There is another meaning to the word *value* that is equally important for us, and that refers to something’s worth, importance, or usefulness.

Our organizational values offer us questions to ask ourselves at every moment of decision making. Is what I am doing truthful? Does it show respect? Am I trying to achieve excellence? The same applies to our other definition of value. We should also ask: is what we are doing here adding value to the University?

For example, if we spend $1000 in labor and materials on a service, is the University getting $1000 worth of value for its money? If that money is spent repairing an asset we could replace for $800, the answer is no. If spending that money now to improve a process or system saves us thousands of dollars down the road, then yes, we are providing value for the University’s money.

Worth cannot always be measured in dollars. Sometimes the value of our work is expressed in the enjoyment students and their families get from the beautiful grounds we maintain. Another time it may be the intangible benefits to learning in a clean and well maintained class room.

The important thing is, we should be able to look at anything we do and define a value for it, whether it’s expressed in dollars or something more abstract. Who is affected by the work? And how will they benefit from it? How does that align with the mission of the University?

Being able to identify the value our work adds to the University will help us as individuals to better understand how each of our roles is important and really does make a difference for Cornell.
The New Adventures of the Infrastructure Properties and Planning Website!

All new WEBSITE!
All new THRILLS!

In Mind-Bending 2D!!!

www.ipp.cornell.edu
At a small, idyllic, Ivy League university in rural upstate New York, strange signals have been received at the Humphreys Service Building...

It can only mean one thing. The aliens are trying to contact IPP! But they are trying to do it through the IPP website!

Meanwhile, somewhere in SPACE near planet Custo Merz 3...

Contact my UFR? What is UFR? Is that different than UFO? I don't even know what that means!
Hey, can you guys find anything about our billing history on this thing?

No. And we’ve been LOOKING ALL DAY!!!!

GAH!!! I hate that joke! And your ridiculous googly eyes! And I shouldn’t have to know their whole org structure just to find services I need! Prepare my saucer for landing!
At the headquarters of the society of Inter-Planetary People (IPP)...a realization!

We need to redesign the website so customers can navigate it based on services they need without having to know who provides them and where in IPP they work.

What the?!?!? This old website is over 1,000 pages long! I've never seen so much.... stuff!

Right!!! We'll put our top people on it!!!

Moments later....

Oh, Brad! There's so much outdated content! It's just not fair! We'll never be able to respond to the needs of so many people. Everyone is so busy!

We HAVE to succeed, Marge. The University is depending on US. The WORLD is depending on US!
We’re Custom Web Development from IT@Cornell! We can help with customer and staff surveys, focus groups, and site navigation design!!

By George, this crazy plan just might work!

Across IPP, Programmers practice their mysterious, arcane arts….

...while content managers and contributors create new menus, new landing pages, and new service pages from the dusty remains of 2004.

Great link!
Look, kid, that’s great about world peace and all…. but I just wanna green certify my saucer and get outta here, ok?

The new site is ready! Begin transmitting NOW!!!

On the outskirts of campus...

At IPP world headquarters....
Later, once again in orbit around the mysterious planet Custo Merz 3...

"O.M.G. Guyz this new site is totes my fav thing evs wut do u think?"

Click Click tap tap tap....

Affirmative! I have mad respect for how they placed our most commonly used links and tools right on the main page.

Muuahhh!!!

Blarg like informative service pages with easy to find contact info!
Sigh... I don’t know what to think.

Gah!!! Just because you are a giant brain does not make that joke funny! The next pun gets INCINERATED!

Nnnngg... Vvvvt... The responsive design makes it work on all handheld devices, too! This looks great on my Galaxy Note Sev...

BOOM!!!!

Nnnngg... Vvvvt... AHHHHGGGG!!! Stupid phone!
People of the society of Inter-Planetary...People...
Okay, whatever.
Your new website has not only brought you into contact with a larger world, it has allowed me to get that stupid buzzing light in the breakroom fixed. We are pleased. This time. MuaHAHAAAAAA!

The all-new www.ipp.cornell.edu goes live on Tuesday, November 1st!

The End!!!! (for now...)
The IPP Rewards & Recognition Committee (R&R) was established in 2009 to recognize staff who go “above and beyond” their normal duties to accomplish something exceptional and continuously exhibit the IPP organizational values of Truth, Respect, Excellence, Teamwork and Integrity. R&R is a mix of IPP senior leaders, managers, and front line staff who volunteer to be on the committee. It strives to have as many departments represented on the committee as possible.

R&R coordinates four Employee of the Quarter (EOQ) celebrations each year. Each quarter, three teams or individuals are recognized and are awarded a certificate and bonus.

R&R also hosts the annual Keystone, Cornerstone, and Steve Wright Bridge (KCSWB) Awards. This employee celebration gathers over 600 IPP staff members for an awards ceremony followed by brunch. Six awards are presented including the Keystone Award, the Steve Wright Bridge Award, and four Cornerstone Awards. Individuals and teams are awarded a certificate and bonus.

Individuals and teams are nominated by their fellow colleagues for each of the above-mentioned awards. Nominations may be dropped off at HR or Customer Service or submitted online at www.fs.cornell.edu/hr/rr.cfm. The website also lists all previous winners and detailed criteria for each award.

The selection process happens at the end of the nomination period. The committee reviews each nomination and rates the nominations based on the following criteria:

3 – Superior: Demonstrates highly exceptional work, attitude, and commitment to values.
2 – Excellent: Demonstrates traits beyond work responsibilities, good attitude, work ethic, values.
1 – Good: Within normal work duties.

EOQ nominations are considered for two consecutive quarters. KCSWB nominations are considered for the KCSWB awards and the following EOQ. Individual winners are eligible to be awarded every 3 years. Please take notice and submit a nomination for a fellow colleague who goes “above and beyond” and represents IPP’s organizational values. It is important to recognize the accomplishments of our talented and dedicated staff.

Dear Ms. White,

I am writing this morning to bring to your attention the fantastic work that Mike Bishop does for our office every day. Michael doesn’t just “do his job”, he goes over and above his job for us. He notices the little and big things that need doing and does them with an attitude of pride.

We deeply appreciate all that he does for us and would like to share that appreciation with you.

He is a shining example of what a Cornell employee should be and we would like a recommendation to go on his personnel record.

Ginny Lambert
Administrative Assistant
School of Continuing Education and Summer Sessions
Facilities Management Volunteers Fall Cleanup
Wendy R. Turner, Student & Campus Life Zone

In the town of Caroline along Route 79 there is a 3.1 mile stretch of highway that has been adopted by IPP Facilities Management. On September 22, 2016, a group of twenty nine Building Care volunteers from various time clocks assembled at the rest stop to tackle the trash along the roadside.

After a safety briefing and group photo, the volunteers separated into groups and went to their section of the highway dressed in safety gear, carrying pokers and trash bags to tidy up.

Within two hours they had filled fifteen bags of trash which were later collected along the route by the DOT.

Thanks to all of the volunteers for their hard work!

The volunteers (in no particular order):

Cindy McElwee; Nancy Trout; Nancy Ellis; Lisa Wible; Mike Haldeman, Don Parker; Dan Sims, Jr.; Brandon Berry; Fred Dexter; Cheryl Robinson; Dave Teeter; Bill Babcock; Lori Bartholomew; Travis Mitchell; Dori Brisbois; Jen Mathewson; Kelly Milks; Lisa Miller; Herb Whittaker; Justin Mathewson; Cheryl Wunder; Lori Grady; Roger Marshall; Marley Elkins; Cindy Lockwood; Jodie Estes; Steve Devlen; Wendy Turner; and Rick Jordan.
More Kudos!

After receiving the employee of the quarter award this morning I wanted to take a moment to thank everyone that was involved in getting the Newman Lab clean room cooling system back online this summer.

This wouldn’t have been possible without all of your help, knowledge and experience!

Special thanks to Doug Keefe for all his help in troubleshooting, control wiring, system start up and working overtime on your days off!

Thanks to the procurement group notably Ray Strong for getting all of the materials as fast as he did!

Thanks to Dan Donovan and Tom Jordan for their efforts and supporting roles in this work!

Also thanks to Anthony Scarofile and Andrew Schiavi for their assistance with fitting, brazing and wiring the new compressor and controls!

Again thank you to everyone involved I could go on and on this was really a team effort!

Sincerely,
Kevin Marsh

Want to be a Steward contributor? Have an idea for something you’d like to see featured in the Steward?

Contact:  Joe Remillard  jhr34@cornell.edu
Julie Parsons  jh252@cornell.edu
Luanne Stockdale  ls249@cornell.edu
Ellen Chase  emc44@cornell.edu

Kudos

Clinton,

I just wanted to pass along a thank you to Chris Dean for doing the simple things that make our jobs easier. He did a great job of making a clear and concise work log entry for ticket S313699, so when I saw the status change to “in progress” I was able to quickly see what he found and what he’s doing to correct the issue.

He also stopped by my office today to touch base on another simple ticket to install a gas valve in 308 Weill Hall. We had a 2 minute discussion to make sure the scope of work was clear and he had the work done before the end of the day – perfect!

Please let him know that I really appreciate his attention to detail and good communication.

Thanks,

Todd Pfeiffer
Facilities Director, Weill Hall, Clark Hall & Physical Sciences Building
I spent the summer hot, sweaty, and covered in dirt.

Working on an archaeological excavation in Virginia at the estate of our fourth President, James Madison Jr., was a rewarding and fulfilling experience. Madison is known for being the Father of the Constitution, which he drafted in his study at Montpelier. He was also the shortest of all the presidents, coming in at a whopping 5’4”. Oh, and for being Thomas Jefferson’s BFF.

Montpelier was built in the early 1760s by Madison’s father. The beautiful 2,650-acre estate overlooks the Blue Ridge Mountains and includes a temple that was added by the founding father. The temple, more of a glorified gazebo (center-right), acted as my summer office. Hidden below the base of the temple is a buried and bricked-up door to the original icehouse. The icehouse was used to keep food cold as well as have ice cubes that were made into ice cream (Dolley Madison’s favorite treat), or to keep drinks cold in the summertime. My job, as well as my three coworkers, was to carefully unearth this original entrance (bottom-right photo) into the icehouse which had been sealed in the early 1900s and buried in the 1990s. We knew exactly where the buried door was located as six inches of it was exposed above the grass. It was also our job to figure out what the landscape looked like during the time of James Madison’s retirement, circa 1840s.

So the coolest thing we found? A road. I know that doesn’t seem like much, but for an archaeologist, this was one of the most exciting discoveries. On the next page is a picture of me lounging with my wagon rut that lined up perfectly to door to the icehouse!
What I Did During My Summer Vacation
Erin Root, Contract Colleges Facilities
(continued from previous page)

Eventually we realized that digging down through four feet of soil was not worth the strain on our bodies and equipment, so we brought in a backhoe and exposed the entire door in a day. In addition to exposing the door and figuring out the landscape, we also exposed the plinths (bases) of the temple to make sure the masonry was still reliable and the temple wasn’t going to fall down anytime soon. Our expert engineers came in and said everything was good so the excavation came to an end, two months ahead of schedule.

My coworkers moved into the South Yard, where the enslaved community had lived, to work on the excavations there and I moved into the archaeology lab since I had a bum knee. There I cataloged and analyzed artifacts (lower right). In total, I probably identified and cataloged over 5,000 nails. Yes, nails! Nails can tell you a whole bunch about how a building was constructed and what it was used for. I also looked at furniture hardware, kitchen items, wagon parts, and other iron from the enslaved community (1700s-1840s). I spent time cataloging animal bones. Since the excavations at the time of my laboratory work were taking place in the South Kitchen, we collected oyster shells, bones of sheep, pigs, cows, chickens, and even a cat mandible (jaw) that are presumably remains from cooking (though cats were, to my knowledge, not on the menu).

Overall it was a great experience and I learned so much. Virginia is beautiful so, everyone, go see James Madison’s Montpelier!
The IPP Diversity Committee (IPPDC) has some new members! As of July, 2016, nineteen staff members from various units within IPP have been working together to develop strategies to raise diversity awareness and support a culture of acceptance and inclusiveness within IPP. Members include, Cynthia Lockwood and Joshua LaPenna (Co-Chairs), Donna-Marie Parker and Kelley Yeomans (Advisors), and Bernard Amponsah, Lisa Belokur, Sarah Brylinsky, Lisa Ciaschi, Laurrie Coffin, Carina Ehrensberger, Susan Evans, Kaz Hattori, Delia Herrin, Debra Howell, Suzanne Wilkins, Stanley Lazeski, Shayne Miller, Julie Phelps, Michael Swartwout, and Catherine Carlson.

Our Direction - The Diversity Committee is directed by the guidelines laid out in the campus document Toward New Destinations (TND) – Institutional Diversity Planning created by the University Diversity Council. Under this charter, colleges and units have been challenged to promote a working culture of inclusion and embrace the elements of diversity within the workplace.

This year the IPPDC will be focusing on the following three initiatives:

1. Identify specific underrepresented job titles to develop and implement outreach plans with the intent to increase diversity of applicant pools.
2. Develop a diversity and inclusiveness training program that covers topics that are both relevant to our current culture, and are based on direct feedback from IPP staff.
3. Explore opportunities within the surrounding counties and communities to promote Cornell careers within IPP and solicit Cornell IPP Staff volunteers who can engage with potential diverse candidates.

The IPPDC is excited to hear your ideas! If you would like to learn more about each of these initiatives, or be involved as they are implemented, regular staff are encouraged to reach out to one of our committee members.

The Steward Team:
Ellen Chase, Julie Parsons, Luanne Stockdale, Joe Remillard

Hey Tammy:
Just wanted to say, thank you for sending Neil our way, he is an awesome custodian and goes above and beyond when cleaning. I was shocked to see that he actually cleaned door handle and surfaces that someone could get sick from. Wanted you to know he a great worker.

Lynne
Lynne L. Jordan
Operations Coordinator for ECSC Infrastructure Properties & Planning
A look at the critters IPP staff come home to.

**Suite 125 Edition!**

*The Pets Behind the People*

**Angel** — Jessie Miller Wells

**Cooper** — Brad Newhouse
The Pets Behind the People

A look at the critters IPP staff come home to.
Suite 125 Edition!

Beulah – Wendy Turner

Sparky and Bart – Donna-Marie Parker
The Pets Behind the People

A look at the critters IPP staff come home to.

Suite 125 Edition!

Geno and Remus – Erin Root