



## Medical Leaves Administration

### Who Can Benefit?

Medical Leaves Administration (MLA) in the Division of Human Resources at Cornell University helps coordinate many resources\* that can enhance the health and well-being of all faculty and staff and maximize the quality of working life while minimizing the negative impact of illness and disability.

These services are available to:

- Work units
- Departmental human resource representatives
- Supervisors
- Staff and faculty
- Family members

### Goals of the Program

Some of the specific goals of MLA are to:

- Educate staff and faculty on the disability case management process and services
- Minimize the personal and financial impact of disability by early intervention through the coordination of medical services, worksite support, and counseling
- Be a resource on issues related to disability case management or workplace modifications
- Facilitate collaboration between health and wellness, counseling, and disability-related resources
- Support disability prevention, safety, and health promotion initiatives

### A Coordinated Case Management Approach

Through MLA, Cornell offers case management services and consultation on return-to work and other issues of concern to faculty and staff with disabilities.

A case management approach is used to provide faculty, staff, and supervisors with referral to a range of services and expertise in areas such as: disability and Workers' Compensation management and prevention; health and safety; injury prevention; environmental health; and behavioral health issues such as emotional or alcohol and drug problems.

The case management approach is also used to assist staff and faculty with disabilities, injuries, or illnesses in their transition back to the workforce.

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\*For information concerning Workers' Compensation, short-term or long-term disability applications, or rehabilitation and return-to-work services, call (607) 255-1177.

## Services Offered

- Information and consultation on short-term and long-term disabilities, and Workers' Compensation policies and procedures
- Referral to campus and community resources that relate to mental and physical health and wellness, disability prevention, and disability management
- Consultation to supervisors and departments on return-to-work and retention of staff and faculty with disabilities
- Outreach to staff and faculty at their worksites who incur an injury or other disabling condition, to facilitate their return to work
- Consultation to work units on integration of a worker with a disabling condition
- Consultation to departments on physical or behavioral health issues that impact workplace performance
- Counseling for staff and faculty who have been impacted by a co-worker's illness or injury
- Consultation on job modifications and redesign to accommodate staff and faculty who have incurred a disability
- Education to faculty and staff on topics related to disability claims process, effective disability management, and human resource practice