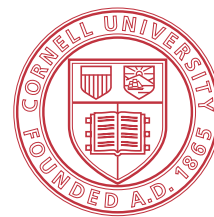


Pawprint



A Newspaper by and for the Cornell Community

Skorton, campus and community leaders honored

NANCY DOOLITTLE



In a tribute to President David Skorton and Professor Robin Davisson, a donation in their names to support 10 years of United Way of Tompkins County's Summers of Service scholarships will be made to the Cornell Student United Way Campaign beginning in 2015.

Vice President for University Relations Joel Malina, whose division will fund the contribution, made the announcement Dec. 6 at the Town-Gown (TOGO) Awards celebration. The scholarships will be awarded to local high school students with an interest in public engagement, Malina told an audience of 200 community and campus leaders at Ithaca High School.

Visibly moved by this tribute, Skorton said: "Everywhere I've lived, the United Way and the multiplicity of agencies it represents have been absolutely critical."

Earlier, he had acknowledged that this was his last TOGO Award celebration. "We have been through a lot of challenges together," Skorton said, referring to the economic downturn and, more recently, to the tragedies during Thanksgiving break. "Communities big and small never, ever, run out of difficulties to deal with, unfortunately, and nonprofits and businesses and the spirit of this community are the glue that keeps everything together."

The scholarship announcement capped the TOGO Awards, which celebrate partnerships between local organizations and the university.

Susan Murphy, vice president for student and academic services, paid tribute to St. Luke Lutheran Church in Collegetown for serving as a community gathering place and a welcoming venue for town-gown meetings and programs. She recognized St. Luke Pastor Rick Bair; Judy Tennant, St. Luke Church Council president; and Julie Paige,



Susan Murphy recognizes Julie Paige with a TOGO award

of Cornell's Off-Campus Housing Office, with the first of the day's awards.

KyuJung Whang, vice president for facilities services, recognized the Cayuga Lake Monitoring Partnership, a forum where agencies and organizations monitoring the health of Cayuga Lake meet regularly to share the results of their work and to explore ways to improve and expand monitoring efforts. Accepting the TOGO award were Roxy Johnston, Cayuga Lake Monitoring Partnership chair and watershed coordinator and lab director at the City of Ithaca Water Treatment Plant; Frank Proto, chair of the Tompkins County Water Resources Council; and Bert Bland, associate vice president in facilities and Cornell's energy and sustainability director.

Christopher Dunn, the Elizabeth Newman Wilds Director of Cornell Plantations, presented the third award to the "Kids Discover the Trail"

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continued on page 2



Meinig Family Cornell National Scholars collect food for local food pantries. From left, Sady Ramirez Ossa, Tucker Shea, Mayur Patel, Amanda Moretti, Ziva Posner, President Skorton, Jessie Reeves, Leah DeWitt, Amir Elsamadisi, Tom Hittinger and Marissa Lee.

initiative, a collaboration among the Ithaca Public Education Initiative, the Ithaca City School District and the Discovery Trail that provides educational area field trips for students in grades pre-K to 5. Accepting the award were Mary Grainger, Ithaca Public Education Initiative; Charlie Trautmann, Sciencenter; Sonja Skelly, Cornell Plantations; Nancy Trautmann, Lab of Ornithology; and Cathy Klimaszewski, Johnson Museum.

Mary Opperman, vice president for human resources and safety services, recognized Rev: Ithaca Startup Works, a new business incubator that offers entrepreneurs a place in downtown Ithaca to grow their businesses. Accepting the award were Chris Ward on behalf of Frost Travis, Rev's landlord; Tom Schryver, Rev mentor and executive director for the Center for Regional Economic Advancement at Cornell; and Carl Haynes, president of Tompkins Cortland Community College.

Malina presented the final group TOGO award to the community and campus members who work on food distribution and recovery networks in the local area: Steve Griffin, Foodnet Meals on Wheels; Rev. Christina Culver, Loaves and Fishes of Tompkins County; Ruth Williams, the Food Distribution Network; Cornell student John Lowry '16, Food Recovery Network; Therese O'Connor, Cornell Dining; Steve McKay, Cornell's Homer C. Thompson Vegetable Research Farm; Natasha Thompson, the Food Bank of the Southern Tier; and Marty Hatch, Friendship Donations Network.

"It is difficult to think of work that is more important, and more pressing, than working for the poor and hungry among us in Tompkins County, here and now," Malina said. He also thanked the Meinig Family Cornell National Scholars who attended the TOGO awards to collect food for local food pantries.

John Gutenberger, senior adviser to community relations, recognized six area residents leaving public office or high-profile positions: Terry Byrnes, founder and retiring board president of the Ithaca Public Education Initiative; Audrey Cooper, who has led numerous human-service agencies in Ithaca; Mimi Melegrito, who worked at the Ithaca Youth Bureau for more than 30 years; Jean McPheeters, recently retired from the Tompkins County Chamber of Commerce, where she served as president for 14 years; Nancy Potter, who has worked more than 30 years with Cornell Cooperative Extension of Tompkins County; and Aurora Valenti, who brought a customer-service orientation to her work as county clerk, clerk of the courts and director of the Department of Motor Vehicles in Ithaca.

The annual TOGO Awards, which began in 2011, are held on the first Saturday morning of December, and alternate between community and campus venues. 🐾

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Tech Talk

Matt Klein



Getting Ready for SharePoint Online

If you've been following updates about new and upcoming features of Cornell's Office 365, you may have heard the name SharePoint Online, or be aware that some campus units have been early adopters of the service for several months now. Those who have not yet interacted with SharePoint Online might be wondering what it is, and what they might use it for. SharePoint Online can be used for quite a lot of things, but one of the most frequently used functions is to create and host a team site - someplace a group of people working together can share documents and edit them collaboratively, share a notebook, post announcements, make a task list, and more.

In a previous Tech Talk, we covered how you can use Cornell's OneDrive for Business to store OneNote notebooks so you can access and update them no matter where you are or what computer or device you're using. SharePoint Online lets you do the same thing, only the notebook is better suited for group use, since it's stored in a group document space rather than an individual account. In the same way, Word, Excel and PowerPoint documents stored in a SharePoint group space can also be reviewed and edited by everyone in the group.

In coming weeks, more announcements will appear about SharePoint Online's general availability. Creation and support of team sites and other types of sites in SharePoint Online is handled by site collection administrators, who oversee the site collection for their college, department, or unit.

Your local technical support provider is a good person to ask to find out if your unit has a SharePoint Online site collection, or has plans to get one, and how to request a site.

To learn more about SharePoint Online, visit: it.cornell.edu/sharepoint



Career/Life Opportunities

Worklife

Caregiver Support & Education Network Meeting - The next meeting will be held Dec. 18, 12:15-1:15 p.m., 221 Weill Hall. For details and registration see https://www.hr.cornell.edu/life/support/wellbeing_programs.html.

Knit2gether Cornell - Thursdays, locations vary, noon-1 p.m. The next two sessions are: Dec. 18, Warren Hall B02; Jan. 8, ILR Ives 281, host Darrie O'Connell. Open to the Cornell community; join one or all the knitting sessions. Bring your project, learn to knit, or work on a charity project. For details, see <http://recreation.athletics.cornell.edu/wellness/outreach/knit2gether-cornell>.

Diabetes Prevention Program - Wednesdays, Jan. 14-Apr. 29 (16 weeks), 12:30-1:30 p.m. The Diabetes Prevention Program is designed to reduce your risk of developing type 2 diabetes through modest weight loss and moderate physical activity. This program is offered to participants who qualify as pre-diabetic and is facilitated by a trained CDC lifestyle coach, Susan Dunlop, from the Tompkins County Health Department. There is a fee for this course. For details and to register, see <http://recreation.athletics.cornell.edu/wellness/outreach/pre-diabetes>.

Faculty and Staff Assistance Program (FSAP) moves to 312 College Ave.

JULIE GLANVILLE



Cornell's Faculty and Staff Assistance Program (FSAP) will start out the new year in a new location: 312 College Ave. in College-town.

During the week of December 15, FSAP will move to a fully renovated office suite a block down from its current location in Collegetown. The new office is situated in a quieter part of College Ave. and has a private entrance.

"I think our new location will really support our emphasis on privacy and confidentiality for all of our clients," said Gabriel Tornusciolo, Psy.D., assistant director for FSAP.

This month, FSAP also expanded the number of its satellite locations by adding a new site in the East Hill Office Building, 1-5 p.m. every other Wednesday. FSAP staff already meet with clients at satellite locations at the Cornell Veterinary College, at Seneca Place downtown and on Cornell's Geneva campus.

"Our goal is to make our services as accessible and convenient as possible for staff and faculty," said Tornusciolo.

FSAP offers free consultation, support, and short-term counseling to faculty, staff, post-docs, retirees and their partners who are experiencing challenges to their personal wellbeing, their job satisfaction or their performance at work. FSAP's licensed mental health professionals help clients address concerns such as personal and family challenges, work-related stressors or conflict, alcohol and drug problems, and stress management. They also consult with employees who are concerned about a coworker or workplace situation and provide crisis response and community support.

"We understand that faculty and staff lead busy lives and value easy-to-access services," said Tornusciolo. "At FSAP you can meet with a licensed counselor within a day or two of calling, are not required to complete any forms or applications, and can receive services at no cost, as a benefit of working at the university."

The FSAP office is open Mon.- Fri., 8:30 a.m.-5 p.m.; call 607-255-2673 (5-COPE) to make an appointment. In the event of a crisis or urgent concern outside of office hours, community members can call the main FSAP phone number to be connected with an on-call care health care provider. Learn more at <http://www.fsap.cornell.edu/>.

FSAP is part of Gannett Health Services. Read more about other Gannett resources for staff and faculty at <http://pawprint.cornell.edu/?q=articles/2014/03/gannett-health-services-...> from the March 2014 edition of PawPrint. 🐾

UNIVERSITY PHOTOGRAPHY

New employee perk: Discounts from top retailers

A new employee perk is now available to Cornell employees. Corporate Shopping Company is offering to Cornell University faculty and staff members personal purchase discounts from more than 200 of the world's most popular online retailers, including Costco, Lands' End, Orbitz, Hotels.com, Ralph Lauren, Brooks Brothers, J.Crew, 1800Flowers, ProFlowers, Restaurant.com, Shoes.com, Avis and Hertz.

To start enjoying savings on your personal purchases, register at <https://corporateshopping.com/login/cornell> using your Cornell e-mail address and a personal password. (Do not use your NetID password.) The website is mobile-friendly, too, so you can enjoy this benefit from any mobile device as well as from your personal computer.


If you have questions about this program or need assistance with registration, please contact Corporate Shopping Company at info@corpshopping.com.

For more employee perks, visit <http://www.dfa.cornell.edu/procurement/supplierlist/employees.cfm>.

Cornell University does not endorse Corporate Shopping Company or the associated individual retailers or services. 🐾

EMPLOYEE CELEBRATION

for staff, faculty, retirees, and their families



SATURDAY, JANUARY 17, 2015

Tickets
On sale December 8 through January 9
at the Athletic Department Ticket Office, Bartels Hall
(M-F 10:00 a.m. to 5:00 p.m.) or call (607) 255-4347
\$5.00 ticket includes the dinner and all events

CU Community Dinner
Featuring chicken parmesan and baked ziti with Italian cheeses; vegan option available
2:00 p.m. to 4:00 p.m. in Ramlin Room, Bartels Hall

Entertainment
Cornell University mascot, pep band, CrossRoad Crown
Children's activities: remote control cars, craft projects, rub-on tattoos


Athletic Events

- Big Red swimming and diving vs. Columbia University, 1:00 p.m.
- Big Red women's basketball vs. Columbia University, 1:00 p.m.
- Big Red men's basketball vs. Columbia University, 4:30 p.m.

Free Parking
available at Hoy Garage

Sponsors:
Division of Human Resources and Safety Services, Department of Athletics and Physical Education, Department of Facilities Management, Pepsi

A full listing of celebration activities is available online at:
www.hr.cornell.edu/thecelebratingemployee_celebration.html



Online auction to benefit United Way

All members of the Cornell community are invited to participate in an online auction, "SAS United," sponsored by the Division of Student and Academic Services to support Cornell's United Way Campaign.

You can add services and items to be auctioned, or you can bid on those already available.

So far, 72 items have been posted, including two nights at the Cornell Club in NYC; an iPad Mini; paintings, pottery, jewelry and culinary delights by talented colleagues; gift certificates for goods (garden nursery, food items) and services (massage, pedicure, salon, restaurants, yoga classes); tickets for Cornell sports events; and items from Mary Kay.

To donate

- Contact Wendy Franzese, at wkf4@cornell.edu.
- New items will be accepted until Dec. 15.

To bid

- Go to <http://auctions.weblite.ca/SAS2014Auction/>.
- Click "login," then "register." New users must register to bid by creating your own special name and password.
- As in eBay, the username you choose will be visible to other bidders; however, there is no functionality to include a maximum bid. You will receive an email when you are outbid so you can up your price.
- Bid high and bid often. Check back frequently; end times vary and new items are added as they are received.
- Most items can be viewed in 311 Day Hall.
- The auction closes Dec. 17 at 3 p.m.
- Winning bidders will be notified by email and items need to be picked up in 311 Day Hall by Dec. 19, unless other arrangements are made. Payments need to be made at the time of pick-up, in cash or check, made out to UWTC. 🐾

Cornell Elves Program



The Elves Program benefits children in need in Tompkins County and surrounding areas. It costs approximately \$125 to sponsor a child for this program; there are no overhead costs. Every cent goes to the children. For more information, see <http://www.elves.cornell.edu/>. Contact Nicole at ncm26@cornell.edu if you can help. 🐾

Cornell United Way Campaign needs boost



KRISHNA RAMANUJAN

As of Dec. 10 the 2014-15 Cornell United Way Campaign has received \$521,907, raising almost two-thirds of its \$815,000 goal. Last year at this time, the campaign had totaled \$566,720. The campaign runs through March.

"The goal was met last year but at the 12th hour; this year, our goal is to make sure we are able to do this in a timely fashion and to engage more Cornellians," said Anne Kenney, the Carl A. Kroch University Librarian and Cornell United Way Campaign chair.

This year, campaign organizers aim to attract at least 20 percent of Cornell staff, faculty, students and retirees to participate in the campaign. As of last week, slightly more than 8 percent of Cornellians had contributed.

A new way to contribute is through Cornell United Way Holiday Gift Giving 2014, which is available through Dec. 19. This program allows a donor to make a contribution to any United Way of Tompkins County (UWTC) member agency in the name of family, friends, neighbors or co-workers. When a gift of at least \$25 is made in someone's name, that person receives an electronic holiday card.

Donations can be designated to support the Community Care Fund, the Hunger and Food Security Programs or more than 40 local member agencies throughout the county and in neighboring counties.

"The quality of life that we experience here in beautiful upstate New York is directly tied to the quality of life of our whole community, and the United Way has had a demonstrable impact on our community for many years," Kenney said.

Local businesses and corporations, including Cornell, support UWTC's administrative and operating expenses, which means that every dollar given by individuals to the UWTC or designated to UWTC member agencies goes directly to support education, income and health programs.

Visit the Cornell United Way website, <http://unitedway.cornell.edu/>, where you can donate online or download a pledge card. Completed pledge cards can be sent via campus mail: Cornell United Way Campaign, c/o DFA, 341 Pine Tree Road, East Hill Plaza, Ithaca, NY 14850. 🐾

22nd ANNUAL

SHARE the WARMTH

Let's not leave anyone out in the cold this winter!
Please donate only NEW or GENTLY USED, CLEAN clothing in good condition.
Most Needed: Children's coats, snow pants and boots
Also: Adult coats and boots; Hats, scarves, gloves, and mittens for all

Sunday, November 9 through Monday, December 15, 2014

Staff on the rise at the start of the last century

If it weren't for pine trees in Wisconsin, Cornell wouldn't have any staff.

After its memorable Inauguration in 1868 and successful opening years, Cornell declined sharply by the mid 70s in both finances and number of students. At the university's 30th Commencement, Jacob Gould Schurman, Cornell's third president, would say that Cornell had neared bankruptcy by 1881, when, "the total extinction of the university seemed a not unlikely fate."

A turning point

Selling the land in Wisconsin that Cornell had acquired through the Morrill Act by being designated as New York state's land-grant institution saved the university, Schurman said, and was the turning point in its fortunes. According to historian Morris Bishop, "The period between 1885 and 1892 was one of upturn, reorganization, growth in numbers, in resources, in educational competencies, in faculty and student morale." That growth would continue with only minor setbacks for the next 30 years, as Cornell added programs, schools, buildings and colleges, including the Veterinary College (1894), the Cornell University Medical College (1898), and the New York State College of Agriculture (1904). The number of students at Cornell was 384 in 1881-82; by 1913-14, it was 5,015. With that growth came a corresponding increase in the staff members who supported those new students, faculty, programs and colleges.

This period of growth is well documented by Morris Bishop, "History of Cornell"; Waterman Thomas Hewitt, "Cornell University: A History," Carol Kammen's "Glorious to View," and Kermit Carlyle Parsons, "The Cornell Campus: A History of Its Planning and Development."

An expansion in staff hires

But getting a sense of staff at this time comes only by gleaning pieces of information, mostly from the Board of Trustees meeting minutes. In December 1889 they voted to have oversight of all hires: "No subordinates shall be employed, salaries paid, or expense of any kind incurred" that the trustees do not first approve, the minutes read; subsequent minutes list not only professorial but non-professorial hires.

The Department of Mechanic Arts expanded to become the Sibley College of Mechanical Engineering and the Mechanic Arts, with a foreman of the machine shop, two mechanics, a master carpenter, master moulder and master blacksmith (and assistants), firemen, janitors and supply clerk.

The heating and lighting labor corps was reorganized in 1888, adding first and second-class firemen, an engineer and assistant engineer, coal-passer and lineman. In December 1892, the trustees agreed that "Janitors and employees in the Department of Heating and Lighting be allowed double time for extra work in connection with balls, receptions, etc. at the university." The unit was renamed the Department of Heat, Light and Power in January 1893, and by October a superintendent of the university's steam and water plants was hired.

Administrative help also started to increase: President White gained a secretary in 1881. As Kammen noted, the trustees authorized the purchase of a typewriter in 1884 but in 1889 decided not to give professors typewriters. In 1891-92, the university bought a mimeograph machine for duplicating exams.

The library also grew: by 1893, it employed two assistant librarians, a first and second cataloguer, assistants in the reference library and accession depart-

ment, a temporary copyist in the catalogue department and two janitors. In 1898, the Library extended its hours to 11 p.m. and added a loan clerk. And as new colleges were added, so were their libraries and librarians.

One of those new colleges, the College of Veterinary Medicine, employed not only veterinary professors, assistant professors, instructors and assistants, but an engineer and fireman, a groom, a clerk, two janitors and two "demonstrators of anatomy."

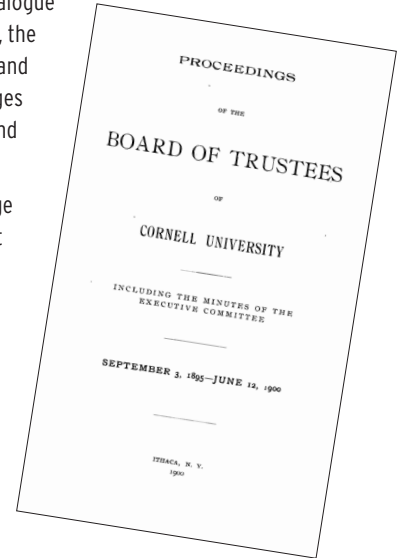
But, with the exception of the Medical College (established in 1898), the greatest growth in personnel was associated with the establishment of the New York State College of Agriculture. By 1908, the minutes list salaries for the College of Agriculture for a director, an engineers, janitors, secretaries, stenographers, bookkeepers, accountants, nurses, laundress, maids, gardeners, night watchmen, mechanics, grooms, painter, dairy and poultry husbandry helpers, clerks in poultry and farm practice and the mailing rooms, a driver of the milk wagon, a market milk tester, creamerymen, fieldmen, illustrator and assistant editor. In extension teaching, two supervisors and a lecturer joined other assistants and professors. One of those supervisors was Martha Van Rensselaer. Professor W.W. Rowlee, superintendent of ornamentation of grounds since 1906, held that position until 1911, and, according to Bishop, "followed coherent plans of landscaping and planting" across the Ithaca campus.

Trustees examine Cornell staffing

In February 1908, the board of trustees formed a committee to examine the varying salaries being paid to different groups of staff, and to compare those to salaries for similar work downtown. They found out that employees doing clerical, stenographic, or similar work were paid and treated differently across campus, and were paid more and worked less (38-40 hrs. per week instead of 42 hrs. per week) than their city counterparts.

The trustees brought some consistency to employment practices and pay when, in June 1908, they recommended that "Stenographers and employees of a similar grade, employed for full time are expected to work not less than seven hours per day and not less than four hours on Saturday... longer hours will be expected when service requires it, and no extra pay allowed for overtime." Paid vacations would not exceed two weeks in one year. Department mechanics on full time were expected to work not less than eight hours per day, except Saturday, when they must work at least four hours, and longer "if the service requires it," with no pay for overtime or for vacations exceeding two weeks. Janitors were allowed two weeks of paid vacation, conditional on other janitors picking up their work at no additional cost. Their responsibilities were to "keep the buildings and apparatus in their charge clean and in good order."

The concept of nonacademic staff as a group of its own had come to Cornell.



Human ecology students design inclusive classrooms and meeting spaces

LYNETTE CHAPPELL-WILLIAMS

This fall, Cornell students in Professor Lorraine Maxwell's Design and Environmental Analysis class, "Problem Solving Through Programming," partnered with Cornell's Department of Inclusion and Workforce Diversity to explore ways to increase Cornell's ability to recruit and retain veterans and individuals with disabilities through improvements in space planning. Last week they shared their findings on how to design classroom and meeting spaces to accommodate the needs of veterans and individuals with disabilities with staff from Cornell's Division of Facilities Services and Student Disability Services.

"Undergraduate and graduate students in this course prepared detailed programming documents for designing inclusive instructional spaces, conference rooms and public spaces on Cornell's Ithaca campus," said Maxwell. "The goal of the project was to help Cornell make these spaces more welcoming to veterans and all persons with a range of abilities and disabilities."

Groups of five to seven students conducted site visits throughout campus to determine the accessibility status of classrooms and meeting spaces. They conducted research and developed recommendations.

Veterans and individuals with disabilities face hurdles in finding a job, federal statistics show. According to the 2012 Disability Compendium, in 2011 the employment rate for individuals with disabilities ages 18-64 was 32.6 percent, while the employment rate of individuals without disabilities was 72.8 percent.

According to a Nov. 10, 2014, report from U.S. Bureau of Labor Statistics, the employment rate for all veterans was 47.9 percent, compared to an employment rate of 61.4 percent for nonveterans age 18 and over.

To improve employment rates of these two populations, in March 2014 the federal government issued new regulations that require employers to enhance their efforts to recruit and retain veterans and individuals with disabilities, including establishing numerical goals and benchmarks for employment.

Many of the recommendations could easily be implemented by departments on campus. Veterans experiencing post-traumatic stress, for instance, benefit from classrooms or meeting rooms that are accessible and calming, students said. To create this environment, such furnishings as desks or tables should be arranged around the perimeter of the room so that people can see the entire area and exit and re-enter the room without drawing attention from others.

Students also recommended that, where possible, furnishings should be arranged so that the entrance or exit is at the back of the room. Busy and "splatter" floor patterns, including those with reds and pinks, should be avoided, and walls should be neutral colors. Red laser pointers should be replaced with other pointing devices, or at least



Lorraine Maxwell

PHOTO BY MARK VORREUTER

use colors other than red to avoid "flashback" experiences by combat veterans.

Individuals with mobility impairments need a circulation space of five feet in radius.

The project also provided students with added awareness of how even the smallest of actions can affect someone else. "I didn't even notice before that the thermostat in this classroom is positioned over a counter two-feet deep, in a location that a person in a wheelchair cannot even reach," said Mane Mehrabyan.

"Building awareness of accessibility needs for people who happen to have disabilities and veterans is an invaluable experience for our students," said Andrea Haelin-Mott, Cornell facilities manager. "It helps them understand the impact of what they do on the lives of people every day. It will translate into their work in whatever they chose to focus on in the future."

Noted Katherine Fahey, director of Student Disability Services, "The student presentations reinforced the idea that design that is inclusive of veterans and persons with disabilities is good design for everyone." 🐾

Option Transfer Period deadline Dec. 22

The 2015 Option Transfer Period is under way through Dec. 22 at 5 p.m. (EST). During the Option Transfer Period, contract college employees can enroll in a 2015 Flexible Spending Account (see <https://hr.cornell.edu/benefits/fsa.html>) as well as make changes to their medical plan:

- 2014 medical plan selections will automatically carry over to 2015 unless you take action to enroll in another option.
- You must enroll in a flexible spending account if you want to participate in 2015.

If you are taking action on your medical plan, you will need to complete either one or two steps:

- If you are changing health plans it's a one-step process (HMO to the Empire Plan, Empire Plan to an HMO or HMO to an HMO).
 1. Complete a PS404 paper enrollment form and submit to Benefit Services, 395 Pine Tree Road, EHOB, Suite 102, postmarked by 12/22/14. Enrollment in Workday is not available.
- If you are changing your coverage from family to individual or voluntarily canceling your coverage, it's a two-step process:
 1. Enroll in Workday. Look for the Workday open enrollment/option transfer event in your in-box. (<https://workday.cornell.edu/>)
 2. Complete a PS404 paper enrollment form and submit to Benefit Services, 395 Pine Tree Road, EOHB, Suite 102, postmarked by 12/22/14. If both steps are not completed by 12/22/14 (5:00 p.m. EST), the enrollment will not be accepted and your change will not be made.

For more information, see <http://enroll.hr.cornell.edu>. 🐾

Career Exploration Event Jan. 9



The 2014 career fair. Adam Wemmer shares information about transportation jobs.

Facilities Services and Cornell Dining will hold the second annual Career Exploration Event, Jan. 9, 10 a.m.-3 p.m. at the Commons Area in the Human Ecology Building.

Participants will have the opportunity to learn more about facilities and dining careers at the university, meet with community members, Cornell staff and union representatives, explore different fields and career paths, gain valuable interview tips and advice from seasoned professionals, develop a network of contacts and talk to representatives from many industries and organizations.

Parking is available in the Forest Home Garage.

For more information, including registration information, go to <http://www.fs.cornell.edu/hr/fscme.cfm>

Representatives from the following Cornell units and local organizations are expected:

- Challenge Workforce Solutions
- Cornell University Community Learning and Service Partnership
- Cornell University College of Human Ecology
- Cornell University Office of Human Resources
- Cornell University Division of Facilities Services
- Greater Ithaca Activities Center
- Local 112 International Brotherhood of Sheet Metal Workers
- Local 178 International Union of Painters and Allied Trades
- Local 2300 United Auto Workers
- Local 241 International Brotherhood of Electrical Workers
- Cornell Dining
- Local 267 United Association of Plumbers and Steamfitters
- Local 281 United Brotherhood of Carpenters
- Cornell Student and Academic Services
- Local 3NY International Union of Bricklayers and Allied Craftworkers
- Local 502 Security, Police, and Fire Professionals of America
- Local 785 Laborers International Union of North America
- Skilled Trades Diversity Council
- Southside Community Center
- Tompkins Workforce New York
- TST BOCES Adult Education High School Equivalency Program

Chief Zoner testifies on sexual assault to Senate subcommittee

BLAINE FRIEDLANDER

Addressing the topic of reducing sexual assaults on campuses nationwide and pending related legislation, Cornell Police Chief Kathy Zoner testified Dec. 9 before the U.S. Senate, providing expert opinion and specific ideas on bolstering federal laws.



Cornell Police Chief Kathy Zoner provides testimony in the U.S. Senate Dec. 9 on reducing sexual assaults on campuses nationwide.

Zoner believes that education – begun long before students reach college age – is key to reducing campus sexual assault. “I ... strongly urge you to target education and prevention programs at middle and high schools to begin to address cultural issues surrounding sex, alcohol and controlled substance usage, and consent before students arrive at college,” Zoner told the Judiciary Subcommittee on Crime and Terrorism, chaired by Sheldon Whitehouse (D-R.I.).

“Attitudes and perceptions about sex, healthy relationships and gender roles solidify long before young people reach college age,” Zoner emphasized. “The earlier we can begin education around respect and civility across gender lines at a more meaningful and impactful time, the better chance we have to make the sweeping cultural changes necessary to get at the root of this problem.”

Last summer, a group of senators led by Claire McCaskill (D-Mo.) and Kirsten Gillibrand (D-N.Y.) introduced a bill called the Campus Accountability and Safety Act. The bill would amend the Higher Education Act of 1965 and the Clery Act to establish better resources for victims, training for campus personnel, new reporting requirements, school accountability and coordination with law enforcement, and stiffer penalties for Clery Act violations.

McCaskill and Gillibrand, who are not members of the Judiciary Committee, appeared as witnesses at the hearing to build support for their legislation among their colleagues.

Zoner noted that senators are concerned about the lack of resources at the Department of Justice and the Department of Education for enforcement and oversight of Title IX and the Clery Act. “Efforts to beef up enforcement – including increased fines for noncompliance – should be coupled with incentives for higher education institutions for training, education, programming around prevention, law enforcement and administrative investigators, and research,” she said.

Testifying that resources to support training for “trauma-informed” sexual assault investigations will benefit campus adjudicators and local law enforcement, Zoner said that the revenue raised through increased fines – levied upon colleges and universities for lapses in investigations – should be funneled back into these incentive programs.

Zoner expressed concern about the proposed Senate bill’s inflexibility relating to the fines schools would face for improper Clery reporting.

CLASSIFIED ADS

Visit pawprint.cornell.edu/classifieds

Classified Ads usually run for two weeks. We cannot guarantee an item's availability. If your item is no longer available, let us know and we will remove it.

FOR SALE

Jotul 118 wood stove, excellent condition, new technology secondary burn, purchased a larger stove. \$950. mv22@cornell.edu

Florida lake living house, WATERFRONT! 3 BR, 2 bath, 1327 sq ft. New ROOF, New Central Air, close to Orlando in Eustis, FL., \$165,000. jsg4@cornell.edu

GoPro 3+ action camera, black w/extra battery and original, accessories; like new condition; \$350 OBO. dgw2@cornell.edu

iPad 2, 128GB, with Zaggfolio bluetooth keyboard/cover + Apple magnetic, stand/cover; excellent condition. \$400. dgw2@cornell.edu

Downhill skis, Rossignol Rebel shaped, \$50. Salomon nonshaped skis \$75 Top Gear helmet \$20. All in great condition. jes41@cornell.edu

3BR 2B Home - in country but close to town, well maintained, clean home, only 15 minutes from Cornell. See ad: <http://ithaca.craigslist.org/reo/4780874902.html>. \$26,000. rcs338@cornell.edu

TV Toshiba LCD, 32 HKV166 build in DVD, 32 LCD screen, good condition. \$75. es37@cornell.edu

Zoner, continued from page 7

"The bill does not differentiate between willful, knowing and intentional conduct, but rather gives the Department [of Education] great discretion to assess a penalty of up to 1 percent of an institution's operating budget," Zoner said. "The bill also allows the Department [of Education] to keep the fines it collects, creating a perverse incentive for overenforcement. I strongly recommend that these provisions be revised to put the penalties in line with other civil rights laws, to [differentiate] between willful and inadvertent violations, and to direct the fines to research and training."

Last June, Zoner participated in a roundtable forum on "Campus Sexual Assault: The Administrative Process and the Criminal Justice System," which helped inform the McCaskill-Gillibrand bill.

After the hearing, Zoner met with the legislative staffs of senators and members of the House of Representatives who have expressed interest in addressing campus sexual assault, including Rep. Carolyn Maloney (D-N.Y.), a lead sponsor of the Campus Accountability and Safety Act bill in the House. 🐾

Purchase computers through payroll deduction



A new benefit for Cornell employees is now available through The Cornell Store. Eligible faculty and staff may now purchase computer hardware through the Voluntary Computer Purchase Payroll Deduction Plan. The store worked with several departments to implement this new program, including Cornell University Payroll, the Division of Human Resources and Safety Services, and the Offices of the University Treasurer and the University Controller.

This benefit can be used on such hardware purchases in the store's TechConnect department as computers, laptops, tablets, printers and additional peripherals.

To participate in the payroll deduction plan, you must be an active Cornell staff or faculty member. Payments will be spread over a 12-month period. Learn more about the Cornell Employee Voluntary Computer Purchase Payroll Deduction Plan at <http://store.cornell.edu/c-900-payroll-deduction-program.aspx>

The Cornell Store also offers academic pricing on a wide selection of technology products, a local repair center and an IT Service Desk and adds this benefit to further assist faculty and staff with their personal computing needs. 🐾

Pawprint Desk

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Content

Please send articles or suggestions to: pawprint@cornell.edu or visit the website at pawprint.cornell.edu

Diversity and Inclusion are a part of Cornell University's heritage. We are an employer and educator recognized for valuing AA/EEO, Protected Veterans and Individuals with Disabilities.

PAWPRINT PICKS

Visit events.cornell.edu/

BEE HUMMINGBIRD

A special Monday seminar at the Lab of Ornithology will be held 2-3 p.m. at the lab's auditorium, featuring photographer, photo-journalist and author Julio Larramendi Joa. He will discuss the Cuban bee hummingbird in a talk titled, "Zunzuncito: A Cuban gem and the Natural History of the Endemic Cuban Bee Hummingbird (Mellisuga helenae)." This is the smallest known living bird in the world. Free and open to the public.

IT'S A WONDERFUL LIFE AT BAILEY HALL

Staff, faculty, and students remaining on campus and their families are invited to attend a showing of Frank Capra's *It's a Wonderful Life*, starring James Stewart, Donna Reed and Lionel Barrymore, Dec. 19, at 7 p.m., Bailey Hall. Presented as Bailey Hall's

gift to the Cornell community, the movie is free, and provides an opportunity for kids and adults to view this quintessential holiday classic on the big screen in its original black and white format.



FLY-TYING WORKSHOP

The Leon Chandler Chapter of Trout Unlimited and Tompkins County Cooperative Extension 4-H Program offer area youth and adults a series (nine two-hr. sessions) of fly-tying workshops, with several different instructors who will teach the basics of tying the dry fly, wet fly, nymph and streamer patterns that are the most effective in this area. Dates for the training are Saturdays, 6-8 p.m., Jan. 10-March 7. All classes are held at the Tompkins County Cooperative Extension Education Center, 615 Willow Avenue Ithaca, NY. There is limited enrollment and classes get filled earlier every year. Sign up now. For more information, see <http://ccetompkins.org/calendar/10/11/08/winter-fly-tying-workshop>

To register contact Megan Tiffitt at: Winter Fly Tying Workshop c/o Tompkins County CCE, 615 Willow Ave., Ithaca, NY 14850, 607-272-2292 (extension 138) or met38@cornell.edu

HANGAR THEATRE AUDITIONS

The Hangar Theatre is holding auditions in Ithaca for its 41st Mainstage Season and its 2015 Lab Company. Auditions will be held by appointment only at the Hangar Theatre, Jan. 24 and 25, starting at 10 a.m. Interested candidates should visit www.hangartheatre.org/auditions-casting.html to request an audition appointment. The Hangar Theatre is located at 801 Taughannock Blvd., two miles north of downtown Ithaca on Route 89 at the Treman Marina entrance to Cass Park.