



## About HR

## Organizational Chart

Learn about our [Vision & Priorities](#)

## HR Departments

### OFFICE OF THE VICE PRESIDENT

Mary George Opperman serves as Vice President and Chief Human Resources Officer for Cornell University. Mary oversees the Division of Human Resources, the Department of Inclusion and Workforce Diversity, Title IX Office, and the Center for Regional Economic Advancement.

[vp\\_of\\_hr@cornell.edu](mailto:vp_of_hr@cornell.edu) (607) 255-3621

[Website](#)

### ACADEMIC HR

Supports academics and HR professionals in the area of academic policy. The Academic HR team works with the Academic HR Council to develop and update Cornell academic policy issues, ensure that the University is competitive with peer institutions, and administers academic HR processes that include promotion, tenure, and named professorships.

[acadhr@cornell.edu](mailto:acadhr@cornell.edu)

(607) 255-2343

### CENTER FOR REGIONAL ECONOMIC ADVANCEMENT

The Center for Regional Economic Advancement leverages academic and industrial assets in New York state to enrich economic diversity. CREA programs support innovative and entrepreneurial ideas that will create jobs – in all fields – in Ithaca and throughout the Southern Tier. The CREA team oversees initiatives that include entrepreneurship mentorship, Rev: Ithaca Startup Works, the Southern Tier Startup Alliance (STSA), Cornell Engineering Commercialization Fellows, and the 76West Clean Energy Competition (in partnership with NYSERDA).

[lew14@cornell.edu](mailto:lew14@cornell.edu) (607) 255-2917

[Website](#)

## **COMPENSATION SERVICES**

Compensation Services is responsible for overseeing staff compensation programs, including job family classifications, salary structures, pay ranges, and executive compensation.

[compensation@cornell.edu](mailto:compensation@cornell.edu)

(607) 254-8355

## **HR ADMINISTRATION**

Systems and Operations is responsible for all operational aspects for the division in the areas of finance, facilities, communication, university wide events, and HR information systems.

(607) 255-3510

## **HR ANALYTICS**

The HR Analytics office supports data-driven decision making throughout the division by evaluating the effectiveness of our policies, benefits, and programs.

[llc36@cornell.edu](mailto:llc36@cornell.edu)

(607) 255-6194

## **HR INFORMATION SYSTEMS**

The Human Resource Information Systems (HRIS) is responsible for the ongoing management and further functional development of the Workday HR/Payroll system.

[HRpayrollsupport@cornell.edu](mailto:HRpayrollsupport@cornell.edu)

(607) 255-8828

## **HR SERVICES AND TRANSITIONS CENTER**

The HR Services and Transitions Center in the East Hill Office Building provides a “one-stop shop” of services for Cornell faculty, staff and retirees: support for endowed and contract college staff and faculty on health and retirement benefits, medical and dependent care reimbursement, life insurance, medical leave programs, and other benefits, as well as life transitions such as starting a new job, welcoming a new baby, changing benefit status or caring for an elderly relative.

[hrrservices@cornell.edu](mailto:hrrservices@cornell.edu)

(607) 255-3936, (TTY) 711

## **DEPARTMENT OF INCLUSION AND BELONGING**

Provides leadership on and implements strategies to create a diverse and inclusive workplace at Cornell. The Department also develops the University’s equal employment opportunity and affirmative action compliance programs.

[inclusion@cornell.edu](mailto:inclusion@cornell.edu)

(607) 255-3976

## **INSTITUTIONAL EQUITY AND TITLE IX OFFICE**

Oversees the University's compliance with Title IX; its ongoing education and primary prevention efforts; its investigation, response, and resolution of all reports of sexual and related misconduct under this policy; and its efforts to eliminate prohibited conduct, prevent its recurrence, and remedy its effects. Cornell is committed to providing a safe and nondiscriminatory environment for all members of the Cornell community.

[titleix@cornell.edu](mailto:titleix@cornell.edu) (for Title IX concerns)

[equity@cornell.edu](mailto:equity@cornell.edu) (for bias-related concerns)

607-255-2242

[Website](#)

## **ORGANIZATIONAL DEVELOPMENT AND TALENT MANAGEMENT**

Responsible for succession planning, career development, organizational development, organizational effectiveness, and the Cornell Interactive Theatre Ensemble. OWD delivers organizational consulting, which strategically addresses individual and organizational effectiveness.

[org\\_dev@cornell.edu](mailto:org_dev@cornell.edu)

(607) 254-6400

## **WORKFORCE POLICY AND LABOR RELATIONS**

Workforce Policy and Labor Relations (WPLR) provides strategic direction, leadership and counsel in the areas of: labor relations, employee relations; non-academic human resource policy development and interpretation; unemployment insurance administration; and layoff policy administration.

[HRpolicy@cornell.edu](mailto:HRpolicy@cornell.edu)

(607) 255-4652

## **WORKFORCE RECRUITMENT AND RETENTION**

Cornell offers a multitude of career opportunities and encourages advancement and professional development. The office serves as a liaison to local community organizations that address the employment interests of individuals from traditionally underrepresented groups.

[mycareer@cornell.edu](mailto:mycareer@cornell.edu)

(607) 255-0056; (TTY) 711

## **WORK/LIFE**

Provides programs and consultation services centered on self-care, parenting, eldercare, and flexible work. Additional

support services are available such as no-cost membership with Care.com, Preparing for Baby Series, Lactation Support, Parent Workshops and Newsletters, Adult Caregiving Support Network, and the Faculty Dependent Care Travel Fund.

[worklife@cornell.edu](mailto:worklife@cornell.edu)

---