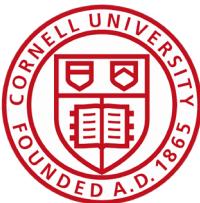


EMPLOYEE WELLBEING at CORNELL

Your guide to resources that support all the dimensions of your wellbeing.

HR.CORNELL.EDU/WELLBEING



| Working at Cornell
Pursue Excellence. Discover Success.



Christine D. Lovely
CHRO and Vice President
Division of Human Resources

Dear Colleague,

Cornell invests in benefits, programs, and services to support employee wellbeing because we want you to be well and THRIVE.

This guide features a wide range of university (and many community) resources available to support you in various dimensions of your wellbeing.

As you browse this guide, which is organized around Cornell's Seven Dimensions of Wellbeing model pictured below, you'll find resources cross-referenced in multiple dimensions. This illustrates the multifaceted nature of wellbeing. It is often non-linear in nature, and our most important elements shift as our work and personal lives evolve.

We experience wellbeing both personally and as members of our various communities, including our work community. We each have opportunities to positively contribute to Cornell's culture of wellbeing as we celebrate our colleagues' life events, support one another during difficult times, share resources, and find creative approaches to how, where, and when work gets done. Behind this page is a "quick start directory" of Cornell wellbeing-related contacts. Please save this page and reach out any time you need assistance!

Although some of these resources are specific to Cornell's Ithaca campus, we recognize and are continuing to focus on expanding offerings to our employees in all locations.

Thank you for all your contributions and please remember to invest in your wellbeing!



Employee Wellbeing at Cornell

» Quick Start Contacts

HR Services and Transitions Center (HRSTC)

hr.cornell.edu/benefits-pay | hrservices@cornell.edu | 607-255-3936 TTY (711)
395 Pine Tree Road, East Hill Office Building, Suite 130

Work/Life, Human Resources

hr.cornell.edu/wellbeing | worklife@cornell.edu | 607-255-1917

Cornell Wellness

scl.cornell.edu/recreation/employee-wellness-program | wellness@cornell.edu | 607-255-5133
305 Helen Newman Hall

Faculty and Staff Assistance Program (FSAP)

fsap.cornell.edu | fsap@cornell.edu | 607-255-2673
35 Thornwood Drive, Suite 140, Ithaca

Department of Inclusion and Belonging (DIB)

diversity.cornell.edu | 607-255-3976 | 150 Day Hall

Organizational Development & Effectiveness (ODE)

hr.cornell.edu/your-career/learning-opportunities | orgdev@cornell.edu | 607-254-6400

Cornell Transportation

fcs.cornell.edu/parking-and-transportation | transportation@cornell.edu
607-255-4600 | 116 Maple Avenue

Cornell University Police Department (CUPD)

cupolice.cornell.edu | 607-255-1111 | 117 Statler Drive, G2 Barton Hall

Environment, Health and Safety (EHS)

ehs.cornell.edu | askEHS@cornell.edu | 607-255-8200

Find your HR Representative:

hr.cornell.edu/about-hr/hr-contacts-college-and-unit

More resources at:

hr.cornell.edu/wellbeing



cuinfo.cornell.edu for the latest news!



cornell.edu/maps to navigate campus!



Wellbeing Resources

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Physical



Resources to help you maintain good health through medical care, nutrition, exercise, and rest.

Health Insurance

Cornell's comprehensive health plans provide quality care options focused on preventative health care and treatment. Plans include health insurance, dental and vision insurance, and prescription drug coverage. Information is available at the HR website and consultations are available through the HR Services and Transitions Center.

East Hill Office Building, Suite 130
607-255-3936 | hrservices@cornell.edu
hr.cornell.edu/understand-your-benefits

Visit **Financial** section for information about:

- Tax Savings for Health Care
- Life and other insurance options

Cornell Health

Employees have access to select services from Cornell Health, including:

- Pharmacy
- Laboratory Services
- Flu vaccination clinics (free for employees)

If an employee incurs an injury or illness on campus, Cornell Health can provide first aid/stabilizing care, consultation, and referrals to local urgent care providers.

110 Ho Plaza | 607-255-5155 | health.cornell.edu

Weill Cornell Medical College

One of the best perks of working at a world-class medical institution is access to world-class physicians, resources, and care! Learn about the Weill Cornell insurance plan.

hr.cornell.edu/benefits-pay/health-plans/endowed-health-plans/weill-cornell-medicine-ppo
WCMC Referral Center - 646-962-2000

Cornell Wellness

Offers a variety of services and educational opportunities in the areas of fitness, nutrition, and general health to empower individuals to make healthy choices for themselves. Most services are free to employees and retirees, though a membership fee is required for recreational fitness facility access (for employees participating in the Aetna Cornell Program for Healthy Living endowed health insurance plan, membership fees are covered by the plan). Flexible appointment times, locations, and formats are available.

Cornell Wellness Services:

- Free and confidential nutrition, fitness, and general health and wellbeing consultations
- Lectures, workshops, events, challenges, and health campaigns
- Exercise videos and cooking/food demonstrations

- Wellness Recreation Membership perks including access to fitness centers, pools, group fitness classes, (in-person and virtual), outdoor and indoor recreation equipment, and more.

305 Helen Newman Hall | 607-255-5133
wellness@cornell.edu | wellness.cornell.edu

Campus Recreation

Many recreation activities and physical exercise opportunities are available. Visit the respective facility website for current hours and fees.

Bowling

The Helen Newman Bowling Center features 16 bowling lanes with a pro shop, food/beverage lounge, and arcade games. Individual and group lane rentals are available.

Helen Newman Hall
 163 Cradit Farm Drive
scl.cornell.edu/recreation/bowling

Rock Climbing

The Lindseth Climbing Center is an indoor rock-climbing facility located in Bartels Hall with 8,000 square feet of bouldering, top-roping, and lead climbing. Lessons available.

B01 Bartels Hall
scl.cornell.edu/coe/lindseth-climbing-center

Ice Skating

Lynah Rink, home of the Cornell Big Red ice hockey teams, offers public skating beginning in September.

536 Campus Drive | 607-255-3793
cornellbigred.com/facilities/lynah-rink/9

Swimming

Open lap swim hours are offered at Helen Newman Hall and Teagle Hall pools (Cornell Wellness membership needed).

Helen Newman Hall 607-255-8164
 Teagle 607-255-1318
scl.cornell.edu/recreation/pools

Cornell Outdoor Education (COE)

COE programs enhance performance and success in the workplace by placing participants into hands-on learning situations. These experiences promote constructive assessment of individual and group performance and develop personal growth.

B01 Bartels Hall | scl.cornell.edu/coe

Disability & Accessibility

Cornell is committed to providing an accessible and welcoming environment for employees with disabilities and encourages everyone to engage in shared responsibility for accessibility of programs, services, and activities.

accessibility.cornell.edu

Disability Accommodations

Employees with a qualified disability who need assistance to complete their work can apply for a disability accommodation. Employees can begin the process with their supervisor, local HR representative, or by contacting Medical Leaves directly. Approved workplace accommodations may be eligible for some central funding.

hr.cornell.edu/understand-your-benefits/accommodations/disability-accommodations

Transportation

Employees may use their Cornell ID to ride TCAT buses any time they run, anywhere they go. Employees with accessible parking needs may choose from the AP or PO permit options. To facilitate movement on campus during the workday, Cornell will provide free door-to-door transportation via Red Runner to employees with disabilities who are participating in university activities or taking advantage of the benefits of employment at Cornell. Examples of eligible rides include transportation to and from meetings, seminars, trainings, and wellness programs. To request a ride:

607-254-8293 | redrunner@cornell.edu
diversity.cornell.edu/our-commitments/disability-access/accessible-red-runner-transportation

Disability Colleague Network Group

Visit  Cultural section for details.

Finger Lakes Independence Center (FLIC)

FLIC coordinates care, resources, and equipment for individuals with disabilities and assists with accessibility and inclusion. They have a lending closet of tools and equipment that can be explored and borrowed.

215 Fifth Street | 607-272-2433
info@fliconline.org | fliconline.org

Leaves or Absence

Cornell's Medical Leaves Administration helps coordinate resources to enhance the health and wellbeing of employees and maximize the quality of work/life while minimizing the negative impact of illness/disability. A variety of leaves are available.

hr.cornell.edu/understand-your-benefits/leaves

Short Term Disability (STD)

Provides benefits and partial compensation when an employee is unable to work for qualified health reasons. Qualified employees may use health and personal leave and vacation time to supplement the other 50% pay. There is a maximum of 26 weeks (approx. 6 months) in any 52 week period.

Long Term Disability (LTD)

The LTD Plan provides an important financial safety net to eligible employees unable to work because of debilitating illness or injury. Contract College employees are encouraged to enroll and pay a nominal fee. Endowed employees are enrolled in long-term disability coverage automatically.

Family Health Leave

Visit  Relationships section.

Musculoskeletal Injury Prevention Program & Ergonomics Resource Center

Ergonomics assessment, training, and planning services are available to the university community free of charge. The Ergonomics Resource Center provides a state-of-the-art environment stocked with equipment and resources to maximize productivity and comfort. Virtual consults are available to remote workers.

hr.cornell.edu/musculoskeletal-injury-prevention-program-mipp

Food and Dining

Cornell Dining

An award-winning university dining program, Cornell Dining operates 29 on-campus eateries, including All You Care to Eat dining rooms, cafés, coffeehouses, food courts, and convenience stores!

scl.cornell.edu/residential-life/dining

MealChoice

This debit plan is designed exclusively for eligible employees. In addition to a 10% discount at retail locations, it provides convenient, cash-free access to Cornell Dining eateries, campus vending machines with card readers, and Ithaca-area restaurants participating in City Bucks (employee ID needed). Lunch meals in Cornell Dining's 10 All You Care to Eat Dining Rooms are only \$7.50. Eligible employees are automatically enrolled in this program.

Download the GET app (search CBORD GET in your app store), sign in with your Cornell credentials to add money to your Meal Choice account, and use this app for ordering in advance and contactless payment. You can now redeem AwardCo points for MealChoice dollars through the AwardCo portal.

Take Us Home Meals

Gives employees the option of convenient homestyle dinners, already cooked and ready to eat. No pre-ordering required! Use your MealChoice plan and receive 10% off. Choose a meal at any of the following locations:

- Amit Bhatia Libe Café (Olin Library)
- Bear Necessities (Robert Purcell Community Center)
- Café Jennie (The Cornell Store)
- College of Veterinary Medicine Café (Schurman Hall)
- Green Dragon (Sibley Hall)
- Jansen's Market (Noyes Community Recreation Center)
- Mattin's Café (Duffield Hall)
- Trillium (Kennedy Hall)

Food Pantry

Visit the  Financial section.

Anabel's Grocery

Anabel's Grocery provides fresh, affordable groceries for all of Cornell's community in a student-run store.

anabelsgrocery.org

Farmer's Markets

Farmer's Markets are hosted at Cornell on the Ag Quad (fall) and East Hill (summer). Employees who purchase a share in a local partnering CSA (Community Supported Agriculture) receive a weekly portion of the farm's products, available for pick-up at a Farmer's Market or other on-campus location.

ithacamarket.com

Transgender Inclusion & Resources

Cornell is committed to creating a safe and respectful campus for all members of the community, including those of all

gender identities and expression.

Department of Inclusion and Belonging

Provides institutional leadership by promoting a learning, living, and working environment in which full participation of all members of the Cornell community is encouraged. Designs and delivers innovative strategies to achieve inclusive excellence in our systems, structures, and culture using data collection and workforce analysis.

diversity.cornell.edu/department-inclusion-and-belonging

Cornell Guide to Transitioning & Gender Affirmation in the Workplace

Provides guidance on updating information in university systems, resources, and suggested steps for working with supervisors and colleagues.

diversity.cornell.edu

Health Insurance

Endowed health plans cover benefits for transgender, transsexual, and gender nonconforming enrollees. Coverage includes therapy and certain medical procedures and supplies related to gender identity confirmation procedures.

hr.cornell.edu/understand-your-benefits

Map of All Gender Restrooms

cornell.edu/about/maps/?overlays=AllGender

Ithaca Transgender Group

Visit  **Mental** section for details.

Safety

There are several departments responsible for emergency preparedness, environmental health/safety, and overall public safety. If you are concerned about the safety of another employee or a student, visit  **Mental** section in addition to the following resources.

Rave Guardian App

This free app enhances personal safety on and off campus by turning any smartphone into a personal safety device. Free for employees and students. Connect to your Guardians through the Rave Guardian App for a virtual escort day or night.

cupolice.cornell.edu/campus-safety-security/rave-guardian-app

Community Response Team

The Community Response Team is a person-centered, trauma-informed mobile crisis care program serving persons

in crisis on Cornell's Ithaca campus. CRT's objective is to provide an in-person and health-centered response to non-violent 911 crisis calls and thereby reduce the need for police response.

scl.cornell.edu/belonging-support-services/student-support-and-advocacy-services/community-response-team

Cornell University Police Department (CUPD)

CUPD operates 24 hours/day, 365 days/year. It is the on-campus 911 liaison and a primary emergency response agency. In an emergency, contact the Cornell Police:

- Dial 911 from any campus phone
- Call 607-255-1111
- Pick up a Blue Light telephone

G2 Barton Hall | 607-255-1111 | cupolice.cornell.edu

Blue Light Emergency Phones & Virtual Escort Service

Cornell's pioneering Blue Light program promotes and safeguards personal security and wellbeing on the Cornell campus, particularly at night. There are over 1,000 Blue Light and emergency phones on the Cornell campus.

cupolice.cornell.edu

Weather Emergencies

In the event of an adverse weather condition such as a blizzard or ice storm, the Operating Status website will display updates. Condition updates such as delayed university openings and closings as well as road closings are available at this site.

emergency.cornell.edu

Environment, Health and Safety (EHS)

EHS provides training and guidance in laboratory and research safety, occupational safety, environmental compliance, fire safety, and event safety. Work related trainings as well as personal safety trainings (CPR, AED, first aid, Stop the Bleed) and fire extinguisher training are available through CULearn.

(Visit  **Occupational** section).

607-255-8200 | askEHS@cornell.edu | ehs.cornell.edu

Gorge Safety

The two gorges that run through the Cornell campus – Cascadilla and Fall Creek – represent more than 10,000 years of beauty! Practice respect and safety at all times when hiking or using the trails. Swimming is strictly prohibited in Cornell's gorges.

gorgesafety.cornell.edu

Emergency Notifications

Sign-up to receive emergency alerts at CornellALERT.

emergency.cornell.edu/alert

CornellALERT

The notification system sends voice/text messages to registered phones in the event of a threat. Such incidents include dangerous weather, explosive devices and active shooters, and changes to the university's operating status. Phones must be enrolled to receive messages. Alerts are sent to the Cornell email addresses of the campus community and cannot be opted out of.

Crime Alerts

Crime Alerts are timely warning messages of reportable crimes that may pose a threat to the Cornell community. Their purpose is to provide information on how to protect against a specific threatening circumstance. Alerts are sent to the Cornell email addresses of the campus community and cannot be opted out of.

Tompkins County SIREN

Tompkins County SIREN is the official mass notification system used by Tompkins County, the City of Ithaca, and local towns and villages to communicate with community residents during emergencies. Alerts from SIREN are sent via text message, email, and/or voice message.

tompkinscountyny.gov/siren

Sexual Harassment, Misconduct & Assault

Sexual Harassment and Sexual Assault

Response and Education (SHARE)

The SHARE website provides information on reporting, services, support, education, and advocacy related to all forms of sexual misconduct.

share.cornell.edu

Office of Institutional Equity and Title IX

Any employee who has concerns about sexual or related misconduct — including gender-based harassment, sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation, or other forms of sexual misconduct — is encouraged to seek assistance from a Title IX Coordinator. Coordinators will provide information on resources and options to address concerns.

Day Hall, Suite 500 | 607-255-2242

TitleIX@cornell.edu | titleix.cornell.edu

Victim Advocacy Program

Provides confidential and free assistance to members of the Cornell community who are victims of harmful, threatening, or violent incidents. The advocates offer support and accompaniment to meetings or court hearings and serve as a liaison and connect individuals to resources for counseling, advising, or reporting.

110 Ho Plaza | 607-255-1212

victimadvocate@cornell.edu | health.cornell.edu/va

Domestic Violence at the Workplace

Campus and local resources are available to Cornell staff in need of assistance as a result of domestic violence. Visit ● Relationships section for details.

Support Networks

Visit ● Mental section for details about the following groups:

- Cornell Caregiver Support & Education Network
- Grief and Loss Support Group

Cancer Resource Center of the Finger Lakes

CRCFL provides assistance to anyone touched by cancer. Information, emotional support, problem-solving resources, and exercise classes for individuals, families, and children are available.

840 Hanshaw Road, Suite 5 | 607-277-0960

info@crcfl.net | crcfl.net



Mental



Resources to help you with self-awareness, hopefulness, and agility in dealing with life challenges.

Counseling & Advising

Faculty and Staff Assistance Program (FSAP)

The Cornell FSAP provides brief counseling and support tailored to meet the unique needs of employees. Guidance and support is available to benefits-eligible employees, visiting scholars, postdoctoral fellows/associates, retirees, and their spouse/partners to address issues affecting their personal work/life. The FSAP strives to be inclusive of the many cultures, experiences, and practices represented among its clients. Services are free, confidential, and provided by credentialed counselors via telehealth or in-person.

35 Thornwood Drive, Suite 140, Ithaca
607-255-2673 | fsap@cornell.edu | fsap.cornell.edu

Bree Health Confidential Counseling Services

Bree Health Confidential Counseling Services provides services to Cornell faculty, staff and family members at no cost for up to three visits. The program is available 24/7 for any issue. Licensed mental health professionals provide counseling in person or over the phone for a variety of work/life stressors related to marriage, family, substance abuse, depression, grief, health, and more.

1-800-327-2255

hr.cornell.edu/benefits-pay/health-plans/counseling

Office of the University Ombuds

The Ombuds Office offers a safe place where Cornell students and employees can speak confidentially about an issue or a conflict and obtain guidance. Visitors can discuss academic and workplace concerns in an open and candid manner without fear of reprisal. The office is available to all students and employees affiliated with all units of Cornell, excluding Weill Cornell Medicine.

118 Stimson Hall | 607-255-4321
ombuds@cornell.edu | ombuds.cornell.edu

Cornell Wellness

Visit ●**Physical** section for more information about the Cornell Wellness program!

Meditation and Guided Relaxation

Mindful meditation is a technique to slow the mind, calm the body, and enhance brain development. Guided meditation is available in video, audio, and app formats. Learn different styles of mindfulness to reduce stress, increase productivity/energy, and improve immune function.

305 Helen Newman Hall | 607-255-5133
wellness@cornell.edu
scl.cornell.edu/recreation/employee-wellness-program

Time Away & Flexibility

Paid Time Off and Leave Options

Everyone needs time away from work to rest, rejuvenate, give care, and/or spend time recovering from medical concerns. Cornell provides eligible employees with generous time away from work options, including paid vacation and health and personal leaves.

hr.cornell.edu/understand-your-benefits/time

Flexible Work Arrangements

Cornell integrates the use of workplace flexibility as a standard business practice as appropriate for the position, department, and employee. Flexible work arrangements are intended to help employees work when/where they are at their best while also meeting department goals/needs. Employees may speak with their supervisor, HR representative, or request a consultation with Employee Experience in Human Resources.

hr.cornell.edu/our-workplace/flexible-work

Self-Reflection & Support

Visit ●Cultural section for resources on inclusion and belonging at Cornell.

Body Positive Cornell

In partnership with The Body Positive,™ BPC promotes holistic wellness practices that increase physical, mental, and emotional health using a weight-neutral, self-empowerment model. Groups are offered in the fall and spring semesters.

health.cornell.edu/initiatives/community-initiatives/body-positive-cornell

Caregiver Support & Education Network

Cornell employees caring for an adult family member, spouse, or friend are invited to join the CSEN for monthly meetings focused on strategies and tools for coping with stress, caregiver guilt, and burnout.

hr.cornell.edu/understand-your-benefits/elder-and-adult-care

Hospicare of Ithaca Grief Support

Hospicare of Ithaca offers a variety of support groups and workshops, both in Ithaca and Cortland. Some groups are specific to a particular relational loss (such as the loss of a spouse/partner or bereaved parents).

hospicare.org/grief-support-groups

Ithaca Transgender Group

The Ithaca Transgender Group is a confidential, peer-led support group for people in the Ithaca area. If you identify as transgender, gender-queer, or fall anywhere along the gender spectrum, you're welcome!

ithacatransgendergroup.com

Notice & Respond: Bystander Training

Cornell's bystander intervention programs help employees and students learn how to safely and appropriately offer help when others are in distress.

health.cornell.edu/initiatives/skorton-center

Soup & Hope

Dozens of Soup & Hope speakers have touched, inspired, motivated, and stirred the hearts of those who gather during the winter months at Sage Chapel. Stories have come from a wide range of Cornell employees, students, alumni, and community members. They are shared over bowls of hot soup and bread. Soup & Hope is a time to learn and recharge.

scl.cornell.edu/soupandhope

Wellbeing Breaks

Let's Meditate

Free, guided, mindfulness meditation series sponsored by Cornell Health, in collaboration with numerous campus partners. Meditation sessions are held daily Monday-Friday at various campus locations and online throughout the fall and spring semesters. Open to the Cornell community.

health.cornell.edu/meditate

Nature Rx @Cornell

This growing movement is based on the premise that time spent in nature is therapeutic and contributes to personal wellbeing. Explore Cornell's beautiful natural areas!

- Sapsucker Woods
- Cornell Botanic Gardens
- Cornell Gorges - Cascadilla and Fall Creek
- Campus Gardens - A.D. White Garden, Minns Garden and Willard Straight Rock Garden

naturerx.cornell.edu

Restorative Spaces

Take the time to replenish your spirits or recharge by visiting one of the spaces below:

- Anabel Taylor Hall Chapel
- Interfaith Serenity Rooms for meditation, prayer, and reflection (locations in Mann Library Room 282, Anabel Taylor Room 218 and Olin Library Room B14)
- Sage Chapel

- Founders Room - 114 Anabel Taylor Hall
- Purcell courtyard between Myron Taylor Hall and Anabel Taylor Hall
- Hindu Prayer Room - 112C Anabel Taylor Hall
- Muslim Prayer Rooms
 - Male - 121 Anabel Taylor Hall
 - Female - 123 Anabel Taylor Hall

scl.cornell.edu/identity-resources/office-spirituality-and-meaning-making/restorative-spaces

866-293-3077 | hotline.cornell.edu

Community Resources

Family & Children's Services of Ithaca (FCS)

FCS is the leading provider of mental health care and related social services for people of all ages in Ithaca. Dedicated staff help to heal traumatized and hurting children and provide hope and recovery for those battling mental illness.

127 W State Street | 607-273-7494 | fcsith.org

Reporting Concerns

Suggestions listed are for non-emergencies only. For emergencies, including safety concerns, call Cornell Police at 607-255-1111, dial 911, or visit ● **Physical** section for additional resources.

Concerned about the physical/emotional wellbeing of someone?

- Consult with the Faculty and Staff Assistance Program: 607-255-2673
- Explore resources on the Cornell Health website related to student wellbeing

Witnessed suspicious activity?

- Call Cornell Police at 607-255-1111
- Pick up a Blue Light or other campus emergency phone

Report bias, harassment, and/or discrimination:

- Complete the "Report an Incident" form at diversity.cornell.edu/policies-and-other-initiatives/bias-reporting-cornell

Speak with someone confidentially

The university offers a number of confidential resources for individuals who are seeking support, counseling, or information about resources and options after an incident of prohibited conduct.

titleix.cornell.edu/resources/confidential

Cornell EthicsPoint Hotline

Anyone can anonymously report issues at the Cornell EthicsPoint Hotline. This hotline service does not replace or supersede existing reporting methods. The university encourages employees to report concerns of misconduct such as financial reporting or irregularity, internal control, misappropriation, research matters, and intercollegiate athletic violations, through normal lines of communication.

Tompkins County Whole Health

Helps to build a healthy, equitable community in Tompkins County by addressing the root causes of health disparities and integrating mental, physical and environmental health.

201 E. Green Street | 607-274-6200
tompkinscountyny.gov/health

211

A service provided by the Human Services Coalition of Tompkins County, 211 connects people in need with service providers according to their situation. Trying to find youth after-school programs? Seeking financial assistance programs? 211 can answer all of these questions and more.

Call 211 or 1-877-211-8667 | iandr@hsctc.org | hsctc.org

Ithaca Suicide Prevention and Crisis Service

Provides crisis and after-care support services with a 24 hour hotline, support groups, family sessions, and awareness, prevention, and educational resources.

800-273-8255 | info@ithacacrisis.org | ithacacrisis.org

Alcohol and Drug Council of Tompkins County

Provides information, education, counseling and referral services for area residents.

607-274-6288 | alcoholdrugcouncil.org

Advocacy Center of Tompkins County

Visit ● **Relationships** section.



Relationships



Resources to help you cultivate relationships and care for your home and work communities.

Connecting with Colleagues

Network with a world-class community of thriving and passionate colleagues and find staff members across the university ready to help. Use these connections to collaborate with others working in both similar or different fields of interest.

hr.cornell.edu/our-culture-diversity/community/connect

Cornell Colleague Network Groups (CNGs)

CNGs offer a way for historically marginalized community members and their allies to find support, both at Cornell and beyond. Visit **Cultural** section for details.

hr.cornell.edu/colleague-network-groups

Cornell Coworker Coffee

Cornell Coworker CoffeeGet introduced to a random Cornell employee every month for a brief, virtual chat!

hr.cornell.edu/culture/community/coworker-coffee

Cornell Workforce Affinity Groups

Workforce Affinity Groups (WAGS) use the Viva Engage platform (formerly Microsoft Yammer) to create social networks among Cornell employees with shared interests.

hr.cornell.edu/culture/community/workforce-affinity-groups-wags

Volunteer

Employees and retirees can find ways to volunteer that fit their life, interests, and connections to Cornell.

hr.cornell.edu/culture/community/volunteer-opportunities

More ways to connect!

Visit **Occupational** section to learn about additional career mentoring and networking opportunities available to employees!

Pregnancy, Adoption & Parenting

Preparing for Baby Workshop Series

This free series is offered each semester. Spanning seven weeks, it covers a variety of topics including Cornell's benefits/resources, healthy pregnancy/birth choices, post-partum care, breast/chest feeding, and returning to work as a new parent.

hr.cornell.edu/wellbeing-perks/parenting/parenting-workshops

Adoption Assistance Grant

Cornell University reimburses eligible employees for qualified adoption expenses up to \$10,000 per adoption, with a lifetime

maximum of \$30,000.

hr.cornell.edu/understand-your-benefits/finances/financial-assistance/adoption-assistance

Fertility Coverage

Employees considering fertility treatment are encouraged to review health insurance coverage information and needs with their insurance provider.

hr.cornell.edu/undertand-your-benefits

Cornell Lactation Support Program

In addition to health insurance for breast pumps and breast/chest feeding consultations, the university provides time away from work, 40+ lactation spaces, and other accommodations.

hr.cornell.edu/understand-your-benefits/parenting/lactation-support

Vehicular Child Safety Seat Program

Child safety seat inspections and installations are offered by Cornell Police and are by appointment only. CUPD also has a limited number of child safety seats and offers them to families in the Cornell community.

G2 Barton Hall | 607-255-7305 or 607-255-7404
crime_prevention@cornell.edu | cupolice.cornell.edu

Parking for Expectant/Nursing Mothers

Transportation Services provides a discounted parking accommodation to employees who are in their last 6 weeks of pregnancy and for new parents.

fcs.cornell.edu/departments/transportation-delivery-services/parking/parking-expectant-nursing-mothers

Parent Newsletter & e-List

The monthly newsletter distributed by Work/Life in Human Resources shares information about family-friendly events, workshops, and activities sponsored by Cornell. Turn to the **● Connect with Us** page to sign up!

Locating Child Care

Tompkins County is home to many exceptional child care providers - centers, group home programs, and family care providers. Start your search early and use any of the following resources! Note: Recipients of the Cornell Child Care Grant Program may use any legal care provider, giving employees flexibility to choose the care that works best for their family!

Tip: Join our vibrant parent community e-Lists to ask questions about area child care and get recommendations! Visit **● Connect with Us** section!

Child Development Council (CDC)

Trained Referral Specialists maintain a database of licensed and registered child care providers to assist parents in finding care. Referral Specialists are also available to answer questions about child care options.

There are many different types of child care programs available. Referral Specialists can explain important differences and similarities between options such as child to adult ratios. They can also explain NY State regulations, and the training required. They also help parents understand child care quality indicators and the components of high quality child care.

607-273-0259 | childdevelopmentcouncil.org
Info@ChildDevelopmentCouncil.org

Care@Work by Care.com

Looking for a babysitter or a nanny? Cornell provides free Care.com membership to help employees locate and arrange care for children, elders, pets, and the home. After signing-up for an account using an employee ID number, post a position on Care.com and/or search the directory for providers (job postings tend to get the best results!).

hr.cornell.edu/carecom-membership

Cornell Work/Life

Work/Life is available to help employees navigate a variety of family life needs and concerns - including child care. Consultations can occur via phone, virtual meeting, or email!

worklife@cornell.edu | 607-255-1917

Au Pair Locator Services

An au pair is an individual that is hired, typically from another country, to provide family and home care in exchange for room, board, and a stipend. Several national and international au pair agencies exist to help parents locate care. Popular companies include:

- aupairinamerica.com
- aupairworld.com
- culturalcare.com
- aupair.com

Campus Child Care Options

Cornell Child Care Center (CCCC) & Emergency Back-up Child Care

The CCCC is accredited and managed by Bright Horizons. It serves 170 children ages six weeks to five years of age. Hours of operation are 7:30AM to 6PM and the center follows the university calendar. Part-time and full-time schedules are

available. Interested families must complete a pre-enrollment form. In addition to regular enrollment, the CCCC offers limited back-up child care when space is available (pre-registration required). Employees may request this care in the event their regular provider is not available.

150 Pleasant Grove Road | 607-255-1010
child-care-preschool.brighthorizons.com/ny/ithaca/cornell

Financial Support for Child Care

Cornell Child Care Grant Program

Cornell helps employees access quality care by subsidizing child care costs. The grant program helps employees pay for child care expenses by granting awards of up to \$5,000 a year, tax-free. The annual application period is typically in September with a mid-year application period in the summer for new employees.

hr.cornell.edu/understand-your-benefits/finances/financial-assistance/child-care-grant

Tax Savings for Dependent Care

Employees may use a flexible spending account (FSA) to reduce taxable income by setting aside money from their paycheck to use for eligible child care expenses.

hr.cornell.edu/benefits-pay/retirement-finances/flexible-spending-account

Faculty Dependent Care Travel Fund

Tenure track and tenured faculty may apply for up to \$1,500 (\$2,000 for dependent children with special needs) per fiscal year (July 1 – June 30) in qualified, dependent care expenses incurred while traveling for purposes related to advancing scholarship.

hr.cornell.edu/wellbeing-perks/parenting

Parenting School-Age Children

School Closings e-List

An informational e-List which alerts parents of local school closings. Visit **● Connect with Us** section!

Department of Math Opportunities

The math department sponsors K-12 math clubs, competitions, and other opportunities for youth.

math.cornell.edu/k12-enrichment

Primitive Pursuits

A nonprofit 4-H program in partnership with Cornell Cooperative Extension, Primitive Pursuits provides leadership

and plant-based wilderness skills education to toddlers, youth, and teens throughout the region.

607-272-2292 | primitivepursuits.com

Summer Youth and Teen Programs/Camps

Offered by Cornell Adult University, young people have opportunities to explore the university while enjoying the fun and friendships of a terrific camp.

sce.cornell.edu/cau/on_campus/youth_program.php

Ithaca Youth Bureau Recreation Department

Offers year-round programming for youth and families. Sports, lessons, camps, arts, theatre, and more! The bureau also publishes an annual Summer Camp Guide.

iybrec.org

Saving & Paying for College

529 College Savings Plan

This program is designed to help families save for their child's education. Employees can enroll for as little as \$15/pay period with after-tax payroll deductions. It also offers an annual New York State income tax deduction for contributions up to \$5,000 for individuals and \$10,000 for married couples filing jointly.

hr.cornell.edu/understand-your-benefits/finances/nys-529-college-savings-program

Children's Tuition Scholarship Program (CCTS)

CCTS provides the children of eligible Cornell employees a partial scholarship for study at Cornell or other accredited institutions.

hr.cornell.edu/understand-your-benefits/finances/financial-assistance/cornell-childrens-tuition-scholarship-ccts

Parenting Children with Special Needs

Cornell Work/Life can connect employees to available resources. The Cornell Special Needs e-List is available to connect families (visit **● Connect with Us** section). And, the Cornell Care.com portal can be used to find caregivers with special needs experience. Visit the previous pages for details about services.

Franziska Racker Centers

Provides strength-based support for individuals with disabilities and their families in Tompkins, Cortland, and Tioga counties.

607-272-5891 | racker.org

Adult and Elder Care

Consultative Help

Are you providing care to an aging parent or relative? Contact Cornell Work/Life for help locating resources on campus and in your local community.

607-255-1917 | worklife@cornell.edu

Caregiver Support & Education Network

Cornell caregivers gather to share the challenges, joys, and resources of caregiving, build connections and find support. Occasionally, speakers join the group and present on topics of interest.

[hr.cornell.edu/understand-your-benefits/
elder-and-adult-care](http://hr.cornell.edu/understand-your-benefits/elder-and-adult-care)

Care@Work by Care.com

Find care for loved ones using a Cornell-sponsored Care.com membership account. Visit page 15 for more details.

Tompkins County Office for the Aging (COFA)

COFA provides information about the services available to older adults and their caregivers. Their mission is to help the senior population remain independent in their homes as long as possible and appropriate, and with quality of life and human dignity.

214 W. State Street | 607-274-5482
tompkinscountyny.gov/cofa

Lifelong

Lifelong is a vibrant, active community center for learning, activities, and social groups for adults age 50 and over. They offer a robust range of coordinated activities and learning opportunities for members.

119 W Court Street | 607-273-1511
lifelong@tclifelong.org | tclifelong.org

Love Living at Home (LLH)

LLH is a membership based network that assists seniors in living a healthy, independent life while remaining in their communities throughout the aging process. They offer networking events, social gatherings, assistance with transportation, home maintenance, and personal wellbeing.

215 N. Cayuga Street | 607-319-0162
lovelivingathome.org

Family Health & Parental Leaves

Family Health & Parental Leaves

Employees are eligible for up to 16 weeks of family health

leave (12 weeks with pay for family leaves, an additional 4 weeks unpaid is available for bonding leave) to support a range of life events such as childbirth, newborn care, or to care for an ill spouse, child, sibling, or parent. Employees who give birth are eligible for up to six months of time off when factoring in short-term disability for childbirth.

hr.cornell.edu/understand-your-benefits/leaves

Academic Parental Leave & Faculty Tenure Clock Stop

Cornell provides up to one semester of partial relief from assigned work responsibilities with full pay for a primary or coequal caregiving parent. This relief may pertain during the semester when a child is born or an adopted or foster child joins the household, or during a contiguous semester. Cornell provides, on notification, an automatic extension of the tenure clock for two semesters.

Academic HR | Day Hall, Suite 130 | acadhr@cornell.edu

[hr.cornell.edu/understand-your-benefits/leaves/
facultyacademic-staff-medical-parental-leave](http://hr.cornell.edu/understand-your-benefits/leaves/facultyacademic-staff-medical-parental-leave)

Domestic & Intimate Partner Violence

Community resources and support are available to employees who are victims of domestic violence. Work/Life in Human Resources helps employees navigate workplace accommodations that may be needed.

worklife@cornell.edu | 607-255-5298
[hr.cornell.edu/wellbeing-perks/self-care/
domestic-violence-resources](http://hr.cornell.edu/wellbeing-perks/self-care/domestic-violence-resources)

Advocacy Center of Tompkins County

This local nonprofit center provides help, assistance, advocacy, emotional support, and safety for anyone experiencing domestic or sexual violence.

24/7 Hotline 607-277-5000
info@theadvocacycenter.org | actompkins.org

Pets and Animal Care

Pets are part of the family for many Cornellians, and there are numerous trails, parks, and other places that welcome furry friends. It's also assuring to have a cutting-edge veterinary school on Ithaca's campus!

Cornell Companion Animal Hospital

The hospital offers employees a discount on select veterinary medical care services. A Cornell ID card must be presented during the appointment.

607-253-3060 | vet-hosp@cornell.edu | vet.cornell.edu

Cornell Small Animal Community Practice

This practice offers three types of medical care: health maintenance, primary care, and elective surgery.

607-253-2300 | communitypractice@cornell.edu

Cornell Companions

Sponsored by the College of Veterinary Medicine, Cornell Companions is dedicated to the development of the human-animal bond. Human and animal volunteer pairs visit children with disabilities, nursing home patients, and hospital patients.

vet.cornell.edu/about-us/outreach/cornell-companions

Care@Work by Care.com

Find pet sitters and dog walkers or pet sitting jobs using a Cornell provided premium membership to Care.com.

hr.cornell.edu/carecom-membership

Pet CPR Information

Learn how to determine if a pet needs CPR, how to do chest compressions, and how to perform mouth to snout ventilation with an infographic and detailed video developed by Baker Institute for Animal Health.

vet.cornell.edu/departments-centers-and-institutes-baker-institute/baker-news

Tompkins County Dog Park

The dog park is a 4.8-acre area located within the Allan H. Treman State Marine Park at the south end of Cayuga Lake in Ithaca. There are separate fenced areas for big dogs and small dogs.

805 Taughannock Blvd (Route 89)

Pet Insurance

Visit  **Financial** section.



Cultural



Resources to help you engage with and feel supported by your home and work communities.

Learn

Department of Inclusion and Belonging (DIB)

Provides leadership on and implements strategies to create a diverse and inclusive workplace at Cornell. The department facilitates in person and virtual learning opportunities for staff, as well as connections to identity based colleague networking groups and other campus resources supporting the inclusion and retention of employees with diverse lived experiences.

diversity.cornell.edu/department-inclusion-and-belonging

Office of Faculty Development and Diversity (OFDD)

Supports faculty and academic staff throughout their careers at Cornell, welcoming them at New Faculty Orientation and offering community, professional development and mentoring programs. The office also works with academic leadership on programs and policies for faculty recruitment and retention.

facultydevelopment.cornell.edu

Center for Teaching Innovation (CTI)

Supports Cornell's teaching community members through confidential developmental consultations across the academic career span, roles, and disciplines. In addition to instructors, the center teams with departments, schools and colleges, and related units to create and sustain multicultural, rigorous, and vibrant learning environments.

teaching.cornell.edu

Religion

Religious Accommodations

The university is committed to diversity and nondiscrimination and supports individuals, regardless of religious affiliation. Employees are asked to initiate requests for any desired religious-related workplace accommodation by contacting their supervisor or department chair.

hr.cornell.edu/our-culture-diversity/diversity-inclusion/religious-accommodation-faqs

Cornell United Religious Work (CURW)

CURW is housed in Anabel Taylor Hall and comprised of over twenty-five affiliated communities that offer programs of worship and social life as well as opportunities to engage in interfaith dialogue.

scl.cornell.edu/identity-resources/office-spirituality-and-meaning-making

For information on faith-based and other restorative locations on campus, visit ● **Mental** section.

Transgender Inclusion & Resources for LGBTQ

Cornell strives to provide a safe and inclusive work environment for the LGBTQ community. On the following page, learn about the LGBTQ Colleague Network Group. Visit ● **Physical** and ● **Mental** sections for details about programs and support services.

Colleague Network Groups (CNGs)

Cornell sponsors CNGs to help historically marginalized communities find support by providing engaging programs for employees.

hr.cornell.edu/colleague-network-groups



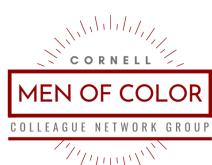
Disability CNG

Raises awareness, provides educational resources and support, and offers peer mentorship to those working with short-term or long-term disabilities, their supervisors, colleagues, allies, and other supporters.



LGBTQ CNG

Raises awareness about workplace issues facing lesbian, gay, bisexual, and transgender employees and provides peer networking opportunities.



Men of Color CNG

Provides a professional support system within the employee and administrator community to increase the recruitment and retention of men of color.



Women of Color CNG

Develops and creates engaging opportunities for networking and professional/leadership development with a particular focus on empowering, recruiting, retaining, and mentoring women of color.



Veterans CNG

Raises the awareness of issues facing veterans at Cornell and provides a forum for veterans and their supporters to discuss topics of mutual interest and concern.



Young Professionals CNG

Connects, educates, engages, and inspires young professionals in a culture of social consciousness, leadership development, and volunteerism that benefits Tompkins County.

First Fridays in Ithaca

A social networking event for diverse professionals and faculty of Central New York! Connect with people from Ithaca, Cortland, Elmira, Corning, Binghamton, Syracuse, Rochester, and more.

Accessibility

Cornell is committed to diversity and inclusion with the goal of providing an accessible, usable, and welcoming environment for employees, students, and visitors with disabilities.

Cornell strives to have all members of the Cornell community share responsibility for accessibility of programs, services, and activities.

Visit [Physical](#) section for information on disability accommodations and resources.

accessibility.cornell.edu

Veterans & Military Personnel

Cornell is a veteran-friendly employer that provides a supportive and caring environment for individuals building on the skills and experiences of military service while pursuing aspirations. Cornell offers support and resources for its veterans through many departments and benefits in addition to the CNG.

military.cornell.edu

Veterans Services of Tompkins County

Connects local Veterans of the U.S. Armed Forces – and their families – with federal, state, and local resources and provides counseling, referral, and direct assistance.

tompkinscountyny.gov/veteran
607-274-5920

Bias, Discrimination, and Harassment

Cornell is committed to providing a safe, inclusive, and respectful learning, living, and working environment free from unlawful discrimination based on protected categories, such as race, sex, religion, veteran status, and disability.

Policy 6.4 provides the community with the means to address concerns of bias, discrimination, harassment, and sexual and related misconduct.



Financial



Resources to help you manage personal finances to reduce stress and build security.

Money Management

Managing finances is an important skill to continuously develop throughout life. Each person has different values, priorities, and methods to balance wants and needs. Here is a start to navigating the financial world and details about benefits and programs available.

Tax Savings for Health and Dependent Care

Employees may use a flexible spending account (FSA) to reduce taxable income by setting aside money from their paycheck to use for eligible medical care and/or child care expenses.

There are two FSA accounts to choose from: Medical Care FSA, and/or Dependent Care FSA. You may choose one, both, or neither. An FSA doesn't replace health insurance; it helps save money on health care costs that insurance doesn't cover and/or dependent/child care.

Note: Recipients of a Cornell Child Care Grant must open a Dependent Care FSA to access the funds.

hr.cornell.edu/benefits-pay/retirement-finances/flexible-spending-account

Insurance

Protect your future and the future of your loved ones by exploring various insurance options.

hr.cornell.edu/understand-your-benefits/insurance

Life Insurance

Cornell provides eligible employees with basic life insurance at no cost. Insurance type and amount varies by benefit plan. CIGNA provides group universal life insurance for eligible employees to supplement their basic life insurance at an additional cost. Employees may sign up for additional group life insurance for themselves, their spouses, their domestic partners, and/or their dependents at any time.

Personal Accident Insurance

Cigna offers coverage that can help pay your mortgage or children's college if you pass away as the result of a covered accident. It also pays benefits if you are injured in a covered accident.

Long-Term Care Insurance

RetirementGuard provides access to a selection of policies that can help cover the costs associated with extended long-term care due to a chronic disease or long-lasting disability.

Auto, Home, and Pet Insurance

Mercer Voluntary Benefits provides group rates for auto, home, and personal property liability insurance, which can be conveniently deducted from your paycheck. Pet insurance is also available through Nationwide Insurance.

Legal Insurance

Covered services include identity theft, IRS audit/defense, trusts, powers of attorney, will preparation, and tenant matters/home sales. If you have a legal matter that's not covered, you still receive at least 25% off the hourly rate.

Health Insurance

Visit  **Physical** section.

Saving for Your Future

Cornell provides resources to help employees plan for retirement early in their careers. Start by meeting with a counselor in the HR Services and Transitions Center, attending a workshop, or reviewing the Retirement & Beyond booklet.

East Hill Office Building, Suite 110
607-255-3936 (TTY 711) | hrservices@cornell.edu
hr.cornell.edu/your-career/retirement

Endowed Employees

Cornell automatically contributes 10% of your base salary into your Cornell University Retirement Plan (CURP) account. You may also choose to voluntarily contribute to a Tax-Deferred Annuity. Both plans are 100% vested upon enrollment.

Contract College Employees

The NYS Employees' Retirement System (NYSERS) provides employees with retirement, disability, and death benefits. Participation is mandatory for non-exempt regular full-time contract college employees. Participation is optional for other non-exempt CC employees. The SUNY Optional Retirement Program (ORP) is designed to provide retirement income to faculty and exempt contract college employees as an alternative to NYSERS. Eligible employees may also contribute to a Tax-Deferred Annuity Plan.

Family Life Benefits

Visit  **Relationships** section for information about:

- Child Care Grant
- Adoption Assistance Grant
- Faculty Dependent Care Travel Fund
- 529 College Savings Plan
- Cornell Children's Tuition Scholarship

Transportation

Cornell offers a variety of ways to save money on transportation costs (and reduce carbon emissions!). Visit the Transportation Services website for details.

116 Maple Avenue | 607-255-4600
transportation@cornell.edu
fcs.cornell.edu/parking-and-transportation

TCAT Bus: Cornell Employee ID Card Privilege

Employees can use their employee ID at the fare box to ride TCAT buses any time they run, anywhere they go. This unlimited ride privilege allows employees more flexibility in planning their commute, and can help reduce the number of vehicle on campus. Regional transit service passengers may be eligible for a discounted, unlimited-ride annual pass.

Commuter Alternative Program (CAP)

All Cornell employees (including temporary employees and affiliates) can use their CU photo ID card at the fare box when boarding TCAT buses to ride anywhere TCAT goes, any time TCAT runs—Cornell pays the fare (normally \$1.50).

RideShare

The RideShare commuter program is for eligible Cornell employees who do not live in campus housing and share their ride to the Ithaca campus at least three times a week. This formal carpooling arrangement is available to employees receiving university benefits who work in locations where permits are required.

Carpooling

Any Cornell community member can join a carpool. Those sharing the ride to campus make their own arrangements for sharing commuting costs. Members must register any vehicle driven/parked on campus.

Commuter Support Services

Transportation Services provides both transportation programs and support services to ensure that you can make it to campus and back home again - with relative ease.

fcs.cornell.edu/services/parking-transportation/getting-around/commuter-support-services

Cornell Campus-to-Campus Bus (C2C)

The C2C bus offers executive-class motor coach service between Cornell's Ithaca and New York City campuses seven days a week. The buses are lift-equipped.

fcs.cornell.edu/departments/transportation-delivery-services/campus-campus-bus-service

Ithaca Carshare

A community-based carsharing service, members have self-serve access to cars around Ithaca and Cornell. Membership discounts are available.

ithacacarshare.org

Finger Lakes Rideshare

A county-wide ride matching service available to everyone. Get a one-time ride, form a carpool, or add members to a Ride-Share group!

511nyrideshare.org/web/finger-lakes-rideshare

Employee Degree & Tuition Aid Programs

Visit the ● Occupational section or
hr.cornell.edu/understand-your-benefits/education-benefits

Perks and Discounts

Cornell employees can take advantage of many on-campus conveniences and discounts such as MealChoice (visit ● Physical section), on-campus drycleaning, interest free computer loans, reduced fee Ithaca Airport parking, and more!

hr.cornell.edu/wellbeing-perks/perks-discounts

Cornell Cooperative Extension (CCE)

CCE Tompkins offers free or low-cost workshops, resources, and programs on topics such as personal finance, consumer protection, and home repair assistance. Explore CCE Tompkins or find your county extension office for details.

Tompkins County - ccetompkins.org
All Counties - cce.cornell.edu

International Faculty & Staff

Resources for international faculty and staff regarding travel, visas, and taxes.

international.globallearning.cornell.edu

Cornell Food Pantry

Free, confidential access to food and personal care items is available to Cornell employees and students. To pre-enroll and learn about the current hours, visit the website.

109 McGraw Place
scl.cornell.edu/residential-life/dining/about-dining/food-security/cornell-food-pantry

Cornell's Caring Community

Below are just a few of the programs that Cornell employees may contribute to, and/or benefit from.

Cornell Emergency CARE Fund

The CARE Fund (Cornellians Aiding and Responding to Employees) provides financial assistance (up to \$2,000) to employees who have experienced a non-recurring sudden or emergency-related financial hardship due to an unforeseen or unavoidable event.



Often these circumstances include house fires, floods, situations related to domestic violence, or a medical situation prohibiting the employee from meeting basic essential needs.

The program is funded through the generous donations of Cornell employees. Gifts can be made through Payroll Deduction, PayPal, or check.

hr.cornell.edu/carefund

Cornell Elves Holiday & Backpack Program

The Elves Program was founded in 1989 to benefit needy children in Tompkins County and the surrounding area. Thanks to hundreds of volunteers, the program has provided clothing, school supplies, and toys to thousands of students from dozens of area schools.

elves.cornell.edu

United Way of Tompkins County (UWTC)

The UWTC is committed to making positive changes in our community, addressing identified needs, and finding solutions that will positively impact people. The Cornell community plays a substantial role in helping dozens of local nonprofits that assist our friends, neighbors, and families in any given year. Cornell faculty, staff members, students and retirees are generous supporters, providing almost 40% of the United Way's annual funding.

unitedway.cornell.edu



Occupational



Resources to help you experience intellectual stimulation and career fulfillment while effectively managing personal life goals.

Career & Professional Development

Career Success Center

Employees can take advantage of these tools to set and achieve career goals. Need a career consultation? Contact Career Development Services.

hr.cornell.edu/your-career/career-success-center

Career Navigator

This tool helps Cornell employees to see where they are in the Cornell job family matrix and shows the framework toward advancement and new career areas.

hr.cornell.edu/career-navigator

Mentoring and Coaching

Staff can participate in mentoring and coaching programs, both of which provide personalized guidance that can boost your skills and help you advance in your career goals.

hr.cornell.edu/your-career/career-success-center/mentoring-coaching

Networking

Cornell provides opportunities for its employees to strengthen their professional and personal experiences through a variety of additional networks.

hr.cornell.edu/culture/community/connect

Microsoft Teams - Viva Engage

Viva Engage lets you find people and conversations that match your interests and help you build connections. You can also show what you're working on and learn about others' current projects.

it.cornell.edu/viva-engage

Visit the ● Relationships and ● Cultural sections for other networking opportunities.

Career Management Toolkit

Chart a career roadmap with the Career Management Toolkit. Discover how to get the most out of your experience at Cornell and access resources to help with resume writing, interviewing.

hr.cornell.edu/your-career/career-success-center/career-management-toolkit

Gigs

Gigs are typically short-term experiences or projects that can help share or build skills, develop leadership, and establish new connections across the university.

hr.cornell.edu/your-career/career-success-center/gig-opportunities

Learning

Learning is at the heart of what we do. Take advantage of the many opportunities available to employees to pursue knowledge and skills.

hr.cornell.edu/your-career/learning-opportunities

CULearn/Workday Learning

Cornell's non-credit learning management system. Courses for Cornell's business systems, professional development and job skills, safety & compliance, and more are maintained in this platform. Browse for courses, enroll, check for any assigned learning and review completed courses.

culearn.cornell.edu

Your Role as a People Leader

All staff – no matter their position, band, or years of service – are critical to the success of our workforce and have the potential to grow and develop. Most employees have some plan for their career, but they may not know how to achieve it. It's up to the people leaders to support employee career growth so they'll build their skills and be motivated.

hr.cornell.edu/people-leaders/employee-engagement/career-development

Educational Benefits

hr.cornell.edu/understand-your-benefits/education-benefits

Employee Degree Program (EDP)

Earn a Cornell degree while you work at Cornell! EDP provides benefits-eligible employees with full tuition toward undergraduate and graduate degree programs.

Part-Time Study

Benefits-eligible employees can take advantage of thousands of Cornell classes that will assist career and personal development.

Tuition Aid

This partial reimbursement program provides financial assistance for coursework not available at Cornell yet contributes directly to the improvement of knowledge or job-related skills.

School of Continuing Education

Cornell is dedicated to making educational and experiential opportunities accessible to the broadest possible range of audiences. Take a class, earn a certificate, or go on a trip abroad!

sce.cornell.edu/courses/programs/part-time

Shared Governance Opportunities

Employee Assembly (EA)

The EA ensures staff involvement and representation in non-academic workplace matters, identifying concerns relating to staff and working with administration to find solutions.

assembly.cornell.edu/shared-governance/employee-assembly

University Assembly (UA)

The UA examines matters involving the interest or welfare of a substantial segment of the university community and makes recommendations to the appropriate officers or decision-making bodies.

assembly.cornell.edu

Faculty Senate (FS)

The FS facilitates communication between faculty and the administration. Elected senators consider questions of educational policy and recommend the appropriate course of action.

theuniversityfaculty.cornell.edu/faculty-senate/

Celebrating Achievements

Supervisors and colleagues can use the Cornell Appreciation Portal to send kudos in real-time! Supervisors can also recognize their staff periodically with small tokens of appreciation in the form of points that can be redeemed through the Cornell Store or Amazon.

Employees who go above and beyond in their work may be nominated for a variety of awards, including:

- President's Awards for Employee Excellence
- Constance E. Cook and Alice H. Cook Awards
- Faculty Awards and Recognition
- George Peter Award for Dedicated Service
- Award for Staff Integrity and Inclusion
- Partners in Sustainability Awards

hr.cornell.edu/culture/appreciation-recognition

New Hires

Learn what to expect as you get started and resources to support you in your new role. Get the information you need when you need it: before you start, during your first days, and as you settle in.

hr.cornell.edu/new-hires

Big Red Welcome

This is a voluntary program for recent hires to share resources that introduce you to our extraordinary community. You'll receive newsletters tailored just for new employees, and opportunities to participate in workshops where you'll meet other new Cornellians as well as colleagues from across the university.

[hr.cornell.edu/new-hires/your-first-days/
big-red-welcome](http://hr.cornell.edu/new-hires/your-first-days/big-red-welcome)

Flexible Work Arrangements

There are a variety of ways that flexible work schedules can be customized to achieve a productive working environment that also supports personal life needs and work styles. Arrangements such as flexible arrival and departure times, remote work, compressed schedules, and job share arrangements may be available. Employee Experience in Human Resources offers consultations to individuals and supervisors.

hr.cornell.edu/benefits-pay/pay/flexible-work

Retiree Engagement

Members of the vibrant retiree community participate in academic and social activities, volunteer, and often return to work part-time in a new field!

Cornell Retiree Engagement

Retirees and their spouses/partners are encouraged to participate in various engagement opportunities (in-person and virtual) and social events on and off campus.

hr.cornell.edu/retirees

Cornell Academics and Professors Emeriti (CAPE)

CAPE fosters social and professional community among retired faculty through varied programs and activities such as a lecture series, endowed research programs, and various volunteer programs.

emeritus.cornell.edu



Resources to help you make an impact on the quality of your home and work environments, community, and the world we live in.

Cornell's Commitment to Sustainability

The university has been a global leader in sustainability since the early 1880s. It has since led the nation in campus sustainability with reductions in carbon emissions as well as innovative green building designs, spaces, and plans developed in partnership with employees and students to become a carbon neutral campus using 100% renewable energy by 2035.

sustainablecampus.cornell.edu

Reuse Programs

Cornell has a longstanding tradition of reuse of materials through the internal reallocation of university-owned materials as well as the repurposing of surplus materials either by offering these items for sale or by donating them to nonprofit organizations. Campus reuse programs support the local community and can help reduce office costs.

recycle.cornell.edu

Campus Sustainability Map

Over 300 points of interest - from water bottle filling stations to sustainability centers and solar arrays - can be found on campus and in the surrounding Ithaca area. Explore the layers with this interactive online map!

sustainabilitymap.cornell.edu

Beyond Waste at Cornell

Beyond Waste is a 2-month institutional waste reduction campaign that empowers every member of the Cornell campus community to rethink our relationship to products we use everyday. Beyond Waste invites us to move beyond recycling and waste management into a creative life-cycle approach to how we purchase, use, reuse, and dispose of goods and materials across campus systems.

sustainablecampus.cornell.edu/campus-initiatives/purchasing-waste/beyond-waste-campaign

Green Office Certification

This certification is a point-based, self-assessment checklist used by offices to review their current practices, set goals to initiate new practices, and be recognized for their efforts in the following areas: community engagement, energy, green events, purchasing, recycling, transportation, and waste.

sustainablecampus.cornell.edu/programs-guides/green-office-lab-program

Cornell Outdoor Education Annual Gear Sale

The gear sale is held in December each year, providing an opportunity to sell and buy used outdoor gear.

scl.cornell.edu/coe/outfitting/gear-sale

Staff Sustainability Champions

Champions exemplify Cornell's commitment to sustainability by showing leadership or initiative to catalyze sustainable change with actions big and small. Any staff member, at any level of the university, can be nominated and recognized.

sustainablecampus.cornell.edu/programs-guides/recognition-programs/staff-sustainability-champions

Nature Rx @Cornell

Time spent in nature is therapeutic and contributes to personal wellbeing. Explore Cornell's beautiful natural areas!

naturerx.cornell.edu

Work Environment

Environmental Health and Safety (EHS)

EHS is dedicated to preserving the health, safety, and environment of the Cornell community. Learn about programs and services to maintain safe learning, working, and living environments.

ehs.cornell.edu

Flexibility in the Workplace

Flexible work arrangements, such as remote work and compressed schedules, can reduce an individual's carbon footprint and support the university's sustainability goals. Cornell encourages a culture of flexibility that is aligned to department and individual needs. Consultations available.

hr.cornell.edu/benefits-pay/pay/flexible-work

Musculoskeletal Injury Prevention Program & Ergonomics Resource Center

Visit **Physical** section for details.

Tools for Working Remotely

Whether for personal reasons (illness, family care, etc.) or broader situations (pandemic, severe weather, etc.), you may need to be able to conduct your work from remote locations.

it.cornell.edu/faculty-ncsam-staff-students/tools-working-remotely



TIP:

Sign-up for the Campus Sustainability newsletter to learn about Cornell's advancements, upcoming events, and more!

Visit **Connect with Us** section.

Student Groups

Dilmun Hill Community Supported Agriculture (CSA)

This student-run farm has been practicing sustainable agriculture on Cornell's campus to supply the Cornell community with farm-fresh produce for more than a decade. CSA members pay for their shares at the start of the growing season and receive their weekly shares of sustainably grown produce and occasional fruit and flowers throughout the season.

cals.cornell.edu/agricultural-experiment-station/research-farms-dilmun-hill-student-farm

Hortus Forum

Hortus Forum is Cornell's undergraduate horticulture club. Growing a wide variety of houseplants on campus, it holds open plant sales across campus to maintain greenhouse costs, fund educational horticulture trips, service projects, and community social events.

facebook.com/hortusforum

Transportation

Visit **Financial** section for a variety of sustainable transportation options.

Way2Go

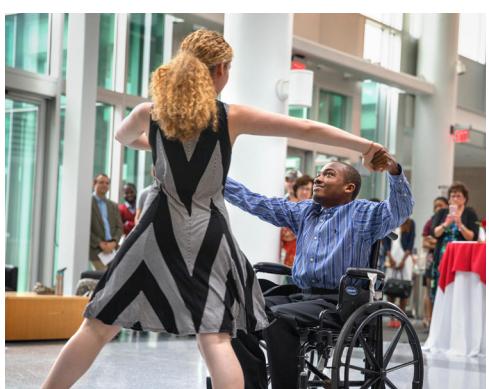
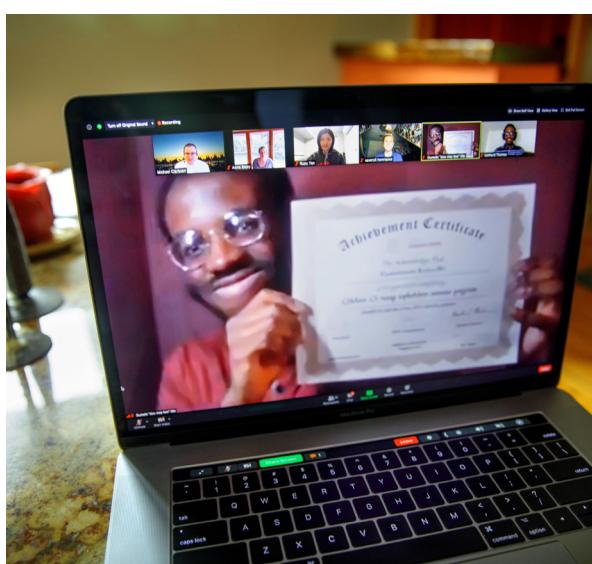
Tompkins County's transportation information and learning hub that connects riders with transportation options. Through collaborative workshops, projects, and events, Way2Go helps people save money, stress less, go green, and improve mobility options.

ccetompkins.org/community/way2go | 607-272-2292

Cornell Cooperative Extension (CCE)

CCE engages with the community to solve and respond to key environmental challenges, reduce and make more equitable the use of resources, and inspires respect for natural systems and our reliance on them. Programs on water conservation, smart home energy use, climate change, and earth keeping are available.

Tompkins - ccetompkins.org
All Counties - cce.cornell.edu



Experience Cornell »

Campus events and unique places.
Come explore with us!

Annual Celebrations & Events

Fall

- ▶ Homecoming Weekend
- ▶ Insectapalooza
- ▶ Employee Celebration Day
- ▶ Benefair (Open Enrollment)
- ▶ Halloween Happenings
- ▶ Thanksgiving Community Dinner
- ▶ Cornell Outdoor Education Gear Sale

Spring

- ▶ College of Vet Medicine Open House
- ▶ Office Professionals Day
- ▶ Employee Celebration Day
- ▶ Dragon Day
- ▶ Slope Day
- ▶ Commencement Weekend
- ▶ Bike to Work Day
- ▶ Beyond Waste Campaign

Summer

- ▶ Reunion Weekend
- ▶ Staff Development Day
- ▶ Dump and Run Sale
- ▶ Student Move-In

Destinations

Bailey Hall

Cornell's premiere event venue, Bailey Hall, hosts concerts by the Cornell music program and presentations from various campus organizations. Visit the website for ticket information.

230 Garden Ave. | events.cornell.edu/bailey_hall

Barton Hall

The home of the Cornell indoor track team since the 1920s, Barton Hall offers a state of the art track that can be used for personal fitness.

117 Statler Drive | cornellbigred.com/facilities/barton-hall/2

Cornell Botanic Gardens

On 25 acres, the cultivated gardens, arboretum, and natural areas are perfect for a long stroll outdoors.

125 Comstock Knoll Drive | cornellbotanicgardens.org

Cornell Cinema

The cinema screens classic Hollywood and foreign hits, independent titles, documentaries, experimental work, silent films, and cult classics.

104 Willard Straight Hall | cinema.cornell.edu

Cornell Dairy Bar

Taste Cornell ice cream, milk, yogurt, pudding, and Big Red Cheddar! The dairy processing plant supports dairy research and extension programs, processes milk from the Cornell dairy herd, and supplies these products to the Dairy Bar.

180 Stocking Hall | scl.cornell.edu/cornell-dairy-bar

Cornell High Energy Synchrotron Source

CHESS, located in Wilson Laboratory, is a high-intensity X-ray source primarily supported by the NSF. The public is invited to take a look at the scientists and their equipment while experiments are underway.

161 Synchrotron Drive | chess.cornell.edu

Cornell Store

The online store and in-person locations carry Cornell clothing, gifts, much more! The on campus store also offers postal services, passport photos, and TCAT bus passes. Academic pricing on selected technology products for employees along with an interest free payroll deduction option for tech purchases is available.

cornellstore.com

Cornell University Library

Cornell employees have access to many perks through the library system! Use a Cornell ID card to borrow books and other materials such as journals/videos.

library.cornell.edu

Fuertes Observatory

The observatory's public viewing nights are every Friday. Check out the Irving Porter Church Telescope, a historic 12" refractor!

209 Cradit Farm Drive | cornellastrosoociety.org

Herbert F. Johnson Museum of Art

The museum is free to all visitors. The permanent collection features more than 35,000 works, spanning six millenia. A variety of family programs are offered.

114 Central Avenue | museum.cornell.edu

Laboratory of Ornithology & Sapsucker Woods Sanctuary

The lab is a world leader in the conservation and study of birds. Features wooded hiking trails and opportunities to learn about endangered birds.

159 Sapsucker Woods Rd | birds.cornell.edu

Liberty Hyde Bailey Conservatory

The conservatory houses one of several plant collections that make up the Liberty Hyde Bailey Hortorium.

236 Tower Road | conservatory.cals.cornell.edu

Lynah Rink

Home to the Cornell Men's and Women's Ice Hockey teams, the fans of Cornell hockey are aptly named the "Lynah Faithful!" Public skate times are available.

cornellbigred.com

McGraw Tower and Cornell Chimes

Housed in the historic McGraw Tower, the 21 bells are played primarily by student chimesmasters. Climb the tower's 161 steps to be rewarded with a spectacular musical performance and view of Cornell!

chimes.cornell.edu

Oxley Equestrian Center

Cornell offers riding facilities, boarding, and private lessons



to employees. The center maintains two barns and a heated indoor arena with bleacher seating.

210 Pine Tree Road | cornellbigred.com

Sage Chapel

The chapel is one of Cornell's most iconic structures since its completion in 1875. In addition to serving as a place of worship, the chapel hosts guest speakers.

147 Ho Plaza | events.cornell.edu/sage_chapel

Schwartz Center for the Performing Arts

The center, located in Collegetown, boasts four performance spaces offering shows throughout the year.

430 College Avenue | pma.cornell.edu/schwartz-center

Snee Seismograph

The Snee atrium houses a number of fascinating displays including a seismograph that continuously records ground vibrations of the central Ithaca area.

112 Hollister Dr. | eas.cornell.edu/eas/facilities/snee-hall

Spacecraft Planetary Imaging Facility (SPIF)

Sponsored by NASA and Cornell, SPIF is one of the nine domestic Planetary Imaging Facilities. The facility hosts education and outreach activities closely related to on-going NASA space missions of planetary exploration.

122 Sciences Drive | cornellspif.com

Wilder Brain Collection

This collection of human brains was started in the late 19th century by anatomy professor Burt Wilder and is maintained by the Department of Psychology. Available for viewing on the second floor of Uris Hall.

Veterans Memorials

Cornellians who have served in the U.S. Military in times of war are honored by several memorials across campus. Many of the memorials are outdoors and are accessible 24 hours a day.

veteransmemorials.cornell.edu

Experience Ithaca & Tompkins County

Explore the area around Cornell and all it has to offer!



Visit Ithaca

Check out the Ithaca events calendar with information on annual festivals as well as visitor center locations for getting information, maps, and schedules of "all things Ithaca!"

visitithaca.com



Live in Ithaca

Take an engaging look at Ithaca & Tompkins County. We believe that our home is one worth sharing, and look forward to having you as our neighbor.

liveinithaca.org



Tompkins County Parks & Recreation

Municipal programs are offered to the residents who live in Tompkins County.

tompkinscountyny.gov/youth/municipal-recreation



Greater Ithaca Art Trail

A program of the Community Arts Partnership, the Art Trail provides unique ways to interact with local artists and experience a diversity of art within the community.

arttrail.com



Cayuga Waterfront Trail

The Cayuga Waterfront Trail is an accessible 5.5-mile trail providing an active, non-motorized transportation and recreation way connecting the community's most popular waterfront destinations.

cayugawaterfronttrail.com



Ithaca Discovery Trail

From peaceful walks to famous talks, from hands-on fun to genealogical research, there's so much to see and do along the Discovery Trail. The trail promotes understanding of the connections among the arts, science, and the natural world.

discoverytrail.com

Connect with Us!

Cornell Event Calendar

Identify your interest areas, and the Cornell Event Calendar will automatically send you weekly notices of upcoming programs!

Select "Division of Human Resources - Wellbeing" as an interest area and you'll receive information about wellbeing-related events and workshops.

events.cornell.edu

Social Media

Engage with us! Follow these accounts to stay up-to-date and highlight your #workingatcornell experience!

- ▶ Facebook: facebook.com/cornell
- ▶ Instagram: @cornelluniversity instagram.com/cornelluniversity
- ▶ X: @Cornell x.com/Cornell
- ▶ Snapchat: @cornelledu

Newsletters & Alerts (automatic)

- ▶ Faculty & Staff News (weekly)
- ▶ Retiree News (monthly)
- ▶ Emergency Notifications (visit  **Physical** section)

Newsletters (opt-in)

- ▶ Chronicle: news.cornell.edu
- ▶ Wellness: scl.cornell.edu/recreation/employee-wellness-program
- ▶ Music Concerts: music.cornell.edu
- ▶ Parenting: hr.cornell.edu/culture/community/connect/email-listservs
- ▶ Wellbeing Update: hr.cornell.edu/culture/wellbeing/employee-wellbeing-update

e-Lists

Informational lists to keep you up to speed!
To subscribe to an e-List, send an email to the below address with "Join" in the subject!

SUSTAINABLECAMPUS-L-request@cornell.edu
A news blast about campus sustainability events and programs.

SPECIALCONDITIONS-L-request@cornell.edu
News on Cornell's operating status, road closures, construction delays, or unusual events on campus.

Family Life e-Lists

Interactive lists for Cornell families. To subscribe, send an email to the below address with "Join" in the subject!

ADOPTION-L-request@cornell.edu
For current, prospective, and adoptive parents.

PARENTS-UNDER6-L-request@cornell.edu
For Cornell parents of children ages infant-5.

PARENTS-K12-L-request@cornell.edu
For Cornell parents of children ages 5-12.

PARENTS-CLASSIFIEDS-L-request@cornell.edu
For selling/buying child related equipment, toys, etc.

ELDER-L-request@cornell.edu
For caregivers of adults.

LACTATION-L-request@cornell.edu
For employees who are nursing their children.

LGBTFAMILIES-L-request@cornell.edu
For Cornell LGBTQ employees with families.

SCHOOLCLOSING-L-request@cornell.edu
Receive notices of area school closings due to inclement weather (not an interactive list).

SPECIALNEEDS-L-request@cornell.edu
For Cornell families with children that have special needs.

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For the most recent version, scan the QR code or visit: hr.cornell.edu/culture/wellbeing

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