information and enforcement. The National Law Enforcement Challenge is sponsored by the International Association of Chiefs of Police (IACP).

“I am very proud of the efforts put into this program by Sgt. Anthony Tostanoski and the many officers whose contributions to following through with our program directives really made a difference in our campus traffic safety this past year,” said Chief of Police Kathy Zoner.

“This is wonderful recognition of the hard work of our police to keep this campus safe,” said Mary Opperman, vice president for human resources and safety services. “I thank them all for everything they do every day to protect the campus community.”

The university became eligible for the national challenge when the Cornell Police received first-place honors at the New York Law Enforcement Traffic Safety Challenge, April 26. This is the fourth year Cornell has placed at the national level, after placing third in its division in 2008 and second in 2007 and 2006. The Cornell University Police will be formally recognized at the annual IACP conference in Chicago, Oct. 22.

Staff Education Exploration Day, July 20

Cathy Pace (left), Continuous Education and Summer Sessions, shares information about taking courses with a SEED participant. Approximately 200 people attended the 13th annual Staff Education Exploration Day (S.E.E.D.) July 20, in G10 Biotech, talking with the 32 vendors who had displays and information on the educational opportunities available to Cornell employees. The highlights of the event were the three seminars, with 30 attending “How to Get a Degree While You’re Working,” 10 attending the seminar on resumes, and 20 attending that on the Cornell Children’s Tuition Scholarship (CCTS). A lunch special was offered by Cornell Dining. 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.

Karen Wilson retires from Law School after 40 years

Family, friends, staff and faculty gathered in the Law School Atrium, June 29, to recognize Karen Wilson, administrative assistant, at a retirement party held in her honor. Wilson had worked at the Law School for 40 years.

Dean Stewart Schwab, Professor Emeritus and former Dean Peter Martin, Professor Sheri Johnson, Associate Dean Richard Robinson and Professor Bob Hillman all spoke of Wilson’s achievements during her lifetime career and shared memories of her tenure at the Law School. They said that Karen’s friendly face, personality and wealth of knowledge will be missed, and gave her a freezer and a framed photograph of one of the Law School arches.

Dean Stewart Schwab congratulates Karen Wilson.
PAWPRINT PICKS
Visit events.cornell.edu for a complete list of events.

DILMUN HILL FARM STAND
Dilmun Hill farm-stand students sell picked-that-morning vegeta- bles from Dilmun Hill Student Farm every Wednesday throughout the growing season. Get your produce right here on campus and support sustainable agriculture at Cornell. Visit the Ag Quad, in front of Mann Library, inside the lobby on rainy days.

NOT FROM WISCONSIN
Playing July 29, 7-8:30 p.m., Arts Quad, central campus. Blending intelligent lyrics with memorable melodies, this local band is led by singer-guitarist Dave Yantorno, with Angela Comprone on fiddle and vocals, Rob Powell on drums and vocals, and Rob Cook on bass. In case of thunderstorms or heavy rain, the concert will take place in Uris Auditorium.

LET’S MOVE! WITH CORNELL PLANTATIONS
Cornell Plantations is hosting its first “Let’s Move!” program, August 14, as part of a national effort to raise a healthier generation of children. The event, free and open to the public, is part of First Lady Michelle Obama’s “Let’s Move! Museums and Gardens initiative to educate children about healthy food choices and physical activities. Visitors can drop in at the F. R. Newman Arboretum and take a leisurely hike around Houston and Grossman Ponds or take a more moderate hike through the Fall Creek Natural Areas adjacent to the arboretum. The first 50 children will receive a free Let’s Move! T-shirt. Registration will take place at 1 p.m. near the parking areas of Houston and Grossman Ponds.

Calling all shutterbugs
Pawprint announces the annual photo contest

Pawprint invites you to share your photo finesse in a competition of fun and spirit. At least ten prizes will be awarded, including Best of Show. Winning entries will be featured in an October edition of Pawprint. Please read the rules thoroughly; some have changed. To view last years winners in each category, visit www.pawprint.cornell.edu.

Guidelines
Submit only one photo per category, to a maximum of six categories (i.e., the total number of photographs allowed by any one photographer per year is six). Categories are: Adults, Animals, Children, Cornell (any location), Humorous, Landscape/Nature, Special Effects (digital enhancement), Structures/Buildings, and Unspecified.

Judging
This is a contest for fun. Judges, chosen from Cornell's photography and graphic design professionals, will look for composition, creativity, and uniqueness—the capture of a mood or special moment. There won’t be a narrow focus on technical detail. The judging will be blind—that is, done anonymously without an indication of the name of the photographer who took the picture.

How to Enter
Tape the label to your 8 x 10 or smaller photos without frames, or write your information on the reverse side of the photo. Then send to: Valerie McMillen, Photo Contest Coordinator, 353 Pine Tree Rd.; this is a campus address. Use cardboard to prevent damage to your photo. Entries will be accepted through September 9 and returned after winners are announced in October. Photos that do not adhere to the rules will be returned. Any winning photographs may be used in a display during the next Employee Celebration event. Good luck!