

CORNELL UNIVERSITY STATION NEWS GENEVA NEW • YORK

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FEBRUARY 8 - 15, 2002

BRIEFS

Message from the Director

Performance Dialogue Workshops: Why You Should Attend

Performance dialogues are performed each year and they are important. When they are performed improperly or inadequately, everyone loses. All too frequently, those of us in administration see the unfortunate consequences for employees and departments or units when supervisors do not do a good job of conducting performance dialogues or employees have expectations that have not been met.

The three workshops described below are intended to help correct the problems we see and to make performance dialogues beneficial to both the supervisors and those whom they supervise. The first workshop is for faculty supervisors and the second is for supervisors who are not faculty. The third workshop is to help employees make the performance dialogue as meaningful as possible when they meet with their supervisors. The workshops will be conducted by Dr. Linda Gasser, an experienced Human Resources Specialist, who teaches in the School of Industrial and Labor Relations. I cannot emphasize too strongly the importance of everyone attending the workshop that is designed for them. Your participation in these workshops should lead to a more enjoyable and productive work environment.

By Monday, February 11, please inform Charie Hibbard via e-mail (cah3) which workshop listed below you will attend.

FEBRUARY 14 & 15, 2002
JORDAN HALL AUDITORIUM
LINDA S. GASSER, Ph.D.

**#1) Performance Dialogues: What
FACULTY Supervisors Should Know,**

(Continued on page 2)

P.J. Chapman Fellowship Awarded to Shannon Olsson

Shannon Olsson has been named this year's recipient of The P.J. Chapman Fellowship. Olsson was presented with a plaque by Director James Hunter at a ceremony in Barton Lab on Friday, January 25. The Chapman Fellowship is given each year to a graduate student in the entomology department at Geneva, as voted on by the full professors of the department. Candidates are judged on the merits of their achievements while conducting graduate studies. In addition to the plaque, the winner receives a full year fellowship of tuition and fees.



Shannon Olsson (2nd from left) accepted a Chapman Fellowship from entomology department chairman Wendell Roelofs, research associate Charles Linn, and director Jim Hunter on January 25.

When asked why he felt Olsson won the award, Charles Linn, Olsson's supervisor, had a number of reasons. "Shannon has an outstanding academic record. She graduated Magna Cum Laude in Chemistry from Nazareth College, and then won a Fullbright Scholarship, which she used to go to Sweden. She worked with Dr. Bill Hansson in one of the world's leading chemical ecology labs at Lund University, where she learned how to do electrophysiological measurements. Thus she went from a solid background in chemistry to learning a completely new field of biology. She was well received in that group, contributing to several projects and two publications. With her outstanding toolbox in chemistry and neurobiology, she then applied to Cornell University where doctors Thomas Eisner and Wendell Roelofs readily agreed to sponsor her graduate work." He noted that Olsson's intelligence, her curiosity, and her hard work ethic, make her an outstanding graduate student.

Olsson uses neurophysiological techniques to examine chemoreception in insects. She is presently using a technique known as single-cell neurophysiology to isolate the response of single antennal neurons to various odors. By utilizing this technique she can gain discrete and specific knowledge of that insect's chemoreception. One project she is currently working on deals with comparing the peripheral reception of the apple maggot fly to other members of the complex. She notes that, "This group of *Tephritidae* has been a key subject in the debate over sympatric speciation, as well as being infamous and widespread pests." The question she is attempting to answer is: to what extent can subtle differences in peripheral olfaction mediate host preference of a phytophagous species and lead to its reproductive isolation?

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(BRIEFS, continued)

February 14, 10:00-Noon

Every year Cornell supervisors are expected to meet with their employees in a formal way to engage in a dialogue about performance effectiveness. Academic supervisors may find this a particularly foreign task. What is the purpose of this annual dialogue? What is the supervisor's role? What might you expect from employees during this dialogue? How can you best prepare yourself and your employees for this discussion, which may be seen as threatening, but need not be so? How can you set standards and provide useful feedback and counsel to employees to help them develop? Are there any helpful tips you should know? How can you recognize good performance? These and other questions will be answered during this program to help you, the faculty supervisor, become more comfortable and effective in managing employee performance and helping to direct their professional development.

#2) Doing Performance Dialogues: Tips for Supervisors February 14, 2002, 1:00 - 3:00

Every year Cornell supervisors are expected to meet with their employees in a formal way to engage in a dialogue about employee performance. Regardless of your experience with this process, there is always something to learn. What is the purpose of this annual dialogue? What is the supervisor's role? What might you expect from employees during this dialogue? How can you best prepare yourself and your employees for these discussions, which may be seen as threatening, but need not be so? How can you set standards and provide useful feedback and counsel to employees to help them develop professionally? How can you recognize good performance? Are there any helpful tips you should know? These and other questions will be answered during this program to help you as a supervisor become more comfortable and effective in managing employee performance and helping to direct their professional development.

#3) Employee Performance Dialogues: What to Expect and How to Use Them February 15, 2002, 1:00-3:00

Every year employees are expected to meet with their supervisors to engage in a dialogue about performance. What is the purpose of this annual dialogue? What is the

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(AWARD, continued)

Olsson says what she really enjoys about her research is the people she works with. "Everyone in Wendell's lab and at the Station has been so kind to me. It is truly a joy to work and learn from such wonderful people."

Once she receives her Ph.D., Olsson would like to become a professor at a mid-sized university. She received her NYS teaching certification when she graduated from Nazareth, but, while performing research in Sweden, she realized that she also loved DOING science, which she call a rare luxury for a high school teacher. "What better way to combine a love for teaching and a love for research than to become a professor?" Olson said.

Olsson is married to Petter Olsson whom she met while in Sweden. Petter, who is an IT Consultant at the Cornell Vet College, left his home and his country to be with her in America, to which Shannon says, "what more could I ask?"

Olsson also enjoys music and is a member of the Cornell University Chorus. "Music is an important part of my life, and it is great to be a part of such a talented group," Olsson said. Last June she was able to travel with the chorus and glee clubs to Venezuela on tour.

In conclusion Olsson says, "My research would not exist without the mentoring of Wendell Roelofs, Thomas Eisner and Charlie Linn. They are a constant source of encouragement and friendship. And also, Satoshi Nojima and Paul Robbins . . . they make me smile everyday."

CHAPMAN FELLOWSHIP BACKGROUND

Selection of the Chapman Fellowship awardees is based on the three broad criteria used for nominations for the John Henry Comstock Graduate Student Award in the ESA: 1) scientific quality of research work, 2) publications and presentations, and 3) involvement in professional activities. Candidates are to be judged on the merits of their achievements while conducting graduate studies.

The Chapman Fellowship was endowed heavily by P.J. Chapman, with some portions of that endowment matched by funds provided by Cornell University, and additional donations from major donors (over \$10,000 each) including Ed and Nell Glass, Siegfried and Mary Lienk, and Haruo and Hatsue Tashiro, and other friends of the Dept. of Entomology. The endowment totals over \$627,000.

The Chapman Fellowship was established in the name of Dr. Paul J. Chapman in recognition of his tremendous contributions to entomology. By example and encouragement, he set the highest goals for the department's basic and applied research programs. He was an outstanding researcher in the field with his carefully planned experiments that have provided essential knowledge about the basic biology of fruit pests and their interactions with their hosts. He was hired as a full professor of entomology at the age of 29 in 1929 and subsequently served as chairman of the department for 17 years from 1948 until 1965. He retired in 1968 but continued to work on the flight periods of moths and the history of the Station until his death in 1993. In 1992, he established the Chapman Fellowship with his generous gift to Cornell University to ensure that "his" department would continue to inspire young entomologists to follow the principles and insights he had instilled in his colleagues.

Thank you so much to all who gave and tried to give blood on Monday. We had 40 potential donors show up with 35 pints donated—one of those donors was a first timer! The Red Cross was once again very happy that we were able to meet our goal. So thank you—all of you—for your time and efforts. You truly are very special people.

Donna Roelofs

Eye Wash Testing Guidelines

Emergency eye wash testing guidelines have been established at NYSAES to ensure that safety eyewash equipment is tested regularly and operating properly. The purpose of having emergency eyewash equipment available is to reduce or eliminate any injuries resulting from a chemical splash to eyes. Cornell University is committed to providing a safe and healthy working, teaching and learning environment.

PURPOSE OF TESTING EMERGENCY EYE WASH EQUIPMENT

Accidental exposure of the eyes to chemical substances in any form can result in irritation, temporary or permanent vision impairment, or blindness. The provision of protective measures, such as safety glasses, splash goggles and face shields, that minimize the possibility of eye exposure to harmful chemical substances is the best protection against eye injury in the workplace. To supplement these, the availability of properly functioning emergency equipment for the flushing of eye exposed to hazardous substance is an essential safety precaution.

If an eyewash is not tested frequently, you will note that the water initially flowing from the unit will be quite brown or in some cases even black. This "brown stuff" is a mixture of rust and other oxidation/corrosion products and, often, bacteria. If this material gets in the eyes of someone who needs to use the eyewash, it may result in severe eye infections.

DEPARTMENT/UNIT RESPONSIBILITY

Departments/Units that have an emergency eye wash are recommended to do the following: **1.** Test emergency eyewash on a weekly basis. **2.** Immediately notify Buildings & Properties at extension 2301 of any emergency eye wash that is not properly functioning.

BUILDING & PROPERTIES WILL DO THE FOLLOWING

1. Notify EH&S of new emergency eye wash installation or equipment relocation. **2.** Maintain a list identifying the location of all emergency eye wash equipment. **3.** Test the emergency eye wash equipment at least annually to ensure that the equipment is functioning properly and flush any settled debris or rust from the equipment. **4.** Provide departments/units one week notice of the testing dates so that each departments/units can make the appropriate arrangements. **5.** Respond immediately to any emergency leaks caused by the malfunctioning of the emergency eye wash equipment. **6.** Coordinate the repair and return to service of any equipment reported not properly functioning with departments/units. **7.** Notify affected department/unit(s) when the equipment has been repaired and is operating properly.

PROCEDURES FOR TESTING THE EQUIPMENT

For units that are faucet-mounted, run each eyewash until the water runs clean. If an eyewash is not run frequently, you will note that the water initially flowing from the unit will be quite brown or in some cases even black.

For units that are not directed into a sink, position an appropriate container directly underneath the emergency eyewash to catch the water when the unit is activated. Wrap a sturdy plastic bag over the top of the eyewash nozzles to direct all the water flow into the bucket. Activate the equipment and allow to drain until the water runs clear. This may require you to empty the container catching the water, especially if you are using a small container. Notify B&P of any equipment that is not operating properly or of any related problems.

(BRIEFS, continued)

supervisor's role? The employee's role? What can you expect during these dialogues? How can you best prepare for the dialogue and how can you take the most from this opportunity? What should you do if you have a different perception of your performance than your supervisor does? These and other questions will be answered during this program to help you become more comfortable and involved in the process of managing your own performance and growing professionally.

Linda S. Gasser, Ph.D.

Linda Gasser is the Assistant Director of Organizational Development Services (ODS) for the Cornell Office of Human Resources. She also teaches in the Department of Organizational Behavior in Cornell's School of Industrial and Labor Relations. Prior to her ODS role, she worked in the ILR School at Cornell in international HR programs, at the Center for Advanced Human Resource Studies, and in the Extension Management Programs Office. She also has previous experience in Career Development.

In 1987 she joined the Board for the Tompkins County Chapter of the American Red Cross and then became a member of the disaster planning and response team locally and nationally, as well as a community disaster educator. It is this role that lead to her developing interest in organizational crisis response. Her other applied interests also include management development, workforce diversity, management of change, interpersonal dynamics and group process, creative problem-solving, and emotional intelligence.

Station Safety Committee

At the January 29, Station Safety Committee Meeting, Chief Fire Warden Ralph D'Amato reported on the annual State Fire Inspection which was held on January 8 & 10, 2002. We had a different inspector than we've had in the past. The inspector did not get to the farms; a return visit is expected but has not yet been scheduled. Concerns centered around housekeeping especially regarding storage of excess cartons in rooms (particularly empty computer cartons) and keeping hallways and exits clear. The Station as a whole was complimented on how well the campus is kept. In particular, the inspector complimented Buildings & Properties on how well they keep the mechanical rooms. The inspector took some photos, which he may use with other university

CONDOLENCES

Professor emeritus Dr. Emil Frederick Taschenberg, former research director of the Taschenberg Laboratory at the Vineyard Research Lab in Fredonia, died on Tuesday, Feb. 5, in Clearwater, Fla. Calling hours will be Monday, Feb. 11, from 7-9 pm in the Larson-Timko Funeral Home, 20 Central Ave., in Fredonia. Graveside services will be held Tuesday, Feb. 12, at 11 a.m. in Forest Hill Cemetery at 57 Lambert Ave., in Fredonia.

Memorial contributions may be made to the Parkinson's Association of America.

Our condolences to the Taschenberg family. A more complete obituary will appear in next week's Station News.

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CALENDAR of EVENTS

FEBRUARY 8 - 15, 2002

MEETINGS

CALS CHAIRS

Date: Tuesday, February 12, 2002
Time: 3 PM
Place: 264 Roberts Hall

CHAIRS & UNIT LEADERS

Date: Thursday, February 14, 2002
Time: 1:30 PM
Place: Director's Office

SEMINARS

FOOD SCIENCE

Date: Wednesday, February 13, 2002
Time: 10:30 AM
Place: Second floor conference room, Food Research Lab
Title: "The Future of International Programs in CALS"
Speaker: Professor Ronnie W. Coffman, Ithaca

ENTOMOLOGY

Date: Thursday, February 14, 2002
Time: 10:30-11:30 AM, Coffee at 10 AM
Place: Room 320, Barton Laboratory
Title: "Reproductive success of bagworms (Lepidoptera: *Psychidae*)."
Speaker: Dr. Marc Rhains, Geneva

HORT SCIENCE

Date: Friday, February 15, 2002
Time: 10 AM
Place: Jordan Hall Staff Room
Title: "Soil Organic Matter and Plant Disease Suppression."
Speaker: Dr. Alexandra Stone, Oregon State University

LTC

Date: Tuesday, February 12, 2002
Time: 10:30 AM-NOON
Place: Jordan Hall
Title: Biosis Cab
Instructor: Marty Schlabach

Date: Friday, February 15, 2002
Time: 10:30 AM-NOON
Place: MAC Class, LTC, Windows Class, PGRU Conference Room

FITNESS

Aerobics

Date: Monday and Friday
Time: 12:10 - 1 PM
Place: Sawdust Cafe

Taekardio

Date: Monday and Wednesday, February, 11 & 13, 2002
Time: 12:10 - 1 PM
Place: Jordan Hall Auditorium

CLASSIFIED

FOR SALE 1982 Ford Bronco. This is the full size machine with the large V-8. The vehicle has 125,000 mi, but the engine was rebuilt with a new block 5,000 miles ago. Great power train and interior, fair body. AT/PS, PB, PW. \$2600. Contact Terry at x2283, or 789-5473 evenings.

FOR SALE: 1991 Chevy Astro Van Extended, good condition. All set to tow your boat to the lake or take your kids stuff back and forth to college! Seats 7, with 4 captains chairs and a bench seat in the back. New tires, brakes and water pump. Maintained at Seneca Castle Auto. \$2900. email Cheryl TenEyck at cnt1@cornell.edu, ext. 2379 or at home 789-3493.

CLASSIFIED, continued

FOR SALE: Excellent condition. Queen-size bed, less than 1 year old. \$200 for mattress and boxspring. Contact Karen at kje7@nysaes.cornell.edu or x2624.

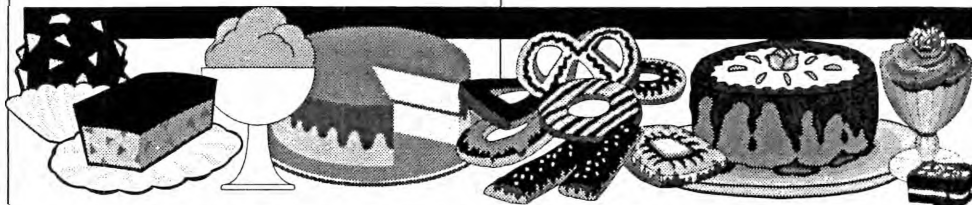
FOR SALE: 1994, 7 passenger, V6, Dodge Caravan MiniVan. 108,000 miles. Air conditioning, automatic transmission, power steering, cruise control, dual air bags, tilt wheel, AM/FM stereo. Well maintained, clean condition. Blue Book value \$5260. Price: \$2700. Phone 789-9304 or email rwr1.

HOUSE FOR RENT: 287 E. North St. Four bedroom house, completely renovated inside and out. Large kitchen, 1 1/2 baths and laundry. Includes new electric, phone, cable and LAN wiring! Hot water baseboard heat. \$750 per month. Utilities/services not included. Landlord provides lawncare. Call 781-0682 or Herb Cooley at x2266.

BRIEFS, continued

inspections. Our inspection statistics from year to year have been good. Ralph stated how much he appreciates the cooperation of the Station on a daily basis in keeping the Station free from obvious fire hazards.

S. Dwyer and R. D'Amato



The NYSAES community is invited to participate in the S.A.G.E.S. Valentines Day

CHOCOLATE FEST

S.A.G.E.S. (Students At Geneva Experiment Station) Valentines Chocolate Fest

12 until 1PM, Wednesday, February 13

(the day before Valentine's Day so you can still go out to lunch with your Sweetie on the 14th)

Food Science Building Conference Room

Anyone from the station community is invited to participate or attend, so spread the word in your office and lab.

Browse your recipe books and then prepare your favorite rich, sweet, chocolaty delightful treat. Anything with chocolate will be welcome: candy, cookies, chocolate covered fruits and nuts, cakes, pies...

but it should be something that can be divided up and shared with lots of folks. The idea is that everyone can sample lots of kinds of treats. If you want, bring the recipe along to share.

Also, there will be some bags to take things home so that you don't have to eat it all at once (unless you want to!)

SAGES will provide milk, coffee, and tea to help wash down the sweet stuff. You can bring your lunch along, or eat before or after.

Contact Megan, mmk23@cornell.edu or Yizhi ym20@cornell.edu with questions.

