

October 2016 eNews



October 2016



State of the College Address

Join Dean Warnick for a discussion on the State of the College. Also, contribute topic ideas and questions to be addressed by our dean at this [link](#). [READ MORE](#)



CVM Animal Health Hackathon!

Which students will have the next big ideas in veterinary medicine? Find out at the first ever Animal Health Hackathon. CVM students will form teams with students from other Cornell colleges to compete in this exciting event. [READ MORE](#)



CUHA Celebrates All Staff

During National Veterinary Technician Week, CUHA recognizes the dedication and excellence of all its staff, house officers and faculty. [READ MORE](#)



Diversity: 2 Important Talks by Author Joe Gerstandt

Do you want to create a more inclusive work environment? Do you want a better understanding of bias and how you can mitigate its impact on our decisions and interactions? If so, these



are "must attend" events for you. [READ MORE](#)



Pedal for Pets Bike-a-Thon

Sign up and bring your friends for a day of fun while supporting a great cause - easing the financial burden for those who cannot otherwise afford the medical care for their four-legged family members. [READ MORE](#)



HR Benefit Alerts & News

Learn how to save more money with an FSA and how to take advantage of Cornell perks & discounts. Also, find out about the latest on diversity, Title IX, and open positions at CVM. [READ MORE](#)



Annual SCAVMA Auction

Show us your best stuff. Your generous contributions to the SCAVMA auction will raise funds to send students to the SAVMA symposium at Texas A&M. Learn how to contribute. [READ MORE](#)



Class Expansion Construction Update

The laying of the foundation for the new atrium, lecture halls and classrooms is underway and the VRT glass curtain wall is rapidly rising. [READ MORE](#)

Upcoming Events

<u>Date</u>	<u>Event</u>
10/13 Thu	Joe Gerstandt Talks on Diversity (LH3)

- [Inclusion by Design](#) (all welcome, faculty & staff-focus) (11:45-12:45 pm)

- [Got Bias? The New Science of Bias](#). all welcome, student-focus) (4:00-5:00 pm)
- 10/13 Thu William Campbell, Ph.D., Nobel Prize Winner
Lecture: Ivermectin: drug discovery one mouse at a time (G10 Biotech Bldg, 1:00 pm)
- 10/14 Fri State of the College Presentation (LH3, 12:00-1:00pm)
- 10/15 Sat [Pedal for Pets](#) (B Parking Lot, 9:00 am)
- 10/15 Sat [Fall Employee Celebration](#) (faculty & staff) (multiple events & discounts)
- 10/19 Wed CVM Faculty & Staff Appreciation Pie & Ice Cream Social (AHDC Atrium, 1:00-2:30 pm)
- 10/21 Fri [Zoobiquity: Neurology, Psychiatry Conference](#) (NY, NY)
- 11/4 Fri [Global Health+Public Health+One Health Symposium](#) (Bio Tech G10, 8:00 am-4:00 pm)
- 11/5 Sat Annual SCAVMA Auction
- 11/9 Wed Baker Pet Talks (Baker Institute, 6:00 pm)
- 11/15 Tue [Southside Healthy Pet Clinic 20th Anniversary Fundraiser](#) (State Street Theatre, 6:00 pm)
- 1/27-29 Fri-Sun CVM Animal Health Hackathon (eHub, Collegetown)

Got Events or Ideas?

Let us know what you would like to see in eNews. Also, please contribute events that you'd like to see get more visibility or even your own articles which might be of interest to your colleagues and the CVM community at-large. To do so, contact eNews at cornellvet@cornell.edu and make sure to put eNews in the subject line.

STAY CONNECTED:





State of the College Address



Dear Faculty, Students and Staff,

I am pleased to see the semester off to a great start and appreciate all the hard work and contributions of everyone at the College of Veterinary Medicine. Now that we are midway through the fall semester, I would like to give the College community an update on our budget, facilities and other initiatives. Please join me at noon on Friday, October 14th in LH3 for my State of the College presentation. I will also discuss our progress on goals in the 2008 college

strategic plan and talk about a new comprehensive planning process to begin in November.

If you have specific topics you would like me to address, you are welcome to provide questions in advance through this [Qualtrics link](https://cornell.qualtrics.com/jfe/form/SV_eDQEffOmx1raPBP) (https://cornell.qualtrics.com/jfe/form/SV_eDQEffOmx1raPBP). I will do my best to cover these in the presentation as time allows.

Light refreshments will be provided and you are also welcome to bring your lunch.

I look forward to seeing you there.

Regards,
Lorin Warnick



CVM Animal Health Hackathon!



Our College is partnering with [Entrepreneurship at Cornell](http://eship.cornell.edu/) (<http://eship.cornell.edu/>) to host the first ever Animal Health Hackathon in the world!

This epic event on January 27, 28 & 29, 2017 on our campus, starts with a conference on Friday - education and inspiration - followed by a weekend of creation.

Our hackathon will bring together students from across degrees, majors, and schools at Cornell, as well as guests from other universities, forming diverse teams to create solutions to current needs in veterinary health care. A hackathon celebrates hacking in its most positive context - using minimal resources and maximum brain power to create outside-the-box solutions ("hacks") in a constrained time frame. Hack + Marathon = Hackathon.

Teams comprised of veterinary students, business students, engineers, and designers come together to create holistic, viable solutions, and compete for

accolades and awards. Mentors will provide feedback and guidance to teams, culminating in a project showcase on Sunday and final demos to an audience of peers, industry reps, and participants. A panel of judges selects winners. Projects may be related to software, hardware, wearables, business models, medical innovations, animal welfare and husbandry solutions, or needs of not-for-profit organizations' the sky's the limit.

To learn more about hackathons, please see this [video \(https://www.youtube.com/watch?v=4nSIKusvfDY\)](https://www.youtube.com/watch?v=4nSIKusvfDY)

Also, visit our [Facebook page \(https://www.facebook.com/events/272592403117935/\)](https://www.facebook.com/events/272592403117935/) to follow news and connect with others who may be thinking of joining the Hackathon.

We hope many of our students will consider being a part of this exciting event.

Additional details on our hackathon and how to apply for the event will follow in the coming weeks.

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GO!

Hospital for animals to celebrate National Veterinary Technician Week

Posted 10/06/2016

Author: Claudia Wheatley



When a beloved animal is sick or injured, the person you want to see is a veterinarian. This is especially true at the Cornell University Hospital for Animals (CUHA), where primary-care veterinarians send their patients for advanced diagnostics, surgery and treatment.

So you may not notice the team behind the veterinarian, but they notice you. The person who schedules your appointment; the one you check in with; the pharmacist who fills your prescriptions; the clerk in Records who makes sure full patient information is at the veterinarian's fingertips before meeting with you – all do their best to make a difficult situation run as smoothly as possible.

October 16–22 is National Veterinary Technician Week (NVTW). In New York State, [Licensed Veterinary Technicians](#) (LVT) must spend two-to-four years in a college-level veterinary technology program and pass a national exam in order to obtain a license, and complete continuing education courses to maintain it. LVTs work side-by-side with veterinarians to manage client communication and patient care. An LVT's responsibilities might include placing intravenous catheters, monitoring anesthesia, administering chemotherapy and all aspects of patient comfort – and at CUHA, a patient can be as small as a hamster or as big as a camel.

CUHA celebrates LVTW by showing special appreciation for the entire staff. In addition to the examples cited above, there are animal care attendants and veterinary assistants who monitor in-patients, hold large and small animals for exams and take hospitalized dogs for walks; custodians who keep the property clean and in good working order; warehouse employees who restock equipment and supplies; people who manage discharge procedures and billing, and HR professionals who see to the needs of everyone else.

None of these staff members diagnose or treat animals, but oncology LVT Laura Barlow says their work is critically important: "These are aspects of running a hospital that we can't live without." Then there are the Night Owls. CUHA is open all year, around-the-clock, caring for hospitalized animals and emergency cases. That means that in addition to LVTs

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Bulletin

Reminder: [Kick the cup Wednesday at Ho Plaza](#)

and emergency veterinarians, someone has to be there after hours to check in new patients and someone has to clean up after them.

“I am thankful for the dedication and excellence that all of our staff, house officers and faculty model for our veterinary students every single day,” says CUHA Director Dr. Meg Thompson.

Most CUHA employees could work in other businesses. Why do they choose to work in an animal hospital? Barlow says CUHA staff members share a love of animals, but that's only half the equation. “We also want to be able to provide compassion for owners,” she says. “We are owner advocates as well as animal advocates. And owners need compassion, much more so today because their animals are part of their families.”

Claudia Wheatley is a senior public affairs officer for the College of Veterinary Medicine.

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Cornell Careers 



Diversity: 2 Important Talks by Author Joe Gerstandt



Speaker: Joe Gerstandt, author and diversity consultant

Inclusion by Design (all welcome; faculty and staff focus)

While we continue to bring greater diversity into our workforce, we still have a great deal of work to do in delivering an inclusive work experience. The depressingly titled Harvard Business Review article "Fear of Being Different Stifles Talent" is just one piece of evidence. At the very root of this disconnect is the reality that inside most organizations today, while inclusion is an increasingly popular idea, it remains a vague, abstract idea involving some notions of

tolerance and respect, fairly vague and abstract concepts on their own. This makes it very difficult (maybe impossible) to determine what to do towards inclusion and what to measure.

Making the concept of inclusion more tangible, more actionable and measurable makes it much easier to actually deliver an inclusive employee experience, impacting individual and collective performance, as well as employee outcomes.

Joe Gerstandt has helped leaders and organizations, across industry, geography and size find new clarity regarding diversity and inclusion, put new practices in place and realize greater outcomes.

GOT BIAS? Understanding the New Science of Bias (all welcome; student focus)

Much of what is said and done in the name of diversity and inclusion today is, unfortunately, based on an antiquated and flawed mindset. We stubbornly cling to the idea that there are generally two groups of people in the world; there are "good people," who are open-minded, nonjudgmental and free of bias, and then there are "bad people," who are closed-minded, judgmental and dripping with bias. This conveniently leaves most of us completely out of the conversation regarding bias, as long as I am a "good person," I don't have any work to do, beyond helping to point out the bad ones.

We know enough today about human beings, specifically the human brain, to know that there is no such thing as a nonjudgmental human being. We are naturally and even automatically judgmental, there is no hatred or fear required. Bias is not necessarily a good thing or a bad thing, it is simply a true thing, and only becomes a problem when we convince ourselves it is not there. Having an accurate understanding of what bias is and where it comes from, allows us to do something about it, to make sure that we are mitigating its impact on our decisions and interactions.

This is an interactive, information-rich and incredibly actionable workshop.

Participants will:

- Understand what bias and unconscious (or implicit) bias are.
 - Be introduced to research from the fields of social psychology, behavioral economics and neuroscience regarding the source and impacts of unconscious (or implicit) bias.
 - Understand why bias is a natural aspect of the human experience.
 - Understand and explore the ways that unconscious (or implicit) bias can undermine individual and group performance in the workplace.
 - Leave with individual action items that they can immediately incorporate into their work.
 - Identify collective opportunities for taking action to reduce the impact of unconscious (or implicit) bias.
 - Leave with resources to support additional learning, sharing and action relative to mitigating the impact of unconscious (or implicit) bias.
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7th Annual Pedal for Pets Bike-a-Thon



http://cornelltickets.universitytickets.com/user_pages/event.asp?id=1422&cid=104 is open for the 7th Annual Pedal for Pets which will take place on Saturday, October 15th at 10AM (day-of registration and check-in will begin at 9AM) in the B Parking Lot.

Pedal for Pets is an annual fundraiser organized by SCAVMA to raise money for the Patient Assistance Fund here at Cornell University Hospital for Animals. The Patient Assistance Fund is in place to help clients with financial difficulties to pay for life-saving care for their furry/scaly/feathered friends. With your help, we can help to make these treatments affordable for many more clients!

This year features an 11 mile fun ride, and a 30 and 50 mile course, weaving

through the hills and beautiful scenery of Tompkins County; designed by our very own Dr. Noden!

All riders will receive refreshments and a T-shirt! Riders can also receive SCAVMA CREDIT for their participation! Registration is \$40.

If you are interested in making a contribution to the Patient Assistance Fund without riding the course, you can visit our [Crowdrise fundraising page \(https://www.crowdrise.com/7th-annual-pedal-for-pets-bike-a-thon-cornell-cvm\)](https://www.crowdrise.com/7th-annual-pedal-for-pets-bike-a-thon-cornell-cvm)!

We will also be looking for volunteers as the event draws near, so be on the lookout for signups!

To register online, please click [here \(http://cornelltickets.universitytickets.com/user_pages/event.asp?id=1422&cid=104\)](http://cornelltickets.universitytickets.com/user_pages/event.asp?id=1422&cid=104).

For updates, please check out our [Facebook page \(https://www.facebook.com/PedalforPetsCUCVM\)](https://www.facebook.com/PedalforPetsCUCVM).

We look forward to seeing you there!

-Your SCAVMA Philanthropy & Public Relations Chairs



HR Benefit Alerts & News



Benefits

How does a flexible spending account work? Could an FSA save you money? If you or your family have planned medical expenses, childcare costs, or other dependent care expenses, you should take a look at this tax-savings benefit. Find out more at:

<https://hr.cornell.edu/benefits-pay/retirement-finances/flexible-savings-account>
(<https://hr.cornell.edu/benefits-pay/retirement-finances/flexible-savings-account>).

HR Information

University creates office dedicated to Title IX concerns. The Office of the Title IX Coordinator is dedicated to furthering the university's commitment to promoting a safe and nondiscriminatory environment. These incidents include any occurrence of gender-based harassment, sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation or other forms of sexual misconduct committed by or against students, staff or faculty. For more information, please visit: <http://titleix.cornell.edu/> (<http://titleix.cornell.edu/>)

Perks & Discounts

Cornell's Wellness Program provides fitness, nutrition, and wellbeing support to staff, faculty, retirees, and their spouses/partners. For additional information, please visit: <http://recreation.athletics.cornell.edu/wellness> (<http://recreation.athletics.cornell.edu/wellness>)

Diversity & Inclusion

Introducing Gender Identity and Sexual Orientation fields in Workday. The LGBT Resource Center and Department of Inclusion and Workforce Diversity encourage you to update your Workday profile with these fields as you are comfortable. Questions related about how to make updates in Workday can be directed to the help desk at [href="mailto:hrpayrollsupport@cornell.edu">hrpayrollsupport@cornell.edu](mailto:hrpayrollsupport@cornell.edu).

Current Nonacademic Open Positions

The list below is dynamic and updated regularly. For additional information,

please visit the Cornell Careers Page at <https://hr.cornell.edu/jobs> (<https://hr.cornell.edu/jobs>). Contact Toral Patel at [607-253-3718](tel:607-253-3718) or tdp38@cornell.edu (<mailto:tdp38@cornell.edu>).

- Diagnostic Technologist I - Molecular Diagnostics
- Diagnostic Technologist I - Virology
- Technician III (1 year term) - Baker Institute
- Flow Cytometry Lab Manager
- Licensed Veterinary Tech-CPS/SOS

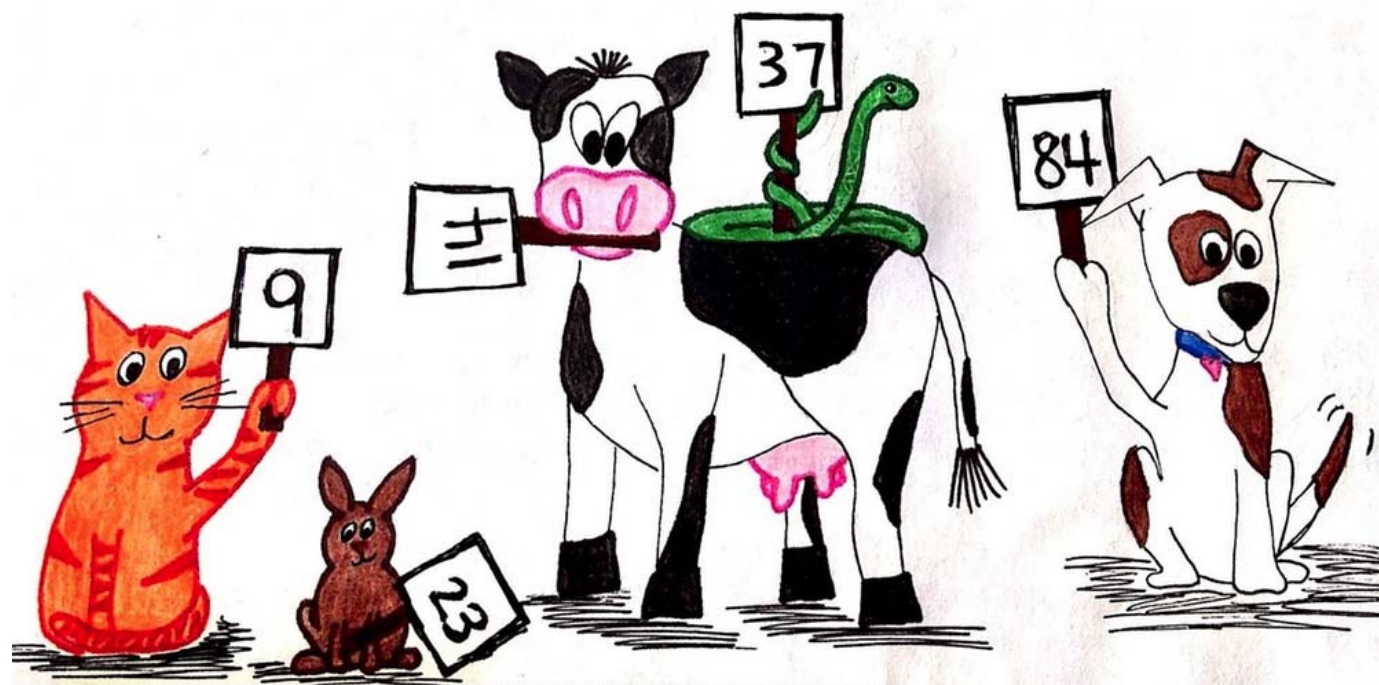
Academic Open Positions

For a listing of open academic positions, please visit: <https://apps.hr.cornell.edu/recruiting/facultycareer.cfm> (<https://apps.hr.cornell.edu/recruiting/facultycareer.cfm>).

For information on the topics above, please contact the CVM Office of Human Resources at [607-253-4111](tel:607-253-4111) (<tel:6072534111>).



Annual SCAVMA Auction



The annual SCAVMA Auction is happening this year on November 5th. We are looking to students, clinicians, residents, faculty to help make this the best auction possible.

The SCAVMA auction helps support our students to attend the annual SAVMA symposium, which is at Texas A&M this year! The more successful our auction, the more veterinary students we can help to be part of this potentially life changing experience.

The three day program consists of interactive wet labs, lectures, academic and athletic competitions, an exhibit hall, and the SAVMA House of Delegates bi-annual meeting. The SAVMA Symposium is an educational opportunity that

exposes students to a variety of topics outside their typical curriculum, while offering unique networking experiences and career building skills.

SCAVMA is looking for auction items of all types, and are excited to see what our College has to offer.

If you have an item, trip, special discount, and anything else you are able to donate, please contact [Alyssa Cornelius \(mailto:ajc294@cornell.edu\)](mailto:ajc294@cornell.edu) or [Cornell SAVMA Delegates \(mailto:cornellsavmadelegate@gmail.com\)](mailto:cornellsavmadelegate@gmail.com).

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CVM Class Expansion Construction Update (October 2016)



Construction Camera - VMIT has installed a camera for [live viewing](http://web.vet.cornell.edu/college/construction/constructioncam.cfm) (<http://web.vet.cornell.edu/college/construction/constructioncam.cfm>) of the project.

What's happening and what's ahead?

Construction

- Construction for new Library/MRC/Dean's Suite wing continues - scheduled for completion August 2017.
- Construction of the new cafeteria will continue - scheduled for completion August 2017.
- Foundation and underground utilities for the Atrium, lecture halls and classrooms are being constructed - scheduled for completion August 2017.
- Slab-on-grade concrete is in process. Steel erection will begin this week.

VRT

- The new glass curtain wall assembly installation is in process - scheduled for completion Fall 2016.
- 3rd floor office relocations have begun. Construction will begin October 3rd. Occupants will move back in on October 24th.
- The design efforts for levels 6 and 7 floor renovations are currently underway. Construction will tentatively begin in February/March 2017.

Community Practice Service Building

- This project is currently in the construction design phase.
- Demolition of the existing Poultry Virus Lab is scheduled for December 2016.
- Construction of the new building will begin in early 2017 - scheduled for completion late fall 2017.

Questions or Concerns - Please call the CVM Facilities Office @ [\(607\) 253-4455](tel:6072534455) (tel:6072534455) or [\(607\) 253-3725](tel:6072533725) (tel:6072533725) or e-mail cvmexpansion@cornell.edu (mailto:cvmexpansion@cornell.edu) or wad2@cornell.edu (mailto:wad2@cornell.edu).

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