



About HR

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 (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

(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 (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

(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

(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

(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

(607) 255-3936, (TTY) 711

DEPARTMENT OF INCLUSION AND WORKFORCE DIVERSITY

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.

owdi@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

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

(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

(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

(607) 255-0056; (TTY) 711

WORK/LIFE

Provides programs and consultation services centered on parenting, eldercare, self-care, and flexible work. Additional support services are available such as the Faculty Dependent Care Travel Fund, Family Helper List, Lactation Support Program, and caregiving newsletters.

worklife@cornell.edu

(607) 255-7066

Organizational Chart

Mission

Collectively support an environment of inclusive excellence in scholarship -- learning, discovery, and engagement -- where students, staff, faculty, and retirees of Cornell learn, work, and live as a community.

Vision

The best staff and faculty in the world choose Cornell.

Values

- We are one Cornell.
- Excellence in all we do.
- Serve through respect and with dignity at all times.
- Recognize talent, innovation, and risk-taking to advance the university's mission.

Priorities

- Offer competitive programs, services, pay, and benefits to attract and retain diverse, high-caliber faculty and staff.
- Support university leadership in creating a climate of innovation and educational excellence.
- Cultivate an inclusive and welcoming environment on all Cornell campuses and in their local communities.
- Foster a forward-thinking, solution-oriented work environment.
- Advance processes that balance required compliance with the primary goal of excellence in scholarship -- learning, discovery, and engagement.