Welcome

Kathy Burkgren

AVP for Organizational Development
And Talent Management
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
Supervising@Cornell
Bringing Out the Best in Yourself and Others
Supervising@Cornell

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.
Supervising@Cornell

Currently: Over 650 people are engaging in the on-line content

We invite you to begin accessing the content today!
Supervising@Cornell

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
Supervising@Cornell

In addition to modules released January 28, 2019
four new modules are available:

- Integrity@Cornell
- Setting Expectations
- Developing Goals
- Time Away from Work
Supervising@Cornell: Online Resources

Learn about: hr.cornell.edu/supervisingcornell

Enroll: culearn.hr.cornell.edu
Cornell Colleague Connections: Staff Mentoring
Cornell Colleague Connections: Staff Mentoring

**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.
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.
Currently:

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

- You, or your staff create an account and begin making connections with others who have created an account.
Sign up for Colleague Connections at:  [https://cuelinks.cornell.edu](https://cuelinks.cornell.edu)
Click “Join The Community.”
Overview

Welcome to Cornell Colleague Connections

MY DASHBOARD

BROWSE THE NETWORK
Easily discover and search for colleagues to provide professional advice

OPEN YOUR INBOX
Read my messages, start a video call, or schedule/cancel a meeting

INVITE COLLEAGUES
Invite your colleagues to join the program
For questions about Cornell Colleague Connections Staff Mentoring, contact:

Deb Billups
Organizational Development and Talent Management
dav5@cornell.edu
(607) 254-1176
Measles Preparedness
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
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
HR 202 NYS Sexual Harassment Training
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
Let your colleagues know you appreciate them!

Cornell Appreciation Portal
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!
Belonging at Cornell

Angela Winfield
AVP Inclusion and Workforce Diversity
PADE Charge:

Advise on university goals, activities and measures

Evaluate, assess and modify *Toward New Destinations*
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
A Reenergized, Reenvisioned D&I Framework

Common Objectives

Measuring and Tracking

Community Engagement
Accountability and Action
# Key Metrics

## Phase I (Faculty and Staff)

<table>
<thead>
<tr>
<th>Climate Metrics</th>
<th>Compositional Metrics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sense of belonging</td>
<td>Turnover rates</td>
</tr>
<tr>
<td>Fair treatment</td>
<td>Proportionate hiring rate</td>
</tr>
<tr>
<td>Recommendation Score</td>
<td></td>
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2020 Open Enrollment

Gordon Barger
Senior Director,
Benefit Services and Administration
Workday Open Enrollment event became available:
8:30am on Friday, 11/1
- New layout is receiving favorable response

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

FOR 2020:
- 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
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)
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
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)
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
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
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
Workday Improvements

Seth Brahler
Senior Director HR, Technology & Information Systems
Medical and Prescription

Plans Available

Select a plan or you can waive to opt out of Medical and Prescription. The displayed cost of waived plans assumes coverage for Employee + Spouse + Employee Child(ren).

<table>
<thead>
<tr>
<th>Selection</th>
<th>Benefit Plan</th>
<th>You Pay (Semi-monthly)</th>
<th>Company Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Select</td>
<td>Aetna HDHP Aetna HSA Plan</td>
<td>$138.00</td>
<td>$463.01</td>
</tr>
<tr>
<td>Select</td>
<td>Aetna PPO Cornell Program for Healthy Living (CPHL)</td>
<td>$206.00</td>
<td>$688.74</td>
</tr>
<tr>
<td>Select</td>
<td>Aetna PPO Well Cornell Medicine</td>
<td>$303.00</td>
<td>$1,074.13</td>
</tr>
</tbody>
</table>

Health Care Instructions

Important Information

When you select Medical and Prescription - Aetna HDHP Aetna HSA Plan, you must also select Health Savings Account - Aetna. If you waive any of these: Medical and Prescription - Aetna HDHP Aetna HSA Plan, Workday automatically waives any of these: Health Savings Account - Aetna.

General Instructions

*For assistance at any time, download the Workday Decision/Enrollment Guide.

2020 Health, Dental, and Vision Elections

Your health plan election from 2019 will be prepopulated and will roll over to 2020 unless you actively change your coverage. You must actively enroll in the new dental and vision plans.

There are three health plans, two dental plans, and a new vision plan to choose from.

Follow these two steps to enroll in or manage each:

STEP 1: To enroll, change plans or waive coverage, use the radio buttons to "Select" or "Waive" among the plans. Click the "Confirm and Continue" button below.

STEP 2: You will be taken to the Dependents screen to select your coverage level and enroll or add dependents. Employee costs and employer contributions will recalculate as you make your selection. Click the "Save" button to complete this section.

Add Dependents

To enroll, you will need "Add Dependents" form. The dependents you add in the plan may change their secondary status so they may be required to add a new individual. Once you have added the dependent to your profile, you can choose "Existing Dependents" to enroll them in another plan. You must actively enroll a new dependent in each of the health, dental, and vision plan options.

Confirm and Continue  Cancel
Talent Marketplace
Machine learning and social intelligence matches talent to opportunities

Employees -> Talent Marketplace -> Gigs
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.
Welcome to the Opportunity Marketplace!

We see that this is your first time entering the Marketplace! We look forward to matching you to Opportunities that matter to you. To get started, we want to better understand your skills. Click on suggested skills to easily add them or search for skills you want to add.

Your Skills
- Relationship Building
- Accounting
- Certified Fraud Examiner

Recommended Skills
- + Finance
- + Fraud
- + Relationship Management
- + Client Relationship Management
- + Networking Relationships
- + Business Relationships
- + Long Term Relationship Building
- + Financial Accounting
- + Accounting Management
- + Financial Accounting Management
- + Managerial Accounting

Next
Student Club Advisor

About

Advisors play an important role in student organizations. The role of the advisor varies from organization to organization. If your organization is a university group, the role may be defined by the sponsoring department. However, if the organization is an independent group, it’s important to be sure your role and expectations are clear from the beginning - to both you and the students.

Gig Deliverables and Milestones

September - Kick off of meetings

Skills Needed

- Leadership
- Mentoring Students
- Student Organizations

You’re a Good Match

You can also develop 1 skills by joining this Gig. See how your profile matches up.

View Match Analysis

Amy C. Parmley
Host

Status: IN RECRUITING
Type: Long Term (4 or More Weeks)
Start Date: Sep 16, 2019
End Date: May 31, 2020
Location: Ithaca (Main Campus)
Staffing: Onsite, Remote
Category: Volunteer
Hours: 1-5 hrs/wk
Match Analysis

Seth P. Braehler
Sr. Director of HR, Technology and Information Systems

You have the following skills that either match or are relevant to this gig:

- Leadership
- Mentoring
- Talent Development

You are missing the following skills:

- Mentoring Students
- Student Organizations

You can develop the following skills:

- Mentoring Students

Close
Manage Team

Student Club Advisor
Host: Amy C. Parmley

Candidates
Add candidates below to your team to staff your Gig

Filters (16 Results)
Show Me
All Candidates

Availability
1-5 hrs/wk

Location
Search locations...

Clear All

Bruce Springsteen
Project Manager
Ithaca Main Campus

- Good Match
- Recommended
- Available 1-5 hrs/wk
- Leadership
- Student Organizations
- Mentoring Students

Becky Hill
Assistant Director for...
Ithaca Main Campus

- Good Match
- Recommended
- Available 1-5 hrs/wk
- Leadership
- Leadership Training

Deb Billups
Career Planning Facilit...
Ithaca Main Campus

- Good Match
- Recommended
- Available 1-5 hrs/wk
- Leadership
- Leadership Training

Cutler Cramton
HR Consultant
Ithaca Main Campus

- Good Match
- Recommended
- Available 1-5 hrs/wk
- Leadership
- Leadership Training
- Team Leadership

View My Gigs
$25
FIRE-STARTER RECOGNITION AWARD

FOR THE FIRST 50 GIGS
Thank You