

# WorkLIFE

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## From 25 to 56 years, long-timers are celebrated

BY NANCY DOOLITTLE

**W**hat better way to celebrate 25 or more years of service to Cornell than to listen to opera, watch a clogger, rock to rock and clap to the sounds of the past 40 years?

Such was the entertainment at this year's Service Recognition Dinner, April 1, in Newman Arena, Bartels Hall. It featured food by Cornell Catering and remarks by President David Skorton, Vice President for Student and Academic Services Susan Murphy and Vice President for Human Resources Mary Opperman. The event, which hosted nearly 450 people, honored 267 long-serving staff: 109 celebrating 25 years at Cornell, 103 celebrating 30 years; 42 celebrating 35 years; and 16 celebrating 40 years.

Joseph Buttino, Alumni Affairs and Development, was recognized as having the most years of service with his 56 years working at the university; Virginia Freeman, ILR School, and Ann VanDeMark, Department of Asian Studies in the College of Arts and Sciences, also attended and were recognized, each with 46 years of service.

"All of you contribute your skills, knowledge and commitment to a complex network whose overarching functions – education, research and public service – simply can't happen without you," said Skorton in his after-dinner remarks.

As the Back Talk Band played songs from yesteryears, Murphy recalled events in each of the years that awardees first came to Cornell. The evening program also highlighted performances by the three winners of this year's employee talent



Nathan Fawcett celebrates 25 years of service.



PHOTO BY LAURA B. KOZLOWSKI AND PETER OZO/LAURA KOZLOWSKI PHOTOGRAPHY

Above from left, Tom Pendell, Curtis Ostrander, Debi Ostrander (35 years of service) and Dolores Pendell (35 years of service). Inset: 46-year honoree Virginia Freeman.

show, Cornell's Got Talent, held in January: Mark Fallon and Jeff Corbin (Office of Sponsored Programs), Nicole Belcher (College of Veterinary Medicine), and Mark Lawrence (Cornell Center for a Sustainable Future) and Bill Cowdery (Department of Music).

The evening was not entirely a look to the past, however, as both Opperman and Skorton noted that some of the awardees will be retiring.

"To you I wish the brightest of futures as you embark on this next stage of your lives," said Opperman. Skorton closed his remarks in looking to the future as well: "For

those who are continuing at Cornell, I look forward to working with you to make this university not just the best educational institution in the world but also the most rewarding and satisfying workplace for its employees."

For a listing of all those who have reached a five or multiple of five anniversary, visit the Service Recognition Web site, at [www.ohr.cornell.edu/serviceRecognition](http://www.ohr.cornell.edu/serviceRecognition).



## Disability access management teams move from strategy to action

Two months after receiving approval from senior management, the university is moving forward with developing a strategic plan to address disability access management for the campus. On March 12, six teams, composed of some 35 faculty, staff and students from across campus, met to begin developing the strategic plan. They are focusing on the areas of physical access, educational programs and services, communication, employment, technology and emergency planning.

The groups discussed such possible actions as configuring lecture halls with FM sound systems, continuing to develop maps to highlight accessible pathways, improving parking, doors and restrooms; developing recruitment strategies for individuals with disabilities; and developing training for staff, faculty and students.

In creating a common vision for the future, the teams suggested establishing a universally designed environment, including open spaces; a culture of accessibility that becomes second nature to the community; expectations around accessibility, accountability and education; and making Cornell the leader in disability-

access issues for its peer institutions.

"This project involves so many different areas of campus, addressing all types of accessibility issues on a large scale," said Barbara Friedman, instructional technology consultant in Academic Technology Support and User Services, and a member of the disability access management technology team. "The March meeting



JASON KOSKI/UNIVERSITY PHOTOGRAPHY

Wendy Tarlow, associate university counsel, provides legal insight.

showed us how we can all work together, using our great variety of interests and talents, toward a unified vision of access for all. It's wonderful that so many people are committed to this goal."

The March strategic planning retreat, facilitated by Chet Warzynski, director of Organizational Development Services, was led by Katherine "Kappy" Fahey, director of Student Disability Services, and Andrea Haenlin-Mott, Americans with Disabilities Act (ADA) coordinator for facility services, who, along with Lynette Chappell-Williams, director of the Office of Workforce Diversity, Equity and Life Quality, comprise the university's ADA Coordinator Team.

Elizabeth Woo, a history/government student who participated in the discussions and a member of the Cornell Union for Disability Awareness, said that seeing the groups move from the strategic plan framework toward concrete actions was motivation to help the teams continue to move forward.

The action plans correspond to the six priority areas outlined in the framework:

1. The physical campus: To evaluate

and prioritize paths of travel, accessible restrooms and elevators, signage, building renovations, transportation and accessible academic program space and developing a consistent approach to physical accessibility.

2. Education programs and services: To analyze current procedures for disability accommodations for all participants of educational programs and examine policies and practices to ensure nondiscrimination.

3. Communication: To review the various methods of communication to ensure equal access for the Cornell community and visitors and to develop tools for communicating about disability access on campus.

4. Employment: To ensure that information on the process for requesting disability services and employment accommodations is widely disseminated.

5. Technology: To take advantage of information technology tools in communication and multimedia devices.

6. Emergency planning: To continue emergency preparedness planning and education for faculty, staff, students and visitors with disabilities.

## Employee Assistance Program workshops to offer coping strategies

For the next two months, the Employee Assistance Program will offer special workshops on topics such as dealing with loss, including stress from your or a colleague's job loss or retirement, coping with change and uncertainty, and managing stress.

The sessions for April are:

- April 15; noon-12:45 p.m.; Webinar
- April 16; noon-12:45 p.m.; Kroch Library, Room 2B48

- April 21; noon-12:45 p.m.; Webinar
- April 23; noon-12:45 p.m.; S1 017 Schurman Hall
- April 28; noon-12:45 p.m.; Webinar
- April 30; 10-10:45 a.m.; Hollister Hall, McManus Lounge

These workshops are free and open to all staff and faculty, but registration is requested by contacting EAP by e-mail at [cornelleap@cornell.edu](mailto:cornelleap@cornell.edu) or phone at 216-1410.

Instead of attending a session, you can join a webinar of the same presentation on the dates indicated above. To register for the webinar, contact EAP several days before the webinar is held. A response to your registration will include the information you need to access the webinar.

See [www.ohr.cornell.edu/caringCommunity/EAPWorkshops.html](http://www.ohr.cornell.edu/caringCommunity/EAPWorkshops.html) for more information.