

Managers' Forum: November 4, 2019

Content from Powerpoint Presentation Slides

Slide 1: Title Slide

HR Managers' Forum, November 4, 2019

Image: fall leaves and McGraw Tower

Slide 2: Welcome

Kathy Burkgren, AVP for Organizational Development and Talent Management

Image: fall colors waterfall

Slide 3: Agenda

Announcements

- Supervising@Cornell
- Colleague Connections
- Measles Preparedness
- HR 202 NYS Sexual Harassment Training
- Cornell Appreciation Portal

Belonging at Cornell

2020 Open Enrollment

Workday Improvements

Image: fall leaves and woman studying on monument

Slide 4: Supervising@Cornell

Bringing out the best in yourself and others

Image: fall colors gothic tower and lake

Slide 5: What it is

On-line comprehensive supervisor self-help modules available

on any computer, anywhere in the world –

on-campus or remotely – for supervisors,

and interested staff, with a Cornell net ID.

Slide 6: Currently:

Over 650 people are engaging in the on-line content

We invite you to begin accessing the content today!

Slide 7: Modules

9 supervisory modules:

- 7 aligned to the Leadership Skills for Success
- Foundational Supervisory Skills

- About Cornell

1 module titled History of Cornell:

- Authored by Corey Earle and developed by HR

Slide 8: New Modules

In addition to modules released January 28, 2019

four new modules are available:

- Integrity@Cornell
- Setting Expectations
- Developing Goals
- Time Away from Work

Slide 9: Online Resources

Learn about: hr.cornell.edu/supervisingcornell

Enroll: culearn.hr.cornell.edu

Images: screen grabs from HR website and CULearn website

Slide 10: Cornell Colleague Connections – Staff Mentoring

Image: fall colors trees and bushes

Slide 11: What it is

A tool to help staff build networks and make connections.

A self-directed, self-matching program that allows participants to find the right mentor or mentee for them.

Slide 12: It's flexible. Participants can -

- Sign up to be a mentor, a mentee, or both.
- Connect with people on a one-time basis.
- Make as many connections as you like with individuals across campus.
- Establish an ongoing mentoring relationship.

Slide 13: Currently

- **610** staff are connected in mentoring engagements through Colleague Connections

Slide 14: Next step

- You, or your staff create an account and begin making connections with others who have created an account

Slide 15: Sign up

Sign up for Colleague Connections at: <https://cuelinks.cornell.edu>

Click "Join The Community."

Image: screen grab of CU Elinks landing page

Slide 16: Overview

Image: screen grab of Colleague Connections dashboard

Slide 17: Contact

For questions about Cornell Colleague Connections Staff Mentoring, contact:

Slide 18: Measles Preparedness

Image: interior view of people studying and offices through glass walls

Slide 19: Is your staff measles-ready?

- Just 1 case of measles at Cornell could constitute an outbreak
- If an outbreak were declared, exposed individuals without proof of immunity could be subject to mandated quarantines or exclusions that could keep them off campus!
- If individuals are not permitted to work, they may opt to use leave time or go unpaid

Slide 20: What you can do

- Have acceptable proof of MMR vaccine or measles immunity ready
 - If you're not sure, contact your primary care physician to get a titer (blood) test to check immunity or get an MMR vaccination
 - Get an MMR vaccination at a free Cornell Health clinic (appointment required)
 - People born before 1957 are considered protected
- health.cornell.edu

Slide 21: HR 202 NYS Sexual Harassment Training

Image: students coming down steps outside building

Slide 22: Deadline to complete HR 202 is Friday November 15!

- Has everyone on your staff taken HR 202?

Check in CULearn in the "My Team" tab

- **Required** for ALL Cornell employees!
- Approximately 60% of Cornell employees have already completed HR 202

CULearn.cornell.edu

Slide 23: Cornell Appreciation Portal

Image: diverse cartoon heads, "Let your colleagues know you appreciate them!"

Slide 24: The Awardco Appreciation Portal

- **Monetary and non-monetary just-in-time recognition:** employees have shared **over 5,000** recognitions at Cornell so far!
- **Real-time service recognition:** messages automatically sent to employees and their supervisors on work anniversaries.
- **New Hashtag:** #Living-Our-Core-Values – celebrate the values that make us all belong at Cornell!

Image: cartoon man head – Exciting news! We're celebrating our first year of appreciation at Cornell!

Slide 25: Belonging at Cornell

Angela Winfield, AVP Inclusion and Workforce Diversity

Image: students walking outside in autumn sunlight

Slide 26: PADE Charge

Advise on university goals, activities and measures

Evaluate, assess and modify Toward New Destinations

Image: silhouettes 3 people working at large table

Slide 27: Toward New Destinations (TND)

Strengths

- Individualized approach
- Engaged community
- Harnessed talent

Challenges

- Lacked engagement and accountability
- Lacked standardization
- Lacked visibility and understanding
- Lacked collaboration and coordination

Slide 28: A Reenergized, Reenvisioned D&I Framework

Common Objectives

Measuring and Tracking

Community Engagement

Image: students arm-in-arm in large circle outside Willard Straight hall

Slide 29: Accountability and Action

Image: faculty and staff at workshop table

Slide 30: Key Metrics Phase 1 (Faculty and Staff)

Climate Metrics	Compositional Metrics
<input type="checkbox"/> Sense of belonging <input type="checkbox"/> Fair treatment <input type="checkbox"/> Recommendation Score	<input type="checkbox"/> Turnover rates <input type="checkbox"/> Proportionate hiring rate

Slide 31: 2020 Open Enrollment

Gordon Barger, Senior Director, Benefit Services and Administration

Image: McGraw Tower and library, golden tree

Slide 32: Envision Your 2020 Benefits

NOW OPEN

Workday Open Enrollment event became available:

8:30am on Friday, 11/1

- New layout is receiving favorable response

DEADLINE

Faculty and staff have until 4pm EST on Friday, 11/29 to enroll

- NOTE: **University Holidays** on 11/28 & 11/29 – Benefits offices will be closed: Workday and electronic submissions will be available

IMPORTANT

Updated 11/12/2019

HR Manager's Forum, December 7, 2018

Diversity and Inclusion are a part of Cornell University's heritage. We are a recognized employer and educator valuing AA/EEO, Protected Veterans, and Individuals with Disabilities.

- MUST ENROLL in **dental coverage** to have a plan in 2020
- MUST ENROLL in **vision coverage** to have a plan in 2020
- MUST ENROLL in **FSA-Medical and/or FSA-Dependent Care** to have a Flexible Spending Account in 2020

Image: open enrollment website banner

Slide 33: Active Endowed Health Insurance

Medical trend for nation is 6-7%

Optum Rx rebates and discounts for Cornell increased with negotiation/coalition

Renewal: Increase staff and CU costs by 4.7%

- Staff contributions grow in aggregate by \$800K
- Cornell costs grow in aggregate by \$3.5M

Monthly increases for staff are low

- \$4 - \$20 per month for CPHL (>6,500 enrolled)

Image: stethoscope graphic

Slide 34: Active Endowed Dental/Vision Insurance

For 2019, reduced dental contributions by 12%

For 2020, Request for Proposal (RFP) for a stand-alone dental and vision

- Current Plan B was no longer a viable plan in NY State. Received complaints.
- Similar to other IVY+ investigated a high/low plan model
- Sought a true vision plan

Goals:

- Stronger dental network / commitment to increase network in Ithaca area
- Stronger vision coverage

Image: tooth graphic

Slide 35: Endowed Dental Insurance

Effective 1/1/2020

MetLife compared to current Ameritas:

- MetLife has large market share in NY, covering 1.3M lives; Ameritas covers only 140k
- MetLife has experience with large, complex employers, including 6 other Ivy+ universities
- Of providers used in 2018, 62% will be in-network at MetLife compared to 39% in Ameritas; Only 2% of current in-network providers (39 providers) will be out-of-network with MetLife
- Vendor guarantees a 10% growth in-network by the end of Cornell's first year; focus on 39 providers out-of-network; putting 1% of premium at risk (~\$30k-\$40k)

Image: MetLife logo

Slide 36: Endowed Vision Insurance

Effective 1/1/2020

Davis Vision compared to current Ameritas (reimbursement only):

- Three ways to receive a benefit:
 - Davis Vision Providers – choose frames/contacts from Exclusive Collection
 - Visionworks (Empire Visionworks in Ithaca)
 - In-Network or Out-of-Network Independent Provider
- Each year, allows for one complete frames/lenses selection OR contact lenses
 - If Davis Vision Providers are used, cost can be as low as \$20 for glasses

Image: Davis Vision logo

Slide 37: Open Enrollment Communication

- ~ **10/18/2019** Benefits letter to homes – summarizing OE for 2020
 - ~ **10/25/2019** Davis Vision mailing to homes MetLife Dental mailing to homes
 - ~ **Week of 10/28** Posters on Ithaca campus
 - ~ **10/31/2019** Benefits/Workday reminder email
 - ~ **11/1 – 11/29/2019** Endowed Open Enrollment opens in Workday; on-site information; vendor sites
- Image: 2020 Open Enrollment poster*

Slide 38: More Info

hr.cornell.edu/enroll

- Walk-through of choices to consider
- Access Workday Decision/Enrollment Guide
- Listing of group presentations on MetLife Dental and Davis Vision

Image: cover of 2020 Open Enrollment Workday Decision/Enrollment Guide booklet

Slide 39: Workday Improvements

Seth Brahler, Senior Director HR, Technology & Information Systems

Image: colorful fall leaves and campus building

Slide 40: Open Enrollment in Workday

Image: screen grab of new open enrollment dashboard

Slide 41: Enrolling in health plans

Image: screen grab of “Medical and Prescription” window

Slide 42: Changes made, but not submitted

Image: screen grab of dashboard with message after making an enrollment

Slide 43: Talent Marketplace

Machine learning and social intelligence matches talent to opportunities

Image: graphic with arrows bringing together “employees” and “gigs”

Slide 44: How it works

Post an opportunity to help you:

- Move forward with a small project that requires additional help
- Gain a different perspective on a task that also provides a good learning experience for someone’s career
- Practice your coaching or managing people skills

Explore opportunities to help you:

- Take manageable time away from your job, similar to classroom training, to support your career journey
- Feel energized by working on a project that you feel passionate about
- Develop new connections in other parts of the university

Slide 45: What you see in Workday

Image: screen grab from Workday – “Welcome to Opportunity Marketplace” with skills and recommended skills

Slide 46: Marketplace Dashboard

Image: screen grab of opportunity marketplace dash, showing highlighted opportunity, recommended gigs, and gigs to help you develop

Slide 47: Gig

Image: screen grab showing a sample gig

Slide 48: Match Analysis

Image: screen grab showing the “match analysis” window with relevant skills to a gig; skills missing, and skills you can develop

Slide 49: Manage Team

Image: screen grab showing example of supervisor team management

Slide 50: \$25 Fire-Starter Recognition Award

For the first 50 gigs

Image: graphic with hands up

Slide 51: Q&A

Image: johnson art museum light show at evening

Slide 52: Thank You

Image: scenic view looking across campus to colorful autumn landscape