Yang Tan Institute on Employment and Disability Summer Research Opportunity

The ILR School’s Yang Tan Institute on Employment and Disability invites you to apply for a summer research position.

The mission of the Yang Tan Institute (YTI) on Employment and Disability advances knowledge, policies and practice to enhance equal opportunities for all people with disabilities.

The general goal of YTI research positions is to provide ILR student(s) with an opportunity to contribute to a meaningful project related to advancing the world of work for people with disabilities. In this project, we are looking more broadly at the impact of pets in the workplace, and within that broader framework, also the organization’s response to service animals required for individual applicants and employees with disabilities.

The research position is a paid 6-week experience. The summer research stipend is a total of $3,200 which will be for travel, per diem, and student stipend allotment. Timeframe for the summer research positions is June 6 to July 15, 2016.

If travel is needed, participant(s) will work with the YTI Executive Assistant and YTI Financial Coordinator to secure lodging and airfare.

**Required Qualifications/Experiences:**
- Academic or practical experience and/or strong interest in human resources practices and employment related issues
- Proficient in the use of Excel and Word
- Comfortable being around and in close proximity with companion animals (dogs and cats)
- Ability to conduct interviews and contribute to data collection and analysis
- Good academic and judicial standing, with a minimum GPA of 2.8 at the time the position starts

**Preferred Qualifications/Experiences:**
- Experience in data collection and/or serving as a research assistant
- Personal and/or professional experience with disability issues
- Experience traveling and/or interacting with diverse populations and cultures

**Application Process:**
Please submit a resume, including the names and contact information for two references, a writing sample, and answers to the application screening questions outlined below to Kate MacDowell, YTI Executive Assistant at either 201L Dolgen Hall or kkm74@cornell.edu by 5:00 pm, Friday, April 8th, 2016.

Questions can be directed to Kate MacDowell YTI Executive Assistant, via email kkm74@cornell.edu or phone 607-255-7727.
Application Questions:

Part I:
*Your Name/Address/Email:

*Anticipated Graduation Month/Year:

*Your current GPA:

*Please indicate any languages other than English in which you are proficient:

Part II:
Project Description

Pets in the Workplace
The K. Lisa Yang and Hock E. Tan Institute on Employment and Disability, in collaboration with the Cornell School of Veterinary Medicine, will be conducting a preliminary study of the impact of pets in the workplace. This experience will include initial field data collection training, a week-long field data collection in a company that has pets in the workplace, coding and analysis of data collected, and contribution to a summarizing report. Locations for this position are: Seattle, WA (one week) and Ithaca, NY (remaining five weeks). Timeline for this project is: June 6th-10th in Seattle, WA; June 13th-July 15th in Ithaca, NY at the K. Lisa Yang and Hock E. Tan Institute on Employment and Disability. Student will have access to and work closely with ILR School, Yang-Tan Institute, and College of Veterinary Medicine staff throughout these efforts. Site visit will include one to two Veterinary Medicine students as well as Cornell faculty/staff. This job requires computer knowledge and knowledge of MS Word, MS Excel and Adobe Acrobat with previous office experience preferred. An ILR student with and HR focus is preferred.

Part III:
Please type your answers to the following questions into a Word or PDF document and submit with this application. Please write no more than a couple paragraphs for each answer:

1) Why are you interested in this particular project?

2) What are your career goals and how will this experience support those?

3) What courses have you taken in ILR that you think will be helpful to you in pursuing the proposed project and working in these settings?

4) Describe your experience working with individuals with disabilities or with organizations who serve individuals with disabilities.

5) Describe your comfort level being around and in close proximity with companion animals (dogs and cats).

6) Do you have any concerns about participating in this program?