

Paw Print

A NEWSPAPER BY AND FOR THE CORNELL COMMUNITY

2002—A Year Of Big Changes

Ch-ch-ch-changes everywhere

A year of hefty changes—both institution-wide and at the local level, both predictable and out-of-the-blue — characterized worklife at Cornell during 2002.

Chief among the unanticipated surprises was Hunter Rawlings' announcement in March that he would leave the presidency in June 2003 to step over into the ranks of the Cornell faculty.

The effects of other changes, such as reorganizations brought about by workforce planning processes and state budgetary woes were less dramatic and more predictable, with their effects not being realized until later.

2002: A quick overview

In January 2002 Facilities Management inducted five more staff members into their exclusive Golden Bear Club.

To show that there's more to winter in central New York than shoveling snow, CRC offered tubing at Greek Peak in February, drawing 100+ staff and families despite the relatively mild weather. A record number of more than 140 bowlers enjoyed themselves at the CRC Harry Dickson Scotch Doubles Tournament in March.

The office professionals symposium attracted more than 650, the largest crowd yet to attend the annual April event. Another big crowd pleaser—more than 430 children and staff parents attended the Bring a Child to Work Day program later that month. Five new honorees were named to the Cook Award—Susan Murphy, Susan Lang, Margaret Washington, Rebecca Abou-Chedid and Hunter Rawlings III.

CRC sent enthusiastic busloads of staff and retirees to the Broadway smash "The Producers" in NYC and

to the African Safari in Ontario, Canada in August. A western-style steak roast in September brought staffers together to roast their own. Trips to Florida, Atlantic City and a dozen other destinations rounded out CRC outings for the year.

Summertime, summertime

Thirty-one employees who earned degrees during the previous academic year were honored at the Staff Graduate Reception in May. Fifteen of these staff members earned Cornell degrees—the rest graduating from five area institutions of higher education. At the end of May more than 300 staff volunteered for a moving Commencement ceremony.

A total of 41 office professionals celebrated the completion of the office professionals program in June. Later that month over 170 staff were recognized at the annual Service Recognition awards.

The University Summer Day Camp hosted more than 260 energetic children of staff and faculty families at a new camp location on North Campus. Eleven teams from Cornell participated in the downtown Relay for Life event in July.

The Day of Caring event in September, involving nearly 50 Cornell staff who lent a hand at area non-profit agencies, kicked off the campaign of the United Way of Tompkins County.

An autumn of celebration

Staff Celebration Week, now six years old, kicked off with the Staff Fine Arts Exhibit in the WSH art gallery. A standing-room-only crowd jammed into the Vet School's Law Auditorium to listen to Rawlings address staff for the last time. Later that week more than 250 staff took part in an array of



Debbie Spencer, CALS, received the George Peter Award for Dedicated Service in June, 2002.



Lee Peckenpough, dining, received the George Peter Award for Dedicated Service in March, 2002.



Cheryl Prince, vet school, received the George Peter Award for Dedicated Service in October, 2002.

FunShops and FieldTrips. Staff Celebration Week wound up with an auction to benefit the EA's staff emergency grant fund.

At the end of October, CRC's annual Halloween costume party featured witches, movie characters and an assortment of punks, bears and greasers to the delight of more than 200 onlookers. The next day, November 1, saw Ann Cobb, a pathology research technician, named "outstanding employee for 2002" at the NYS Agricultural Experiment Station in Geneva.

In early December, the Holiday Unity Celebration offered staff a gathering of hope and a glimpse of the richness of Cornell's diversity. On December 14 Dean Jeffrey Lehman, the first alumnus to be so tapped, was named as Cornell's eleventh president.



Staff trustee Michael Esposito, a member of the presidential search committee, warmly greets the president elect.

Robert Baker/U Photo

Check out

our



Looking Back—Looking Ahead

special insert

pages 3-7

Slip-Sliding Away—Greek Peak Tubing Set for January 11

Button up your overcoat and come along for a wild tubing adventure down the slopes of Greek Peak. Join the fun on Saturday, January 11, 10:00 a.m.–1:00 p.m. The price is \$10/per person. Maryanne Reagan will lead the group and will meet you at Greek Peak with your tickets. Hot beverages will be provided.

Advance reservations and payment must be made by calling the CRC office at 255-7565 or stopping by 130 Day Hall.

*Note: Age restriction to 4 years old and older, and must be at least 42" tall. 🐾

Sports Saturday Tumble and Rumble Ticket Sales Begin January 10

featuring Women's Gymnastics and Men's Wrestling

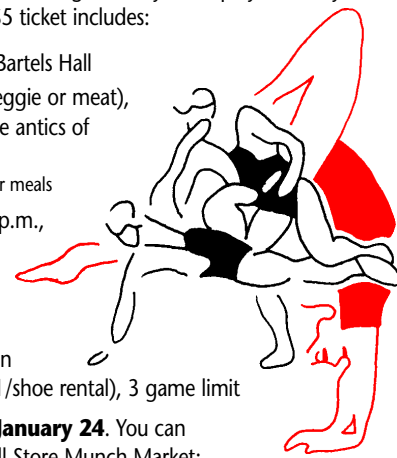
Get ready to TUMBLE and RUMBLE the Big Red way at Employee/Family Sports Saturday, February 1. Your \$5 ticket includes:

- Gymnastics start at 2:00 p.m., Bartels Hall
- Community lasagna dinner* (veggie or meat), 3:30 p.m.–5:30 p.m.—enjoy the antics of CrossRoad the Clown
- * Take out containers not provided for meals
- The Big Red hit the mats, 6:00 p.m., Friedman Wrestling Center

Also available for a small additional fee:

- Bowling, noon–2:00 p.m., Helen Newman Lanes (\$1/game and \$1/shoe rental), 3 game limit

Tickets will be on sale through **January 24**. You can purchase your tickets at The Cornell Store Munch Market; Cornell Recreation Connection (CRC) desk, 130 Day Hall; Helen Newman Hall, room 305 or at the Fieldhouse Ticket Office (M-F, 10:00 a.m.–5:00 p.m.). 🐾



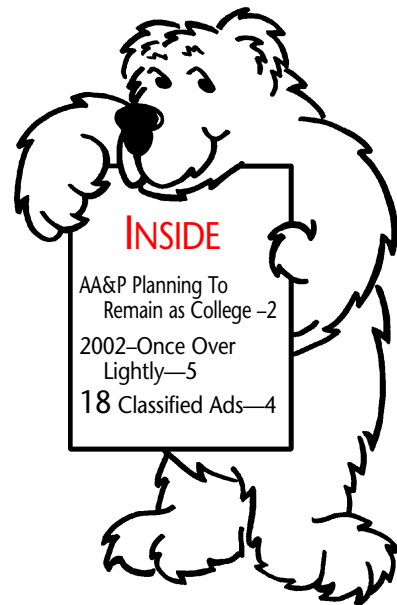
School Closing Notification Available

SCHOOL-CLOSING-L is an electronic mailing list that offers Cornell parents timely notification in the event of unexpected mid-day school closing or other emergency situations requiring students to leave school early. To subscribe to SCHOOL-CLOSING-L, send e-mail to listproc@cornell.edu containing the single line of text: subscribe SCHOOL-CLOSING-L firstname lastname. For more information contact OWDELQ@cornell.edu or call 255-3976. 🐾

A generous spirit

During the holidays, staff contributed canned goods, adopted families and wrapped presents. Indicative of the generosity of the campus, the Cornell Elves, headed by Bill Alberta, sponsored 306 needy children this year, surpassing last year's total of 223.

By presstime, chair of the Cornell United Way campaign Carolyn Ainslie, vice president for budget and planning, happily reported that the Cornell United Way campaign had raised \$588,499.25 to date—105.00% of the target of \$560,000. Although certainly not a final figure, this preliminary data is further evidence that Cornell is, indeed, a campus with heart. 🐾



■ Leadership Leads ■ ■ ■ ■ ■

Home Grown

George Peter

The *Chronicle* reported on research done by Prof. Michael Sturman, organizational management, communications and law at the Hotel School. In essence his research findings concluded that hiring internally had an edge over hiring from external sources.

Whoop-tee-do! It should not take research to come to that conclusion. It should be common knowledge. The researchers gave good evidence to prove their point, but it seems to me they left out the most important management concept.

If an organization has not honed its hiring process to include a ladder system whereby people can progress within the organization to higher levels, then all of the best people will be busy polishing resumes and looking for greener pastures.

Even at the presidential level we would do well to look from within. The best example of this was when Dale Corson took over and handled a nearly chaotic situation. He did so with skills acquired by knowing the institution and the players.

Obviously there are times when a national search, if done well, is in order to find a great leader like Frank H.T. Rhodes who probably was the best qualified president of any institution in the country. And now, this time, we have selected another apparently dynamic leader—who also knows Cornell. President-elect Lehman has the distinction of being the first Cornell president to be selected from the alumni. Congratulations to the search committee and to us all. There's a lot to be said for home-grown products. 🍄



George Peter

Frank DiMeo U. Photo

Group Guitar Lessons to Begin January 27

Phil Shapiro's group folk-guitar lessons, presented by the WSH Program Board, began January 27 in the North Room of Willard Straight Hall. You can learn to play acoustic guitar, or improve your guitar playing, with this inexpensive course. There are eight one-hour lessons, on Monday evenings. Registration is at the first lesson, and the course fee is only \$50. Just come, and bring a guitar. Beginner lessons, for those who have never played at all or who have played just a little, are at 7:00 p.m., and intermediate lessons, for players with some experience and knowledge of basic chords, are at 8:00 p.m.

The classes are open to the general public. For further information, call Phil Shapiro at 844-4535, or e-mail at pds10@cornell.edu.

These classes are offered twice times a year, typically starting in January, and September. 🍄

Fighting Flu Symptoms in 2003

It is not too late to receive your flu shot—Gannett has an ample supply, so get yours today. Cornell staff and faculty can receive a free influenza vaccination at Gannett Health Services (with Cornell I.D.) between 9:00–11:30 a.m. or 1:30–4:30 p.m., Monday through Friday. No appointment is needed. For more information, call 255-5155. 🍄

KID'Scape Program Continues

The Office of Workforce Diversity, Equity & Life Quality continues to pilot a new program called KID'Scape, a social program for single parents to enjoy activities in the community. The program will include going out for dinner and attending plays. Child care will be provided as part of the event. KID'Scape provides employees with a unique networking opportunity.

Two more programs are scheduled for February 8 and April 26. If interested, e-mail OWDELQ@cornell.edu or call 255-3976. 🍄

Letter To The Editor 🍄 🍄 🍄 🍄 🍄

Walking on campus is a wonderful way to exercise, relieve stress and enjoy the beauty of our surroundings and while some of us are occasional walkers, others calculate their mileage around a particular route.

Over the years of lunchtime walking, I have found that walking can sometimes bring out an aggressive side to people that may or may not exist at any other time. In particular, this aggression is displayed when individuals walk three or four abreast and encounter others who are approaching them, going in the opposite direction.

In what I like to think of as a civilized society, people realize that sidewalk space should be shared. This does not always happen at Cornell. It is often noticed that those walking in multiples of three or more refuse to move aside to allow people to pass, going in either the same or opposite direction as they are. These actions are also not specific to staff or students, just a population in general.

The next time you're out for a walk, take the time to be aware of those who share the sidewalk with you. For those who walk in groups of three or more, step aside to allow others to pass. No one should have to move off the sidewalk to permit a large group to dominate walking space.

Name withheld by request. 🍄

■ EA News & Views ■ ■ ■ ■ ■

A Time of Reflection—Past, Present, and Future

Christina Bucko



Christina Bucko

U. Photo

It's that time of year again when we start thinking about New Year's Resolutions. There's something about a new year that causes us to reflect on the passing of time. It's a new beginning and a new start, which encourages us to make New Year's resolutions or goals. It's a powerful feeling to know you have an entire year ahead of you and you can choose what you want to do with it. It's a time to look back on the past year about what you liked best, what you didn't like, what you accomplished, what didn't work out—and why. Once you determine the answers to these questions, you can then look ahead to where you want to go.

For me, 2002 was a successful and rewarding year. My time on the Employee Assembly in particular stands out as being one of the most memorable experiences. I met a lot of stimulating and enjoyable people, I was able to contribute to discussions on positive change for Cornell staff, and I had the opportunity to help plan and participate in worthwhile and fun campus events. I feel I now have a much broader perspective on the Cornell community. If one of your goals in 2003 is to discover a more satisfying and rewarding experience during your work day, I strongly encourage you to consider running in the upcoming spring elections for a seat on the Employee Assembly.

All of us on the Employee Assembly wish everyone a happy, healthy, and prosperous 2003! 🍄

Workplace Safety Training Available Through the American Red Cross

The Tompkins County Chapter of the American Red Cross currently offers Workplace Safety Training. Red Cross First Aid and CPR courses can be taught, space permitting, right at your office or department. These valuable and life saving skills benefit not only your employees, but your community as well. As always, our classes are fun and affordable. Plus, all of the money spent on Red Cross health and safety programs stays right here in this community! For more information contact, Angela Helms at 273-1900 x26 or e-mail ahelms@tompkins-redcross.org. 🍄

Military Education Benefits Available

As of October 1, 2002, Montgomery GI Bill benefits have increased for active duty and selected reserve members. Veterans, service members and their families may be eligible for up to \$50,000 in GI Bill and Military Tuition Assistance. Service members can now receive up to \$900 a month (up from the previous \$800) in education benefits with at least three years of active duty experience.

Fill out one simple form for information at www.military.com/Education/Lead1?ESRC=memberupdate.se.

At this Web site you may find:

- The Insiders' Guide to GI Bill Benefits
- Guide to \$300 Million in Military and Veteran scholarships
- One-click access to schools awarding credit for Military service
- Schoolfinder, an on-line tool to find military-friendly programs

There is no cost for this service. 🍄

Architecture Art & Planning to Remain as College

In a statement issued December 20, 2002, President Hunter Rawlings and Provost Biddy Martin communicated their intention not to dissolve the College of Architecture, Art and Planning (AA&P), and to charge two faculty committees to develop a strategic intellectual plan for the college and develop proposals for shared curricular requirements.

The statement continued that the "concepts of 'design and the built environment' should serve as the intellectual core of the College's activities."

Vice Provost Walter I. Cohen will work closely with the two committees and with Dean Porus Olpadwala. Initial plans from each committee are expected by March 1, 2003.

AA&P employees greeted the news with relief. The university employs 41 staff in the AA&P area.

Staff trustee Michael Esposito and members of the Employee



Assembly met with 18 staff

members of

Architecture,

Art and Planning in early December to hear concerns and offer support. 🍄

Interested in taking a course at TC3 this spring?

Attend an open house and learn more about this educational opportunity. Walk-ins are welcome.

- **January 9, 2003**
8:30–11:00 a.m.; 163 Day Hall
- **January 17, 2003**
8:30–11:00 a.m.; 163 Day Hall

Information on: programs and services • academic advisement • basic skills assessment • learning assistance • career counseling

For more information, call 844-8222 (x4215) or e-mail haverlk@sunytcc.edu. 🍄



Editorial Board

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Toastmasters To The Rescue

Did you make a New Year's resolution to improve your confidence and communication skills?

The Ithaca Area Toastmasters club can help. The Toastmasters, a friendly and supportive atmosphere to improve your public speaking skills, is looking for new members. Toastmasters uses a self-paced format which allows you to progress at whatever pace you feel comfortable with. Members join to

- Improve public speaking skills
- Build confidence
- Improve general communication skills
- Develop presentation skills

The Ithaca Area Toastmasters club meets at 7:15 p.m. on the first, third and fourth Thursdays of the month at BOCES on Warren Road. For more information, contact Club President Jeff Christen at jrc42@cornell.edu or visit the club's Web site www.ithaca.ny.us/Orgs/Toastmasters/.

All Cornell staff members are welcome to join. Come visit a meeting as a guest and learn what the Ithaca Area Toastmasters club is all about. 🍄

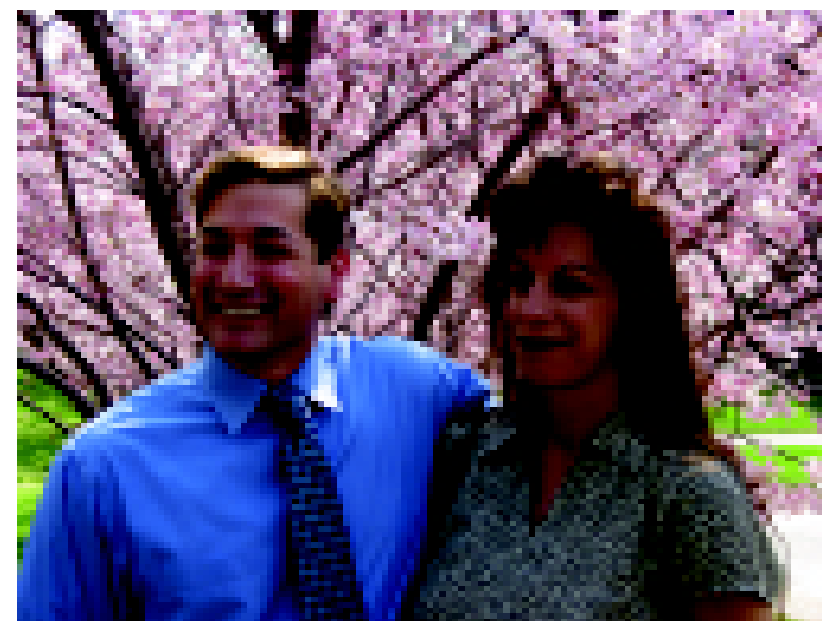
Looking Back 2002

Looking Ahead 2003



The ancient Roman god Janus, for whom the first month of the new year is named, is commonly depicted with two faces—one taking note of what lies behind and the other looking toward what lies ahead. January, thus, is an appropriate and opportune time to reflect on the events of the old year, while looking ahead to the new.

PawPrint invites you to join us in the pages ahead for a review of memorable staff moments from 2002—and then taking a glimpse at what lies ahead in the year 2003 in the areas of wellness, staff issues, workforce planning and campus construction projects. 🐾



New Employee-elected Trustee Michael Esposito celebrates his victory with his sister, Elaine Davis, a long-time Cornell employee.

Camper Woojin Richardson made snow cones during University Summer Day Camp's "Winter in July" Festival held July 5. Cooling down the summer heat, campers participated in a variety of activities including cookie baking, cold "hot" cocoa, gift making & exchange, lawn sledding and a paper snowball fight. 🐾



Frank DiMeo/U. Photo

Right: The Care Bears, from Continuing Education and Summer Sessions, tied *The Wizard of Oz* for first place in the best group category. From left, Kathleen Hawthorne (green bear), Cathy Pace (peach bear), Maggie Liu (pink bear), Stacy Smith (blue bear), Lisa Schutt (purple bear) and Donna Cook (yellow bear).



Frank DiMeo/U. Photo



Nicola Kouroupas/U. Photo

Phil Cox, facilities management director (back row, left) and Henry Doney, associate vice president, Facilities Services (far right) join the five latest Golden Bear awardees. From left: Roger Jackson, Mary Ann Diller, Russ Crumb, Pete Salino and Marc Sawyer.



Frank DiMeo/U. Photo

Sara Spoonhower, Olin Library (Service Awards Committee), pins a corsage on Duane Milton, facilities maintenance, a 30-year awardee.



From right, volunteers at Employee/Family Day included the Humphreys Fellows program members, Adina Cristea, Francine Jasper, Evija Smite, Ngwe Sint and Javier Guillen Sanchez, and Cynthia Smithbower, OHR (far left).



Right: Outstanding Performance Award winners from left, Sylvia Nyana and Sharon Parsons.



President Hunter Rawlings palms a Rawlings brand basketball autographed by Employee Assembly members and presented to him at the annual President's Address to Staff, October 16.



From left, new Employee Assembly officers include Greg Pratt, Christina Bucko, Joe DeMarco, Tammy Johnson and Tom Shelley.



Above: Catching all the action from last year's annual Hockey Tournament.



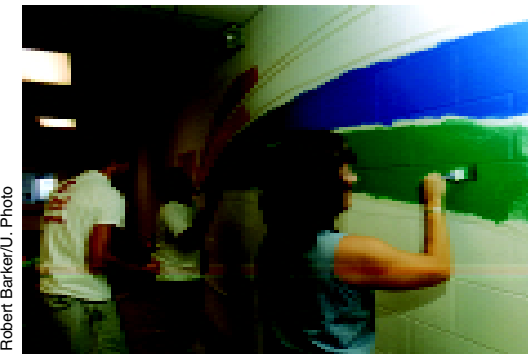
Emergency Grant Fund Auction attendees peruse the items before placing their bid.



Anil Ranwala, research assoc., Horticulture, and his son Dillon, 1 1/2, visited with McGruff the Crime Dog.



President Rawlings commends Corine Farewell on her accomplishments. Corine was one of 31 Staff Graduates to receive a degree in 2002.



From left, Allan Bishop, OHR; Joe DeMarco, EH&S and Deb Billups, OHR, paint a mural at the YMCA during the 2002 United Way Day of Caring.



Shijie Yang, Cornell Nanofabrication Facility, assists Anna Herforth '02 with her corsage.



There were approximately 100 attendees at the Annual Human Ecology Recognition Event. Dean Patsy Brannon, center, celebrates with prize winners Pat Avery, left and Sarah Demo, right.

The Year 2002—once over lightly

From sauting to service, art to honors, Cornell staffers had a winning year

Talent, heart and creativity were very much alive and well at Cornell during 2002. Starting the year off with a bang, Tompkins County Public Library featured "Ithaca Designs 2002," an exhibition of graphic design from Publication Services staff including **Sally Dutko**, art director; **Clive Howard**, associate art director/senior designer; **Deena Rambaum**, graphic designer; **Judy Burns**, graphic designer; **Richie Patrick**, manager of publications computing systems and from Cornell Alumni Magazine art director **Stefanie Green**.

John Vansoest and **Susan Stein** captained the two staff teams that played in the winter hockey tournament coordinated by **Gary Brandt**, OHR.

Cornell's Lake Source Cooling project, first proposed by Project Manager **Lanny Joyce** in 1994, was recognized with the New York Governor's Award for Pollution Prevention.

Cornell Dining executive Chef **Kevin Mitchell** was among the leading minority chefs in the US invited to prepare the Cultural Awareness Salute dinner at the Tavern On The Green Restaurant in February.

Bob Decker, a custodian in Building Care for the last 15 years, was recognized in February for holding a perfect attendance record for the past 10 years.

Cornell Police Sergeant **Charles Howard** received the Frank G. Hammer Officer of the Month Award, presented by the Kiwanis Club of Ithaca in March.

Later that month, the Cornell Recreation Connection (CRC) held its annual Harry Dickson Scotch Doubles bowling tournament. The top three winners were **Char** and **Tom Sullivan**, first place; **Lindy West** and **Shelly Pargh**, second place and **Tammy Drake** and **Don Davis**, third place.

Two members from EH&S received recognition from their local fire departments in April. **Chris Jordan** was recognized as "Firefighter of the Year" by the Brooktondale Fire Department, and **Jamie Wright** was honored by the Newfield Fire Department as "Outstanding Member for 2001."

Cooking up more success, Senior Executive Chef **Delmar Crim**, Cornell Dining, won the Bronze Medal at the National Association of College and University Food Services (NACUFS) Region I Conference Culinary Challenge in the spring.

Ron Chrzaszcz, AAD project development, was the big door prize winner at the Office Professionals Symposium in late April, taking home two roundtrip USAir tickets. **Graham McDougal**, an equipment technician in the Department of Art, and **Matthew Ferrari**, a digital photographer at the Johnson Museum of Art, were announced as recipients of Cornell Council for the Arts (CCA) individual grant awards for 2002-03. **Kelly Sheridan** won the prize for the best poker hand at the annual Cornell Wellness Poker Walk around Beebe Lake in mid-May.

Laura Lewis, director, ILR Office of Student Services, received the Tompkins Trust Company's Award for Excellence in late May, a community service award given to outstanding individuals whose activities and contributions have had a positive impact upon the Tompkins County community and its residents.

Sally Dutko, art director in publications services and fiber artist, organized a highly acclaimed art exhibit in the spring entitled "Artists Respond," featuring more than 100 Ithaca area artists' work influenced by the September 11, 2001 attacks.

In June, the Cornell Recreation Connection elected officers. Retiree **Georgian Leonard** was elected president, **Connie Cook** was voted vice president and **Marlene Reitz** was named as treasurer.

Employee Assembly elections brought newly-elected members **Letti McNeill**, **Donna Goss** and **Tammy J. Johnson** into the self-governance system. **Mary Smallwood Churchill** joined the Employee Assembly in the fall.

In May **Marty Schlabach**, Geneva Library, received the 2002 SUNY Chancellor's Award for Excellence in Librarianship for his leadership of libraries in Geneva and Ithaca.

At the annual June meeting, the Cornell Retirees' Association (CRA) elected **Helen Swank** to lead the organization and chose **Cris Gardner** as vice president.

In September, awards went out to two vet college staffers. **F. Bernie Bennet**, an animal technician, received the Upstate NY American Association for Laboratory Animal Science (AALAS) "Purina Mills Prolab Award," and animal technician **Frank Jago** received the Upstate NY AALAS "Technician of the Year award."

Rounding out the year, Employee Assembly member **Christina Bucko**, administrative assistant, IRIS Administration, was promoted to 2nd Class Petty Officer in the US Naval Reserve in November. 🍀



Nicola Kountoupes/U. Photo

Left, Mindy Stevenson, AA&D, climbed the Lindseth Climbing Wall—the largest indoor natural rock climbing wall in North America!



Robert Glase/Preservation Conservation



Nicola Kountoupes/U. Photo

University photographer Matt Fondeur takes future photographers on a tour of the studio and darkroom.



Frank DiMeo/U. Photo

The Olin-Kroch-Uris Library Circulation Services group, costumed as characters from *The Wizard of Oz* (middle). From left, Boris Michev (Tin Man), Sara Spoonhower (Dorothy), Bethany Silfer (Scarecrow), and Carol Buckley (Lion). Completing the ensemble in the background are Penny Spoonhower (Glinda the Good Witch), Loretta Komala (Wicked Witch), Marie Powers (Auntie Em), Sam Hultzman (The Wizard) and Debbie Cook, Darla Critchfield and Emily Conway (Munchkins).



F. Hickey/NYSAES/Cornell

Research technician Ann Cobb beams as she receives Geneva's "Employee of the Year" plaque during the Experiment Station banquet on November 1.



Frank DiMeo/U. Photo

Left: From left, Neil Boyd, Denise Warne, Annette Bartlow, Dale Kulis, Floyd Drysdale, Jon McPherson and Richard Mooney, custodial manager, Myron Taylor. Everyone is this group works at the Myron Taylor time clock.

From left, Allan Bishop, OHR; Joe DeMarco, EH&S and Deb Billups, OHR, paint a mural at the YMCA during the 2002 United Way Day of Caring.



Frank DiMeo/U. Photo



Nicola Kountoupes/U. Photo

From left, Nisaa Grant, Claire Dellinger, Anastassia Golovachkina and Sabrina Jenner enjoying a favorite camper pastime—creating "boondoggle" or braided lanyards.



Marie Hedrick/Campus Life

Kevin Mitchell



Frank DiMeo/U. Photo

Graham McDougal



Frank DiMeo/U. Photo

Matthew Ferrari



Charles Harrington/U. Photo

Laura Lewis

Looking Back Looking Ahead



Wellness

Beth McKinney

My wish for 2003 is that the CU Wellness program touches each individual employee in some way. Our mission to provide educational and physical opportunities that promote positive lifestyle behaviors has not changed throughout our 14 years, however, exactly what we offer has evolved with the times. 2003 is no exception.

Last year, CU Wellness initiated an extremely useful health behavior assessment. Over 1,000 employees completed *Succeed* via computer, and I received an aggregate report with details about this population. This data is what guides our current programming. In a nutshell, we are focusing on stress management, weight management, and smoking cessation.

So how can five Wellness staff members cause thousands of staff and faculty to make behavior changes? Actually, we can't. What we can do is provide you with many varying tools so that you can complete the job yourself.

We still offer the fitness centers, group classes, swimming pools, and one-on-one wellness/training appointments as well as a huge outreach program including our upcoming health fair in March. But we can't help ourselves from coming up with great ideas. Here's what's new for 2003:

Stress management: *Relax*, a computerized health improvement program can increase your awareness and help you set goals. The on-line questionnaire asks you targeted questions followed by immediate feedback and newsletters. And look for a different Burnout Prevention class this spring that focuses on finding your inner beat.

Weight management: In addition to the 12-week intensive class, we have added a class entitled How to Lose 5-10 Pounds. It is designed to help people lose 5-10 pounds—duh. We are also piloting a team-based walking club this spring where teams of three track their steps using a pedometer and resulting in a friendly competition.

Smoking cessation options are still available as well—through classes, by phone, in person, and by computer. We can't think of any more ways to help people who are ready to set a quit date. Let me know if you can.

Think of the Wellness Program staff as helpers. Imagine our offerings as tools. If you've never interacted with the Wellness staff, we suggest you take advantage of something we offer – plenty is free. If nothing else, please complete *Succeed*, the on-line health behavior assessment so that we can provide more of what you require in the future. See you soon! 🐾



Beth McKinney, Wellness Director

Nicola Kountoupes/U. Photo

Employee Assembly

Joe DeMarco

What's in store for your Employee Assembly in 2003? During this upcoming year the 13 members of the Employee Assembly (EA) will continue the tradition of advocating for staff and bringing staff issues forward to the administration.

We will continue our successful "Town Meeting" initiative through which we bring various speakers to locations around campus to discuss areas of concern to staff. We are in the process of teaming with the Faculty Senate to hold a session with administration leaders to present current information on the Workforce Planning initiative. Check upcoming editions of *PawPrint* for details.

The Employee Assembly will continue partnering with the three other assemblies—Student Assembly, the Graduate and Professional Student Assembly, and the University Assembly—on discussions with the administration on issues regarding public service, sustainable development and the self-governance system.

Later this month, we will hold an appreciation event to allow EA members to thank their supervisors and colleagues who support their participation in Cornell's self-governance system.

The first day of February is the date for this year's Employee/Family Sports Saturday, which the EA co-sponsors. This will be an innovative event since it includes two competitions—Cornell women's gymnastics and men's nationally-ranked wrestling team—that are new to our annual wintertime gathering.

Employee Assembly elections will take place in the spring—six Employee Assembly seats will be up for election. We encourage staff members to consider getting involved in the assembly system. The *PawPrint* newspaper and the Employee Assembly Web site will be prime locations to get information on how you can become part of Cornell's self-governance system. If you have questions about the elections, contact the Office of Assemblies at 255-3175.

Additional EA initiatives will be the annual New Employee reception, tentatively set for late spring. Ongoing projects include the coordination of the George Peter Award for Dedicated Service and fund-raising efforts for the Staff Emergency Grant Fund.

2003 will also be an exciting time as we say goodbye to Hunter Rawlings III as Cornell president and welcome Jeffrey S. Lehman '77, who will become Cornell's eleventh President in July.

To check on upcoming events and other Employee Assembly projects, check our Web site www.assembly.cornell.edu/EA. 🐾



Joe DeMarco, EA Chair

Peter Corbi/U. Photo

Construction Ahead!

Steven Wright and Donna Goss

What a unique time to be working at Cornell. It seems that everywhere on campus there's something going on; or something about to start; or something planned for the next few years. Indeed, the face of the campus is changing almost on a daily basis. Currently more than 180 capital projects are in some aspect of being underway.

On the near horizon there are a number of large capital projects under construction. On the endowed side, in SapSucker Woods we're underway with a \$26M, 83,000 gross square feet (GSF) facility for the Lab of Ornithology. The new building replaces the 15,000 GSF building that's served the Lab for 40+ years. What previously has been a skeleton of a building at Duffield Hall now has formed walls, sprouted windows and is taking on shape as the new nanotechnology building. Once this \$65M project is completed, Knight Lab will be demolished and a three-story atrium will be constructed between Duffield and Phillips. Finally, the engineering quad will be re-landscaped and reconstructed. Don't expect the entire project to be complete before the fall of 2004 though.

On Hungerford Hill, a new 36,000 GSF laboratory for the Baker Institute was completed in October. The new laboratory building will support feline and canine research. Also, you may have seen the disruption on the north end of the Arts Quad caused by the renovation of White Hall for the College of Arts and Sciences. This \$12.5M project is nearing completion, and it would be worth your time to take a tour of the building as the look and finishes will be quite upscale; very appropriate for one of Cornell's first buildings on the historic Arts Quad. Also on the endowed side, the new wrestling facility was erected to the east of the fieldhouse. This \$3.5M building is unique in that it is the only stand-alone wrestling facility in the country. On the State-side, the ILR project proceeds along well also, headed for a spring 2003 completion.

There are also a number on large endowed and State projects in their final stages of design. A new addition to the Hotel School, to be built on the southeast side of the Statler, will likely be ready to start later in 2003, perhaps as early as September. Also, the Surge I facility, a small converted boiler plant adjacent to Plantations, will be renovated and added to as part of a \$3.2M project anticipated to be under construction this fall. The most significant near-term project planned by the State, however, is the Bailey Hall renovation, currently in the final stages of design and expected to begin very soon.

In the longer-term, the university has a number of large projects planned. The largest is the 7-year, \$177M, West Campus Residential Initiative (WCRI). The WCRI will demolish Noyes Center and the University Halls, replacing them with five new residence halls and a recreation center of about 300K GSF more than what currently exists. The surprise is that there will be no additional students housed on west campus, so the additional square footage is all for program spaces. The first of the new residence halls needs to be under construction next summer.

Planning for a new building for the Department of Architecture continues. The new building, Milstein Hall, is planned to be more than twice the size of Rand and will likely occupy the site of the current Rand. Design is just starting so don't expect to see the new building anytime soon. Another project you may have heard about is the \$110M Life Sciences Technology Initiative to be constructed on the west end of Upper Alumni Fields. We're a few months away from starting design on that yet, and if all goes well we'll plan to start construction in the summer of 2004. Also in support of the university's Life Sciences Initiative, we'll be constructing a \$17M Transgenic Mouse facility, about 35K GSF, somewhere near the Vet School, and a smaller one underground near Savage Hall. These two facilities will be used to breed or house mice that will be used in the Life Sciences research. In addition to the newly completed wrestling facility, a number of Athletics projects are planned, including a new 31,000 GSF boathouse, renovations of Schoellkopf and Helen Newman, and a new field complex. On the State-side, two major projects are looming. The first is the long-awaited Mann Library Renovation, scheduled to start in the fall of 2003. Also, in an early stage, is a project to demolish and replace North MVR as a result of the structural problems that caused it to be evacuated.

Managing the parking infrastructure is a critical element of the university's growth. To that end, the lots at the Tennis Center and Polo Center have been expanded. The keystone transportation project is the construction of an approximately 400-car parking garage downhill and to the west of the Law School. These and other initiatives planned for the next 5 years will help to ease the current and expected parking problems.

Just as we are, other colleges and universities around the country are building their own future. Cornell is not unique in that regard. However, peers at other institutions are surprised at the magnitude of the initiatives reflected in the projects noted above,—and the hundreds of smaller projects not noted above. Few universities are investing as much as is Cornell. Such an investment speaks well for Cornell's continued leadership as a national center for teaching and research excellence. 🐾



Donna Goss

Provided



Steven Wright

Provided

Benefits

Tax Time:
You may have already received your federal and state tax forms and your Cornell W-2 is on the way soon. So, you are ready to begin preparations to file your tax return for last year. There are some techniques you still may be able to use to reduce your income tax burden from 2002. You need to do some research on these items to make sure they will benefit you, or ask your tax advisor/preparer to check them out.

If you contributed to your retirement accounts this year through Cornell's tax-deferred annuity, you may qualify to add in more money to a standard IRA, which will reduce your taxable income. Then look at increasing your contribution to your tax-deferred annuity at work in 2003 to put that money away in advance for this year.

If you had dependent day care expenses in 2002, remember to look at the Dependent Care Tax Credit on the long Form 1040. You may have some tax credit coming to you, even if you used the Select Benefits Dependent Care account last year. ❄️



Workforce Planning

Before looking ahead to what may come from the workforce planning effort in 2003, it's worth taking a quick look back at what has occurred thus far. This effort began in November 2001 with the implementation of a staff hiring freeze and a review of non-academic support functions and staffing requirements to help position the university to deal in both the short and long run with significant financial constraints. The overall purpose of this effort is to free resources for reallocation into university and unit-level priority areas while achieving and maintaining high quality support functions. This planning effort has been a high priority for President Rawlings and it will continue to be a high priority through the transition to our new President, Jeffrey S. Lehman.

A Brief Look Back

The hiring freeze, which ended June 30, 2002, achieved the primary goals of realizing some short-term financial savings, estimated at \$1-1.5 million for all operating units, as well as providing the opportunity to begin reviewing support activities campuswide. Reviews of the human resource and financial transaction processing functions have been completed and a direction has been established to consolidate transaction processing at the college/unit level for large units and in shared service centers for small units. This direction is expected to improve transaction practices and policy interpretation and implementation in both functions as well as reduce the number of staff doing transaction processing. Substantial progress has been made in the review of the alumni affairs and development function with completion expected in February 2003. Reviews were initiated in the Fall of 2002 in the facilities, information technology, and student services support functions.



Charles Harrington/U. Photo
Paul Streeter

A Brief Look Ahead

Detailed planning for the implementation of the approved operating framework for the human resources and financial processing support functions is underway in some operating units and will begin shortly in others. I expect staff will begin to see changes in process requirements and how related job responsibilities are defined and assigned by the summer. Implementation efforts in these functions will likely continue through next fall. We do expect that there will be less people involved with transaction processing campuswide once implementation is complete, but we do not yet know exactly know how or what staff reductions might actually occur.

Since many of the staff who perform work related to these two functions also have broader responsibilities it is likely that operating units will examine all administrative support activity as part of this implementation effort. Many staff will likely be involved in unit implementation planning. This review effort has begun in CALS and Donna Updike, Administrative Manager in the Departments of Crop and Soil Sciences and Natural Resources, is optimistic about the possible outcomes. Donna has begun working part-time with college staff on implementation planning and she says that she is "optimistic that the changes will be positive and effective since those actually doing the work in CALS will have a major role in determining how processes can be streamlined without eroding program support."

For the other areas currently under review including alumni affairs and development, facilities, information technology, and student services, we expect the initial implementation planning to be completed by late spring and detailed implementation planning to be completed in the fall.

I remain encouraged by the thoughtfulness and determination of those from across campus who have contributed in large and small ways to this planning effort so far to bring about change that is positive for the university and its staff. ❄️

Job Function/Service/Unit	1994-95	1995-96	2000-01	2001-02	2002-03	One Year Change		% Change Over 5 Years		
						#	%	Avg. Annual	2 Year	5 Year
Academic Support	548	554	584	594	608	14	2.4%	3.2%	10.0%	17.15%
General/Administrative Support	1632	1591	1605	1599	1598	-12	-0.7%	0.0%	2.44%	0.00%
Fund Raising/Alumni Relations	150	154	164	167	170	3	1.9%	3.2%	10.0%	17.14%
Auxiliary & Miscellaneous Services	174	166	162	155	144	-16	-9.2%	-3.0%	-10.0%	-17.14%
Communication	225	224	224	248	240	-8	-3.2%	3.4%	1.14%	17.10%
Facilities and Related Support	1379	1302	1200	1147	1165	-18	-1.3%	1.0%	4.84%	0.00%
Finance	422	447	455	477	476	-1	-0.2%	1.0%	0.48%	0.00%
Human Resources	138	134	142	146	141	-6	-4.1%	2.1%	2.10%	10.16%
Computing & Other Technology Support	547	640	694	686	723	31	4.5%	7.2%	18.00%	48.18%
Library and Museum	287	281	289	280	279	-1	-0.4%	0.0%	4.50%	1.40%
Student Services and Related	686	710	751	758	764	6	0.7%	2.0%	7.50%	13.16%
Technical	543	547	593	584	628	42	7.1%	2.0%	14.44%	13.00%
Grand Total	6819	6781	6895	7108	7124	23	0.3%	1.0%	4.42%	10.00%

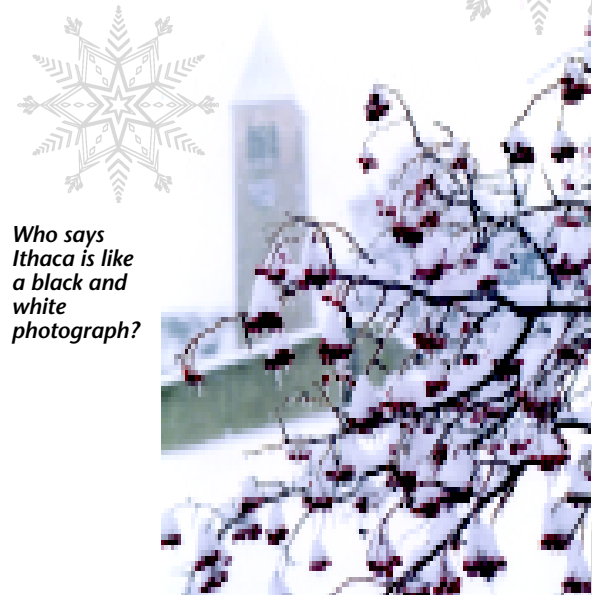
A Winter To Remember



They're going to need all ten gears to get through this snow!



Kim Klein, gardener, removes snow from a stairway.



Who says Ithaca is like a black and white photograph?



Dayton Allen, grounds, clears snow for pedestrians on Ho Plaza.



It's stone cold in Ithaca.

* All photos by Charles Harrington/U. Photo

Bound For NYC and Aida

Saturday, April 12, the Cornell Recreation Connection will be hosting a bus trip to New York City to see the Broadway Play matinee, *Aida*. This musical has received four Tony Awards including Best Music on Broadway, Best Score, Best Lighting and Best Sets. Created by two of the world's most gifted musicians, Elton John (the music) and Tim Rice (the lyrics), and the magic of Disney to tell the legend is a must see and hear.

Very briefly, *Aida* is a classic tale of forbidden love, set in Ancient Egypt. It is a story of love and a struggle for power in a time when war is battled between Egypt and her southern neighbor, Nubia. As Radames, the Egyptian army captain prepares to return home after being declared "victorious", his soldiers bring to him a number of Nubian women they had captured. One of the women (*Aida*) appears to be extremely strong and shows courage over and above the others. After his arrival to Egypt, Radames (who is promised to marry the Egyptian princess Amneris) gives *Aida* as his gift to Amneris. Though Amneris is delighted with the gift of *Aida*, Radames has found that he, himself, is captured and enchanted with *Aida*! This is a story of history, love, courage, and betrayal.

More information about the story of *Aida* will be forthcoming. The cost of the trip is \$115/person. Be sure to get on the waiting list by calling Janet Beebe at 255-7565. 🐾

ELTON JOHN & TIM RICE'S



CLASSIFIED ADS

compiled by Flora Karasin

♦ For Sale

Glass Dining table w/six chairs, \$150; breakfast bar w/2 stools, \$75; Casio Keyboard w/bench & stand, like new, \$99, lh73 or 5-6900.

Two baby cribs, pots & pans, air matt., set of dishes, Christmas trees, tree trimmings, children's clothes, sz. 6 mo.–18 mo., make offer, 5-2021 or 347-4688.

4 All-season tires, Goodyear S4S P205/70R15 tires, approx. 50% tread remaining, \$30/obo., Mitch at 5-7223 or mkc2.

Loom, Leclerc Nilus 45", 4 shaft, with access., \$800, lp14 or 5-9477.

Washer, White-Westinghouse, 7 cycle, HD, ex. lg. cap., \$100; topload GE Food Freezer, 48"x26"x36", \$50, 272-2996 or nv43.

1999 Chevy Suburban 1500, 2WD, LS, loaded, clean, no rust, dings or dents, 69K, \$15,700, 546-4646 or cell (330) 472-0389.

Dog crate/kennel, large, plastic & wire type, never used, \$55, dfs9.

4 Hercules Polar Trax snow tires, 215/65 R16 in ex. cond., \$60; Cardio Glide exercise machine, \$50, ric21 or 5-1050.

Guidelines for Classified Ads

Free to members of the Cornell community, ads are printed as space permits. Remember to:

- Include **name, campus phone number** and the **category** your ad fits into.
- Limit ad to **20 words** or less.
- Submit **only one ad per person**.
- Ads selling goods or commercial services on an ongoing basis or promoting employment outside Cornell cannot be accepted.
- To run your ad more than once, **you must re-submit it**.
- *PawPrint* is not responsible for errors or unprinted ads, and retains the right to edit or reject any submission.

E-mail ads to: ppclassified@cornell.edu.
or via campus mail to:

PawPrint classifieds c/o
Flora Karasin, 240 Emerson Hall

Classified Deadlines:

- *Jan. 16 for Jan. 23 issue*
- *Jan. 30 for Feb. 6 issue*

1994 Chevy Cavalier wagon, 78K, 4 cyl., CD, A/C, new snows, body ex., \$4,000, mm81 or 5-0260.

New Indoor Far-Infrared Sauna, broadrange ceramic heaters, Oak/Cedar, speakers, digital, glass dr., health benefits, \$2,500, 532-4379.

Little tikes cozy cruiser bike trailer, little use, great cond., converts to jog stroller, rain fly, storage compartment, \$100, sc142 or 795-1930.

Beautiful thoroughbred rescue, 15:1 hands, blood bay, ex. manners, from track, suitable for retraining, \$800, Becky at 5-6349 or rd64.

Special canister set of 4 & napkin holder, for fans of mushrooms or 70s kitsch, orange & yellow, hand painted, ex. cond., \$25, dws3 or 5-8206.

1997 Ford Ranger, 4-cyl., 5 spd., one owner, no rust, 4 extra tires w/ rims (summer), tonneau cover, 117K, \$3,500, mlh14 or 5-5378.

Fiber glass truck cap for pickup w/8' bed, \$100, 589-4908.

1999 Mustang, yellow, 35th Anniversary, 5 spd., 43K, V6, well maint., no winters, K&N, \$9,500/obo., 257-8929 (lv. msg.).

Furniture: toddler bed & matt. \$50; high chair, \$25; cherry BR. set, king four-post bed, triple dresser w/mirror, 2 night stands, ling. chest, \$1,525, bhoward@cs.cornell.edu or 5-4188.

♦ For Rent

1 BR apt., priv, quiet and bright, 7 mi. to CU, Rte. 79 W, non-smoker, \$420+/mo., 277-6734. 🐾

2003 Ithaca Weather Calendar Available

Get your 2003 Ithaca weather calendar today. It features high and low temperatures for the day, times of sunrise and sunset, record temperatures, moon phases, and the date of first and last frost. The cost is \$9 and is available in 1123 Bradford Hall or by calling 255-3034. 🐾

UPCOMING EVENTS

9 THURSDAY - 13 MONDAY

14 TUESDAY

- *PawPrint* Board Meeting; noon–1:30 p.m.; 2123 Comstock.
- Retirement Consultation: ING; Vet School. Call 1-888-883-6320 to make an appointment.

15 WEDNESDAY

- EA Meeting; 12:15–1:00 p.m.; Day Hall Boardroom.
- Retirement Presentation; 2:00–4:00 p.m.; 163 Day Hall. For more information, call 255-3936.
- Multicultural Reading Circle; 6:30–8:00 p.m.; Multicultural Resource Center, 615 Willow Ave.
- Cornell Cinema re-opening; The Kid Stays in the Picture; 7:30 p.m.; WSH theatre; \$6-general public, \$5-students and seniors.
- Retirement Consultation: TIAA-CREF; 130 Day Hall. Call 1-877-209-3144 to make an appointment.
- Retirement Consultation: MetLife; Geneva. Call 1-315-789-3200 to make an appointment.

16 THURSDAY

- *Life Transitions: Marriage and Partnerships*; course #1612; 11:30 a.m.–12:45 p.m.; 170 Roberts Hall; no charge. To register visit <http://register.cornell.edu:8000/>.
- Retirement Consultation: TIAA-CREF; 130 Day Hall. Call 1-877-209-3144 to make an appointment.

17 FRIDAY - 18 SATURDAY

CRC

Cornell Recreation Connection



tubing at Greek Peak

Saturday, January 11

See page 1 for details.

Smucker's Stars on Ice, Rochester

Saturday, March 15

Ice skating fans won't want to miss this chance to watch all four of the 2002 Olympic Pair Champions, Tara Lipinski, Todd Eldredge, Kurt Browning, Katrina Witt, and Alexei Yagudin at this year's event. The cost is \$75/person, which includes ticket and transportation.

Upcoming Events (CRC offers gift certificates for trips and events)

March 15 Scotch Doubles Bowling

Dust off those bowling shoes—come over and join the fun! Any couple combination is acceptable. Whether you are a first-time bowler or an experienced league bowler, you are sure to have fun.

March 22 Fun Bowling

Bring your family and friends—join CRC for their annual Fun Bowling event. Bumper bowling lanes are available. Lanes are first-come, first-served and will be assigned upon receipt of your payment. Advance reservations and payment are required. Watch upcoming editions of *PawPrint* for more information.

April 12 Aida on Broadway in NYC

The cost of the trip is \$115/person, which includes ticket and transportation. The bus leaves "B" Lot at 7:30 a.m. and reaches NYC for the matinee performance. For more information, see article to the left.

May 17-19 Cape May and Atlantic City

"Luck be a Lady Tonight!" Back by popular demand, CRC will offer their Atlantic City trip again this year with an added bonus—a visit to Cape May. Watch upcoming editions of *PawPrint* for more information.

September 28 Cruise to Bermuda from NYC

This week-long cruise to Bermuda leaves from New York City. If interested, call Duane Goodwin at 838-3375 for information.

CRC Desk, 130 Day Hall or call 255-7565

< www.crc.cornell.edu >

Because you cared...

Your donations have helped the Cornell United Way Campaign reach this year's goal. You have helped a United Way agency to provide much-needed services in our community.

Thank you, thank you.

make your
caring
count

—a Cornell tradition



Continue to return your pledge cards. Contact the United Way volunteer in your division or smg18@cornell.edu for more information.

19 SUNDAY

- Bound for Glory: Jeff Warner. Live sets at 8:30, 9:30 and 10:30 p.m., Café at Anabel Taylor.

20 MONDAY

21 TUESDAY

- *Working with Difficult People*; course #1574; 9:00 a.m.–noon; 401 Warren Hall; \$30. To register visit <http://register.cornell.edu:8000/>.
- *Bluebirds Up Close* video shown by Liberty Hyde Bailey Garden Club; 7:30 p.m.; Cornell Greenhouse Aud., Tower Rd. Call 272-9476 for more information or scho@mac.com.
- Retirement Consultation: Fidelity; 130 Day Hall. Call 1-800-642-7131 to make an appointment.
- Retirement Consultation: ING, Vet School. Call 1-888-883-6320 to make an appointment.

22 WEDNESDAY

- Blood Pressure Clinic; 9:30–10:30 a.m.; Orchards.
- Blood Pressure Clinic; 11:00 a.m.–noon; Baker Institute, conference room.
- *Résumé and Cover Letter*; course #1703; noon.–1:00 p.m.; 2150 N. Balch Hall; no charge. To register visit <http://register.cornell.edu:8000/>.
- Retirement Consultation: TIAA-CREF; 130 Day Hall. Call 1-877-209-3144 to make an appointment.
- Retirement Consultation: MetLife; Geneva. Call 1-315-789-3200 to make an appointment.