

CORNELL
UNIVERSITY

STATION NEWS

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BRIEFS

Gala Dinner and Premier Wine Auction

Connoisseurs of fine Finger Lakes wine and wild game should mark their calendars for the annual Gala Dinner and Premier Wine Auction, to be held at Casa Larga Vineyards, in Fairport, NY, on April 4, 2003. The event benefits the Vinification and Brewing Technology Laboratory at the Station. This year, the event will be held on the final day of the Wine Industry Workshop. The combination of the two events will make it very attractive to some guests and should increase attendance at both. The gourmet dinner will be preceded at 6 p.m. by a reception that starts at 5:30 pm featuring fine New York State sparkling wines and specialty beers.

After dinner, cases of premium wine, delectable comestibles from local restaurants and B&B packages from fine Finger Lakes establishments will be put to the gavel by auctioneers Harris and Fred Wilcox.

As in years' past, a block of rooms is being reserved at the Woodcliff Inn and a bus will bring guests from Woodcliff to Casa Larga and back.

More information about the event will be posted at <http://www.nysaes.cornell.edu/fst/vb> as it becomes available. For tickets, contact Nancy Long at npl1@cornell.edu

Congratulations, Steve and Jeremy

Jeremy Pattison won 1st place for Best Research paper. Jeremy's research paper was titled "Inheritance of Root Rot Resistance in Red Raspberry." He won this award at the North East American Society for Horticultural Sciences conference that he recently attended in Baltimore Maryland.

Congratulations also to Steve Reiners who was voted President of the North East American Society for Horticultural Sciences.

MEMO FROM THE DEAN**CALS Budget and Workforce Planning Update**

As I promised in my first memo to faculty and staff on the budget and workforce planning in November, I intend to keep the CALS community informed as new information arises. This second memo is being offered as part of that ongoing commitment to communicate with the CALS community.

As you may recall, in that first memo I summarized the current CALS budget situation and the financial constraints affecting the college. I also outlined the status of the Workforce Planning Initiative on the university and college level, and described the steps being taken to develop a restructuring plan for the functional areas of Human Resources and Finance in CALS. In addition, I reviewed the retirement incentive program for members of the New York State Employees' Retirement System (NYSERS) and the SUNY Optional Retirement Plan (ORP), the deadline for which was December 9.

I want to assure you that the college leadership, including the associate deans and I, are meeting weekly to discuss progress and evaluate the impact of all these developments.

Budget

The contract colleges at Cornell have experienced a further permanent reduction in our state budget base of 5% for the 2002-2003 fiscal year and beyond. We learned about this reduction, implemented throughout the SUNY system, just before the holidays. The reduction we have received is similar in scope to reductions announced in December in all state-funded agencies. The Cornell contract colleges as a whole received a base budget contribution of \$131 million in state tax revenues in FY 02-03. The portion of this that comes directly to CALS is approximately \$45 million for the Ithaca campus and \$11.9 million for Geneva. According to Associate Dean for Financial Affairs, John Finamore, this year the 5% reduction translates into an estimated loss of approximately \$1 million to the CALS Ithaca budget and \$250,000 to the CALS Geneva budget for the remainder of 2002-2003. This amount has been prorated to account for the part of the fiscal year that has already passed.

If the scenario of a 5% base budget reduction per year continues in FY 03-04 and beyond, as we have been told to expect, CALS would lose at least \$2.3 million for Ithaca and \$600,000 for Geneva in the next fiscal year, when the 5% reduction is implemented on the basis of the full annual budget, and it is possible we could lose more than that. Based on information emerging from Albany, the shortfall in the state's FY 03-04 revenue will be several times greater than the shortfall for the current fiscal year. Thus, it is entirely possible that the reduction for FY 03-04 will be substantially greater than 5%. Until we know the exact amount of state funds for CALS for FY 03-04, we will develop contingency plans for dealing with a range of possible reductions of 10% or more.



Susan A. Henry, Dean

(Continued on page 2)

**Do you ship packages
containing dry ice?
How about specimens
preserved in
formalin?
Compressed gases?
Hazardous chemicals?
Infectious
(to humans or animals)
substances?**

If you package, label, or otherwise prepare for shipment items like these that are defined as Hazardous Materials or "Dangerous Goods" by recently revised federal regulations, then specific requirements for preparing the packages and receiving periodic training apply to you.

Want to learn more????

Jordan Hall Auditorium

January 23, 2003

First Session: 11 AM – 12 PM

Second Session: 1:30 PM – 2:30 PM

Pre-registration is required.

Please call EH&S at extension 2466

**UPCOMING
EH&S TRAINING SCHEDULE**

Forklift Safety Training

January 28, 2003

9 AM-10 AM

Jordan Hall Auditorium

Respiratory Protection Training

February 5, 2003

9 AM-10 AM, Current Members

1 PM – 2 PM, New Members

Jordan Hall Auditorium

Respiratory Fit Testing

February 4-10, 2003

8:30 AM-4 PM, By Appt.

Jordan Hall Staff Room

(WORKFORCE, continued)

We expect to make some adjustments for the remainder of this fiscal year by using the reductions already in place, savings from early retirements, and tapping into reserves if necessary. It will take a while to analyze the impact of the retirement incentive program. We also need time to assess the impact of Workforce Planning (to be discussed below) and any budget efficiencies that may come from that effort.

Meanwhile, in an effort to think strategically about the long-range budget outlook, I have appointed a faculty task force to help evaluate long-term strategies and inform decisions made by the CALS administration regarding responses to future fiscal challenges. Senior Associate Dean Bill Fry is chairing the committee, which includes: Alan Bell (Animal Science), Doug Haith (Biological and Environmental Engineering), Peter Marks (Ecology and Evolutionary Biology), Margaret Smith Einarson (Plant Breeding), Tom Fox (Molecular Biology and Genetics), Bill Ghiorse (Microbiology), David Brown (Rural Sociology), Chris Watkins (Horticulture), David Lee (Applied Economics and Management), Tom Burr (Plant Pathology/Geneva), Dave Soderlund (Entomology/Geneva), Susan McCouch (Plant Breeding), Susan Riha (Earth and Atmospheric Sciences), and John Finamore (ex-officio, CALS Office for Financial Affairs).

This committee met for the first time December 20. This committee is advisory, charged with taking a strategic look at the budget and focusing on how the college can meet its essential mission components. The advice provided by this group will be influential as the CALS administration makes critical decisions about future investments in college activities and programs. The CALS leadership team, including the associate deans, will consider this advice very carefully as we make these decisions. Advice will also be solicited from the CALS Advisory Council, Dean's Council, CALS Faculty Senate, department chairs, program directors and other members of the college leadership as the spring semester progresses. A more detailed communication concerning the change to this group will be issued by Bill Fry in the near future.

Workforce Planning

CALS has been chosen as the first college to implement Cornell's restructuring of Human Resources and Financial Services functions. While the university has set the framework for this operational reorganization, we have been conducting our own research and will be making our own plans for implementation. Going first means we have no prior examples to follow, making this effort more challenging. Decisions regarding how to proceed are still being made, and we will be seeking input from department chairs and managers on the best way to undertake this endeavor.

I have appointed selected chairs, managers and faculty to sit on oversight committees for both Finance and Human Resources. The role of these committees is to act as a sounding board for John Finamore and Mary Lou Doyle. They will review plans as they develop and will provide input and a department perspective for both the plans and the implementation process itself. These committees will not be making specific decisions, but their input will be very important in the decision-making process.

The membership of the Workforce Planning Initiative Human Resources Oversight Committee includes: Alan Bell (Animal Science), Mike Walter (Biological and Environmental Engineering), Ron Harris-Warrick (Neurobiology and Behavior), Max Pfeffer (Center for the Environment), Ralph Obendorf (Crop and Soil Science), Bill Lesser (Applied Economics and Management), Lorraine McCue (Horticulture), Christopher Bolgiano (Cornell Plantations), Tammy Thomas (Plant Breeding), Glenn Applebee (Cornell Cooperative Extension), Charlie Hibbard (NYSAES Geneva Administration), Mary Lou Doyle (CALS Office for Human Resources), and John Finamore (ex-officio, CALS Office of Financial Affairs).

Planning for the Human Resources implementation is happening both at the university and the college level. University teams are working to develop process maps for frequently used processes and are working to deliver an exciting set of technology tools over the next three to twelve months that will help to streamline HR processes and eliminate some of our current work.

In CALS, Mary Lou has had meetings with department chairs, managers, and HR assistants, and has attended several faculty meetings. These preliminary conversations are al-



GMO's - A Hot Topic!

Who Says We Don't Have a Sense of Humor?

Out with the old year and in with the new. Tony Shelton and members of the Communications Services unit paid homage to the ag biotech publication last week by burning all the old drafts in the barbecue pit.

(WORKFORCE, continued)

most complete and have helped to identify two very important points. First, faculty and staff value the relationships they have with the people who provide human resources and payroll services in their departments and feel that it is critically important to maintain a high level of personal service in a new organizational design. Second, most departments are comfortable with how these services are provided right now. The problem is, across the college, we are not consistent with our practices, resulting in audit violations and varying levels of expertise available to faculty and staff. We will need to work on maintaining our personal contacts within departments and developing consistent practices as the CALS HR team is formed.

As a result of the fall budget cuts and the early retirement program, we have lost some key resources that supported many departments' human resources and payroll activities. We are currently working on a short-term solution to this crisis by using some of our existing HR and payroll staff to fill these core needs. We're planning to create a service team of three to four HR and payroll representatives that will work together to provide services to six or seven departments. This "mini-center" will allow us to develop best practices for HR and payroll processing in CALS and do some real-time testing of the work. We have to learn more about what we need to do to meet the needs of faculty and staff in the new organization. This short-term solution should help us to both solve our immediate problems and help us

see what works and what doesn't.

The membership of the Workforce Planning Initiative Finance Oversight Committee includes: Barbara Knuth (Natural Resources), Bill Crepet (Plant Biology), Charley Pearson (Molecular Biology and Genetics), David Shalloway (Molecular Biology and Genetics), Don Rutz (Entomology), Glenn Applebee (Cornell Cooperative Extension), Jim Moravec (NYSAES Geneva Administration), Nancy Fairchild (Biological and Environmental Engineering), Norm Scott (Biological and Environmental Engineering), Timm Lathwell (Animal Science), Christine Ranney (Applied Economics and Management), John Finamore (CALS Office for Financial Affairs), and Mary Lou Doyle (ex-officio, CALS Office of Human Resources).

We are in the early stages of restructuring financial management and transaction processing in response to the University Workforce Planning Initiative for Finance.

John Finamore and Donna Updike, Administrative Manager for Crop and Soil Sciences, and Natural Resources, are meeting with chairs and managers to get their input. They will also be gathering input from business transaction processors and others. Included in this step will be the use of focus groups made up of managers and processors to review the six processes we are being asked to consolidate. This week, the leaders of these focus groups will meet with central finance staff to begin work. Once the information gathering process is completed, an implementation team will be assembled to develop an implementation plan and bring

about the required changes. John anticipates a phased implementation of the consolidation of transaction processing into a Business Service Center over the next 12 months.

I know many people are feeling anxious about what the restructuring of the Human Resources and Finance functions will mean for them. I will keep everyone informed in a timely manner as decisions are made and processes are developed. Meanwhile, if you have questions or input on the workforce planning process, please contact a member of the oversight committees. If you have specific questions regarding the workforce planning effort in CALS that you would like for me to answer personally, please take advantage of the "Ask the Dean" feature in *CALSconnect*. Email your questions to calspr@cornell.edu.

As more details are available regarding the budget and the Workforce Planning process, I will continue to communicate those to all CALS faculty and staff. I know that this is a stressful time for all members of the CALS community. There are many uncertainties and we are in a period of great change, which is always stressful. However, we are a talented and resourceful community and, working together, we will get through this without compromising the excellence of our primary missions in teaching, research and extension.

I thank you all for your dedication, hard work, patience and cooperation.

Susan A. Henry, Ph. D.
The Ronald P. Lynch Dean of
Agriculture and Life Sciences

CALENDAR of EVENTS

JANUARY 17 - 24, 2003

MEETINGS

GENEVA CHAIRS

Date: Wednesday, January 22, 2003
Time: 2:00 PM
Place: Director's Office

SEMINARS

HORT SCIENCE

Date: Monday, January 20, 2003
Time: 11 AM
Place: Jordan Hall Staff Room
Subject: Organic agriculture research: NEON and other efforts.
Speaker: Dr. Anu Rangarajan, Ithaca

ENTOMOLOGY

Date: Monday, January 27, 2003
Time: 10:30 AM
Place: Rm.310 Barton Laboratory
Subject: Interactions between Bt plants and insects: from Bt cotton to Bt broccoli.
Speaker: Dr. Joe Zhao, Geneva

LTC

Due to Jane Irwin's absence, the Open Labs that had been scheduled for the next month have been cancelled. Please contact library staff if you have questions.

FITNESS

Aerobics

Date: Mon. & Fri.
Time: 12:10 - 1 PM
Place: Sawdust Cafe

Taekardio

Date: Mon. & Wed.
Time: 12:10 - 1 PM
Place: Jordan Hall Auditorium

CLASSIFIEDS

FOR RENT: Large 3 bedroom 1/2 house for rent on Rose Street (near hospital) in Geneva. Fenced in back yard and basement storage included. Alternate side of street parking. \$475 per month plus utilities and water. Lease required. Contact pmm19 or call 2394 for more information.

BOTTLE AND CAN DRIVE. Saturday, January 18, 9:00 a.m. - 1:00 p.m. Nester Hose Fire Company Geneva Street - Geneva. Drop off your bottles and cans any time during the designated hours. Proceeds to benefit the Geneva High School Class of 2003 Substance Free Graduation Party. Your donations would be appreciated!

(CLASSIFIEDS, continued)

FOR SALE: Mauve/grey couch, 7'3"L x 36" W x 36"H. It wouldn't fit through my sister-in-law's apartment door so now it's for sale- never been sat on. Because it was on clearance for \$350, it could not be returned, asking \$300. Contact Cathy at x2367 or Gregg Heidenreich x2433.

FOR SALE: 1993 Saturn SL2, 4 dr. Sedan, Automatic, ABS, Traction Control, 4 snow tires and 4 summer tires. 103K miles. \$2,000. Contact Jim at jam18, or X-2212.

WANTED to buy/borrow Men's size 8 hockey skates. Contact Cheryl TenEyck x 2379 or home 315 789 3493

FOR SALE: Ferret cage, 3 levels, includes hammock and litter pan. \$45. Dave x2496 or Bradley 585 2248.

FOR SALE: 1996 Red Toyota Corolla. Automatic transmission, air conditioning. Excellent condition, clean inside and out and a smooth runner. 100 K miles. \$3,750 or B/O. Call x2420, e-mail sm90@cornell.edu or 315-789-9540.

WANTED: sewing/mending jobs. Can shorten, patch, replace zippers and buttons etc. hlw7@nysaes.cornell.edu or call 2433.

FOR RENT: Large 1 bedroom apartment, walking distance from Station. \$500/month plus electric. Security deposit required. Contact dbc10 or 781-1808.

FOR SALE: professional drafting table, Hamilton VR20, 3'x5', power lift, excellent condition, \$300. Call Dave x2496.

UP FOR BID

The following vehicles are up for bid. Please send sealed bids to the B&P Office, questions can be directed to Al Fairbrother at ext. 2304. Bids will be opened on January 20, 2003 at 1:30 pm in the B&P Office.

1994 Chevy Corsica, Good Condition, 110K, Min. bid \$1000.

1994 Chevy Corsica, Good Condition, 123K, Min. bid \$900.

1982 Chevy Pick-Up, Poor Condition, 74K, Min. bid \$500.

1990 Dodge Sedan, Good Condition, 126K, Min bid \$500.

1986 Dodge 4x4 Pick-Up, Fair Condition, 96K, Min bid \$1900.

1986 Dodge Pick-Up, Good Condition, 89K, Min bid \$850.

1987 GMC Pick-Up, Fair Condition, 69K, Min bid \$550.

1987 GMC Pick-Up, Good Condition, 53K, Min. bid \$850.

1988 Dodge Full Size Van, Good Condition, 132K, Min. bid \$800.

SAVE THE DATES



BOWLING PARTY
March 1, 2003



Red Cross
Blood Drive

Monday, February 3
9 AM to 3 PM
Jordan Hall Staff Room

FOR SALE

Cobey Farm Trailer - dump type with tailgates at both ends of trailer, 4' x 8' inside box. Tires shot. \$200 minimum bid.

150 gal. skid type FMC Hydraulic Sprayer - Kohler engine, Bean pump, metal tank as is, best offer.

Sealed bids should be turned into Mark L. Scott at FRU by 1PM Jan 24th. Bid should include item bidding on, bid, name and phone number. Successful bidder will have 5 business days to pay.

**There are three faithful friends,
 an old wife,
 an old dog,
 and ready money.**

Albert Einstein