Managers’ Forum: November 4, 2019
Content from Powerpoint Presentation Slides

Slide 1: Title Slide
HR Managers’ Forum, November 4, 2019
Image: fall leaves and McGraw Tower

Slide 2: Welcome
Kathy Burkgren, AVP for Organizational Development and Talent Management
Image: fall colors waterfall

Slide 3: Agenda
Announcements
- Supervising@Cornell
- Colleague Connections
- Measles Preparedness
- HR 202 NYS Sexual Harassment Training
- Cornell Appreciation Portal

Belonging at Cornell
2020 Open Enrollment
Workday Improvements
Image: fall leaves and woman studying on monument

Slide 4: Supervising@Cornell
Bringing out the best in yourself and others
Image: fall colors gothic tower and lake

Slide 5: What it is
On-line comprehensive supervisor self-help modules available
on any computer, anywhere in the world –
on-campus or remotely – for supervisors,
and interested staff, with a Cornell net ID.

Slide 6: Currently:
Over 650 people are engaging in the on-line content
We invite you to begin accessing the content today!

Slide 7: Modules
9 supervisory modules:
- 7 aligned to the Leadership Skills for Success
- Foundational Supervisory Skills
Slide 8: New Modules
In addition to modules released January 28, 2019, four new modules are available:
- Integrity@Cornell
- Setting Expectations
- Developing Goals
- Time Away from Work

Slide 9: Online Resources
Learn about: hr.cornell.edu/supervisingcornell
Enroll: culearn.hr.cornell.edu
Images: screen grabs from HR website and CULearn website

Slide 10: Cornell Colleague Connections – Staff Mentoring
Image: fall colors trees and bushes

Slide 11: What it is
A tool to help staff build networks and make connections.
A self-directed, self-matching program that allows participants to find the right mentor or mentee for them.

Slide 12: It’s flexible. Participants can -
- Sign up to be a mentor, a mentee, or both.
- Connect with people on a one-time basis.
- Make as many connections as you like with individuals across campus.
- Establish an ongoing mentoring relationship.

Slide 13: Currently
- 610 staff are connected in mentoring engagements through Colleague Connections

Slide 14: Next step
- You, or your staff create an account and begin making connections with others who have created an account

Slide 15: Sign up
Sign up for Colleague Connections at: https://cuelinks.cornell.edu
Click “Join The Community.”
Image: screen grab of CU Elinks landing page

Slide 16: Overview
Image: screen grab of Colleague Connections dashboard

Slide 17: Contact
For questions about Cornell Colleague Connections Staff Mentoring, contact:
Slide 18: Measles Preparedness
*Image: interior view of people studying and offices through glass walls*

Slide 19: Is your staff measles-ready?
- Just 1 case of measles at Cornell could constitute an outbreak
- If an outbreak were declared, exposed individuals without proof of immunity could be subject to mandated quarantines or exclusions that could keep them off campus!
- If individuals are not permitted to work, they may opt to use leave time or go unpaid

Slide 20: What you can do
- Have acceptable proof of MMR vaccine or measles immunity ready
- If you’re not sure, contact your primary care physician to get a titer (blood) test to check immunity or get an MMR vaccination
- Get an MMR vaccination at a free Cornell Health clinic (appointment required)
- People born before 1957 are considered protected

health.cornell.edu

Slide 21: HR 202 NYS Sexual Harassment Training
*Image: students coming down steps outside building*

Slide 22: Deadline to complete HR 202 is Friday November 15!
- Has everyone on your staff taken HR 202?
  * Check in CULearn in the “My Team” tab
  * **Required** for ALL Cornell employees!
  * Approximately 60% of Cornell employees have already completed HR 202

CUlearn.cornell.edu

Slide 23: Cornell Appreciation Portal
*Image: diverse cartoon heads, “Let your colleagues know you appreciate them!”*

Slide 24: The Awardco Appreciation Portal
- **Monetary and non-monetary just-in-time recognition:** employees have shared over 5,000 recognitions at Cornell so far!
- **Real-time service recognition:** messages automatically sent to employees and their supervisors on work anniversaries.
- **New Hashtag:** #Living-Our-Core-Values – celebrate the values that make us all belong at Cornell!
*Image: cartoon man head – Exciting news! We’re celebrating our first year of appreciation at Cornell!*

Slide 25: Belonging at Cornell
Angela Winfield, AVP Inclusion and Workforce Diversity
*Image: students walking outside in autumn sunlight*

Slide 26: PADE Charge
Advise on university goals, activities and measures
Evaluate, assess and modify Toward New Destinations
*Image: silhouettes 3 people working at large table*

**Slide 27: Toward New Destinations (TND)**

**Strengths**
- Individualized approach
- Engaged community
- Harnessed talent

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

**Slide 28: A Reenergized, Reenvisioned D&I Framework**

**Common Objectives**
**Measuring and Tracking**
**Community Engagement**
*Image: students arm-in-arm in large circle outside Willard Straight hall*

**Slide 29: Accountability and Action**
*Image: faculty and staff at workshop table*

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

<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>
</tr>
</tbody>
</table>

**Slide 31: 2020 Open Enrollment**

Gordon Barger, Senior Director, Benefit Services and Administration
*Image: McGraw Tower and library, golden tree*

**Slide 32: Envision Your 2020 Benefits**

**NOW OPEN**
Workday Open Enrollment event became available:
8:30am on Friday, 11/1
- New layout is receiving favorable response

**DEADLINE**
Faculty and staff have until 4pm EST on Friday, 11/29 to enroll
- **NOTE:** **University Holidays** on 11/28 & 11/29 – Benefits offices will be closed: Workday and electronic submissions will be available

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

*Image: open enrollment website banner*

**Slide 33: Active Endowed Health Insurance**

Medical trend for nation is 6-7%

- Optum Rx rebates and discounts for Cornell increased with negotiation/coalition
- Renewal: Increase staff and CU costs by 4.7%
  - Staff contributions grow in aggregate by $800K
  - Cornell costs grow in aggregate by $3.5M
- Monthly increases for staff are low
  - $4 - $20 per month for CPHL (>6,500 enrolled)

*Image: stethoscope graphic*

**Slide 34: Active Endowed Dental/Vision Insurance**

For 2019, reduced dental contributions by 12%

For 2020, Request for Proposal (RFP) for a stand-alone dental and vision
  - Current Plan B was no longer a viable plan in NY State. Received complaints.
  - Similar to other IVY+ investigated a high/low plan model
  - Sought a true vision plan

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

*Image: tooth graphic*

**Slide 35: Endowed Dental Insurance**

Effective 1/1/2020

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

*Image: MetLife logo*

**Slide 36: Endowed Vision Insurance**

Effective 1/1/2020

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

*Image: Davis Vision logo*
Slide 37: Open Enrollment Communication
~ 10/18/2019 Benefits letter to homes – summarizing OE for 2020
~ 10/25/2019 Davis Vision mailing to homes MetLife Dental mailing to homes
~ Week of 10/28 Posters on Ithaca campus
~ 10/31/2019 Benefits/Workday reminder email
~ 11/1 – 11/29/2019 Endowed Open Enrollment opens in Workday; on-site information; vendor sites
Image: 2020 Open Enrollment poster

Slide 38: More Info
hr.cornell.edu/enroll
 Walk-through of choices to consider
 Access Workday Decision/Enrollment Guide
 Listing of group presentations on MetLife Dental and Davis Vision
Image: cover of 2020 Open Enrollment Workday Decision/Enrollment Guide booklet

Slide 39: Workday Improvements
Seth Brahler, Senior Director HR, Technology & Information Systems
Image: colorful fall leaves and campus building

Slide 40: Open Enrollment in Workday
Image: screen grab of new open enrollment dashboard

Slide 41: Enrolling in health plans
Image: screen grab of “Medical and Prescription” window

Slide 42: Changes made, but not submitted
Image: screen grab of dashboard with message after making an enrollment

Slide 43: Talent Marketplace
Machine learning and social intelligence matches talent to opportunities
Image: graphic with arrows bringing together “employees” and “gigs”

Slide 44: How it works
Post an opportunity to help you:
• Move forward with a small project that requires additional help
• Gain a different perspective on a task that also provides a good learning experience for someone’s career
• Practice your coaching or managing people skills
Explore opportunities to help you:
• Take manageable time away from your job, similar to classroom training, to support your career journey
• Feel energized by working on a project that you feel passionate about
• Develop new connections in other parts of the university

Slide 45: What you see in Workday
Image: screen grab from Workday – “Welcome to Opportunity Marketplace” with skills and recommended skills
Slide 46: Marketplace Dashboard
*Image: screen grab of opportunity marketplace dash, showing highlighted opportunity, recommended gigs, and gigs to help you develop*

Slide 47: Gig
*Image: screen grab showing a sample gig*

Slide 48: Match Analysis
*Image: screen grab showing the “match analysis” window with relevant skills to a gig; skills missing, and skills you can develop*

Slide 49: Manage Team
*Image: screen grab showing example of supervisor team management*

Slide 50: $25 Fire-Starter Recognition Award
- For the first 50 gigs
*Image: graphic with hands up*

Slide 51: Q&A
*Image: johnson art museum light show at evening*

Slide 52: Thank You
*Image: scenic view looking across campus to colorful autumn landscape*