



WEEK OF JUNE 4, 1989

STATION NOTES

SPLITTSTOESSER TO STEP DOWN AS FST CHAIR JULY 1

Don Splittstoesser, who succeeded Willard Robinson as chair of the Food Science and Technology Department about seven years ago, will return to full-time food microbiological research July 1.

For a period of one year, Director Robert Plane will assume the chair, dividing his time between FST and Jordan Hall. Associate Director James Hunter will share additional administrative duties during this period.

GENEVA ARBORETUM ASSOCIATION TO MEET

In the past 30 to 40 years, the Station has lost one-fourth to one-third of its perennial species. On Wednesday, June 7, at noon in the Sawdust Cafe, Dr. Plane will discuss current and future possibilities for Station landscape restoration with Association members and any other interested individuals. All are invited.



BUDGET WOES REVIEWED

*They Won't Go Away By Themselves,
Director Tells Employees at Meeting*

Calling for funding incentives which may prove unique to Geneva, Director Plane told a near-full auditorium of faculty and staffers Thursday that money continues to be a gnawing problem at the Station.

Reviewing the NYS budget, the Director traced the money path from an announced \$58 million SUNY deficit (of which the Station's "share" would have been a minus \$560,000)—through a series of State bonding and dollar-juggling until it now appears that the NYSAES budget is back to where it was before the deficit was announced.

"However, where we are is right back to the worst budget year we ever had," Plane said. "Suddenly we didn't get cut, but it was a survival budget we didn't get cut from."

When it comes to SUNY/State funding, "we have to go with the flow," Plane said. "We don't figure in tuition increases or other typical SUNY issues. We get the backside (of decisions)."

"Next year may also be a problem," he added. The Director pointed out that nine faculty positions, or 15 percent, remain unfilled; thus a comparable 15 percent of the Station's potential faculty-incentive fund-raising ability is lost. Reductions in State (down 14 percent over the past 10 years) and other funding such as Hatch, etc. (down from 9 percent to 6 percent in a decade) has necessitated faculty fund raising; fewer faculty members means fewer dollars raised.

"We have to find a way to replace these faculty people," Plane said. Some staff belt-tightening has been evident, he said, but he said it was done "by enlarge through attrition, and let's hope that is all that's required. But let's note that there are some positions (he mentioned four in three support units) that are gone. They won't be refilled."

In other aspects of the budget picture, the Director:

- pointed to positive cost-cutting consolidations

(continued inside)

POLICIES, PROCEDURES AND PEOPLE

Reminder: Nominations Due

Nominations for the semiannual Outstanding Employee Award should be sent to either Dave Lasher (B&P) or Martin Goffinet (HS) by Tuesday, June 6. A listing of the candidates and their nominators will be published in the June 18 issue of *Station Notes* and the Station community will be invited to support his/her choice.

Retirement Party Set

Mark your calendars. Friday, July 7, is the date set for Lois Brandt's retirement party at Club 86. More details will follow later.

Summer Parking Regulations

Effective immediately, all summer help is being asked to park their vehicles in the parking lot *behind* Jordan Hall. Additionally, *all* employees are asked not to park on lawns, sidewalks, or specially designated areas reserved for service vehicles. Handicapped employees, including summer help, may park in a regular parking spot close to their work place. Robert A. Plane

TENNIS LADDER

Matches played 4/24/89 - 5/31/89. Burr def. Gray, Shelton def. Goffinet, Bell def. Larsson, Roelofs def. Ottea, Shelton def. Gray.

209	Joe Kovach	392	Martin Goffinet
240	Ed Lavin	393	Jim McFerson
374	George Abawi	265	Ed Woodams
361	Wendell Roelofs	375 or 789-0020	Bob Parker
364	Jim Ottea	264	Dianne Barrett
325	Ken Bell	327	John Trumble
338	Pim Larsson	285	Myriam Schlegel
206	Curt Petzoldt	271	Chantal Delajarde
345	Chris Hoffman	781-0544	Susan Dennehy
312	Tom Burr	233	Jim Cummins
352	Tony Shelton	239	Bruce Reisch
362	Walter Wolf	363	David Sun
345	Tim Dennehy	399	Alan Lakso
325	Donna Gray	225	Rixana Petzoldt
		374	Beth Wheeler

Children in Laboratories

There have been reported incidents of children being allowed in laboratories. At a recent Geneva Chairmen's meeting, it was agreed that except for prearranged tours, children will not be allowed in laboratories. Chairmen will be responsible for enforcing this rule.

SAFETY-WISE ADVICE

Good lighting will prevent falls around your home. Make sure every stairway and hall is adequately lit. A simple night light will help in each bedroom, bathroom, and hallway. Finally, be sure garages, sheds, and cellar areas are well lighted. A safety message from Cornell Life Safety Services.

BUDGET DISCUSSED

(continued from Page 1.)

represented in the photographic and farm services units and in more efficient use of equipment as but two other methods of saving money;

- said that most of the Station's budget is irrevocably "channeled" to specific ends. Money for buildings can't be used for salaries;

- said that money out of the wage pool was apportioned to raises, and that there was an inevitably unequal sharing due to the need to correct glaring inequities that exist in some individual cases;

- urged continued ongoing communications between individuals and supervisors regarding job performance, whether or not a raise seemed "adequate." He called for "some plain talk" regarding performance evaluation.

The Director said that he had discussed the Station's future with Dean Call on many occasions and that aggressive plans for an end to what appears to be a "downward spiral" are under way. Some of them may be unique to Geneva, but all are related to the State's fruit and vegetable industry. He added that the Dean would be in Geneva June 26 to meet about possible future Station financing.

QUESTIONS ADDRESS MORALE, CHILD CARE, OTHER ISSUES

A half-dozen questions, most of them written, were responded to during last week's employee meeting. They were, briefly, as follows:

Can a person paid with "soft money" bump a State-paid person with less seniority if the occasion arises?

All positions of the same grade and title within a department are considered identical regardless of the source of funding. There may, however, be different skills involved. In general, the first priority is seniority, the second is affirmative action, and if those are identical then performance on the job comes into play.

What is the future of the Analytical Labs re. John Bourke's replacement?

There is no indication that the importance of the Labs will decrease in the future. Food and ecological safety and the testing related thereto isn't going to decrease. There will be a replacement for John Bourke when he retires, following a search, and no one will be a shoe-in and no one will be excluded (re. applying for the position).

A disproportionate number of workers were taken from Horticultural Sciences to staff the new Farm Services crew. Comment on replacing them?

We are working towards a one-on-one situation... faculty and support. There were more farm people in HS than there were in plant protection (before the reorganization). We want the strongest program we can get regardless of department numbers or acreage farmed. If we end up one for one I think we end up at a fair point.

If we're trying to save money, why are we heating the stairways in FST this time of year?

I don't know. We'll check with Dave Lasher.

Is (employee) morale worse, the same or better, than it was a year ago? If it's worse, ask for suggestions. Can we have a formal system for feedback (through supervisors)?

We have cards that can be completed and sent to my office, and these are readily available. All receive a reply. I would hope that people would feel free to sit down with their supervisor and discuss anything with him/her. I can understand why some may not want to. That's the reason for the formal system of cards. It is perfectly legitimate to ask to speak to other people at the Station. Is morale lower now? We've been hit in the

head for two years and it begins to bottle up at that stage. I like the notion that if anyone has any idea for improving morale I'd like to hear it whether verbally, or in writing or whatever. In fact, that's one reason for this meeting.

What is being done about child care at Geneva? (Corneli) Ithaca recently donated land and money for this purpose.

We've had a questionnaire (to determine need) and we've been in touch with what's happening elsewhere. [Some thoughts were interjected at this point by Charlie Hibbard, Personnel.] As a separate unit, we have no access to the endowed budget (as did Ithaca) so that whatever we do will have to be paid for out of something else. We're investigating... along with Geneva General Hospital and the colleges (Hobart & Wm. Smith) to determine whether, as a community, the need is urgent.

[A 45-minute audio tape of the meeting is available for short-term loan for any Station person who wishes to borrow it. Please call ext. 248.]

STATION SOFTBALL

Results:

Thursday	5/25	HS def. PP
Tuesday	5/30	PP def. FST
Wednesday	5/31	HS def. GR

This week's schedule:

<u>Date</u>	<u>Teams</u>
6/6	ENT vs. PP
6/7	HS vs. BP
6/8	GR vs. FST

CLASSIFIEDS

FREE TO GOOD HOMES: Mother cat and 4 kittens (assorted colors). May be adopted separately or as a family! Contact Rixanna at x225.

FOR SALE: 1979 Dodge 4x4 truck. Automatic, power steering and brakes, heavy duty power wagon, snow-commander. 90,000+ miles, good condition, four new tires. \$2,000 or best offer. Call 946-6438. Cathy Roe, Hort Sci.

ABSOLUTELY FREE: Kittens, 6 weeks old. Four long-haired, one short-haired. One-year-old mother cat. Call x398. Heather Niles, Food Science.

FOR SALE: 1979 Rockwood Motor Home. 26-foot, Dodge 440, 34,000 miles, sleeps six. Stored in winters. Excellent condition. Roof and cab air, 3,000 watt generator, microwave, Kar-Tote, full awning, storage pod, etc. Phone (315) 781-3242. Bernadete D'Amico