Staff Forum
March 26, 2019
Introduction

Mary Opperman

Vice President and
Chief Human Resources Officer
Initiatives to Support Employees

New Benefit Customer Service Model
Welcome and Onboarding
Career Navigator
Appreciation Portal
Care.com
Supervising@Cornell
New Benefits Customer Service Model and New Hire Experience

Gordon Barger
Senior Director, Benefit Services and Administration
HR Services & Transitions Center

- The Center combined the functions and expertise of HR-Onboarding, Benefit Services, and Benefits Administration. The primary goal is to provide one-stop, knowledgeable, comprehensive, compassionate experience for all customers, by phone, email or in person.

- Counselors can assist with all life/career events and transitions (applicant to retirement)
  - to ensure that staff understand benefit options and impacts
  - to introduce potential resources available within Cornell and/or within the local community
  - to be a calm, caring listener or to be a liaison to a solution
HR Services & Transitions Center (HRSTC)

HRSTC
395 Pine Tree Road, Suite 110
Ithaca, NY 14850

(607) 255-3936
(607) 255-6873 (fax)

hrservices@cornell.edu
www.hr.cornell.edu
New Hire Experience: Welcoming & Onboarding

1. New Supervisor’s Guide
2. Welcome Website
3. New Hire Experience and Communications
   • (In progress) Institute a 5-day Notification Period
   • HRSTC – expanded length of onboarding appointment and information covered
   • Added Community Welcome gift – connecting new hires to choice of 1 of 3 local organizations
   • Reduced total ‘touches’ from 5 to 2; streamlined messages and added branding
   • New Hire Benefits Communication / New Hire Enrollment Guide for Workday
4. New Hire Dashboard – Workday
5. (In progress) Work with College/Unit and Hiring Departments – to ensure consistent Welcome experience
6. (In progress) Big Red Event – monthly opportunity to recognize, welcome and connect new hires
7. (Future project) New Hire Video
8. (Future project) Big Red App
Career Navigator and Appreciation Portal

Kim Babuka
Director for Compensation
Career Navigator

Use this tool to explore where you can take your career at Cornell!

If you don’t have a Cornell NetID, please enter as a guest:

- CURRENT CORNELL EMPLOYEE
- GUEST

Looking for a job?

The Career Navigator shows career paths and generic position information. For employment opportunities at Cornell, go here:

- External Applicants
  (not already a Cornell employee)
- Internal Applicants
  (current Cornell employees)

How To Use Career Navigator

This presentation guides you through the Career Navigator’s features and shows how you can use it to explore career possibilities at Cornell.

Career Management Toolkit

A step-by-step guide and resources to help you take charge of your career and maximize your potential!

Career Development Opportunities

Cornell offers innovative ways for you to grow your career skills and explore new possibilities. Find a mentor, or try a new role through a hands-on career opportunity!
Job Profile

- **University Job Profile**: job title

- **Summary**: Generic job summaries that indicate the kinds of tasks and levels of complexity; your job description will differ to reflect specific position responsibilities

- **Education, Certifications and Work Experience**: Minimum required education and experience levels

- **Job Profile Attributes**: Job Family, Pay Range, Grade, Exempt/Non Exempt

- **NEW!** Direct link to available openings
**Competencies**

- **Related Competencies:** Job related knowledge, skills, abilities and behaviors that contribute to success in this role. Check here to see if training or experience in certain competencies may benefit your career goals.
Skills for Success: Key skills employees are expected to demonstrate that are essential for individual and organizational success.

Leadership Skills for Success: Leadership skills that employees, especially supervisors, are expected to demonstrate for individual and organizational success.
Compare job profiles across job families.

**Individual Contributor** primarily focus on delivering individual and team-based work.

**Management** primarily focus on managing the work and developing others.
Appreciation Portal
Spot Recognition

THANK YOU
Celebrating Staff Excellence

Recognizing performance and contributions throughout the year is vital to creating an engaged and productive workforce.

<table>
<thead>
<tr>
<th>Appreciation and Recognition Opportunities</th>
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<tr>
<td><strong>Appreciation Portal</strong></td>
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<tr>
<td>- Non-monetary</td>
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<tr>
<td>- Monetary</td>
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<tr>
<td><strong>Informal Recognition</strong></td>
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<td><strong>Special Events</strong></td>
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<td>- High Five RED Days</td>
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<td><strong>University Awards</strong></td>
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<td>- President’s Awards for Employee Excellence</td>
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<td><strong>Service Recognition</strong></td>
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<td><strong>Degree Recognition</strong></td>
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Types of Recognition

**Non-Monetary**
- Tagged to skills for success - #integrity, #inclusion, #vision, #communication, #initiative, #judgment, #growth
- Other recognition - #congrats; birthday, service anniversary, personal milestones, promotion

**Monetary**
- Also tagged to skills for success and points periodically awarded to purchase products; platform allows purchase of Cornell items and items through Amazon
- Available point options: 10, 15, 20, 25, 50, and 75
Appreciation Portal Home Page

Acknowledge a colleague’s help!

Great idea for our sustainability effort, Colin! #vision

No problem Ann!

Recognize

Cornell Merchandise

Shop On Amazon
Hi Kim,

Thanks for your assistance and continued support!

Best Regards,
Cornell University
Recognition

At Cornell, we are committed to cultivating a culture of appreciation that celebrates our employees’ achievements and contributions throughout the year.

Success rests on all of us!

We've implemented an easy-to-use appreciation system through Awardsoo that allows for quick, online recognition, messages to peers across the university. Simply sign in and share your message, either publicly with campus or privately with the individual.

We are grateful for your dedication and commitment to Cornell. You deserve the most rewarding and supportive working environment that we can create.

If you have any questions about recognition at Cornell, contact us at recognition@cornell.edu.
Care.com and Perks & Discounts

Michelle Artibee
Associate Director, Work/Life
Care@Work by Care.com

Need help finding a caregiver?
Care.com is a directory service with over 24.5 million caregivers in the U.S.

- Babysitters, nannies, and tutors
- Adult and elder care providers
- Pet sitters
- Housekeepers and house sitters
- Errand runners

Website and mobile app available
As of July 2018, membership is **FREE** to benefits-eligible employees and retirees

A savings of $147/year or $37/month

Learn more/sign up at [https://hr.cornell.edu/careatwork](https://hr.cornell.edu/careatwork)
Safety of Care.com

- Care.com does *not* perform background checks on all providers
- Care.com verifies identity and scans for negative media/news on caregiver directory
- Care seekers should conduct interviews, reference checks, and consider purchasing a background check from Care.com
- [Care.com Safety Center](#)
Cornell Perks & Discounts

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

Campus Discounts
- Cornell Hospital for Animals
- MealChoice
- Wall Street Journal (free)
- Cornell Store – Computer purchase loans by payroll deduction

Personal Purchase Discounts
- Automobiles, car rentals, cell phone services
- Agway, Michaels, Sedgwick Business Interiors, W.B. Mason, FedEx, etc.

Other Campus Conveniences
- Laundry and Dry Cleaning
- PostMarket
- Banking
Ready to heat & eat home style meals

Available at...
Cornell Store, Duffield, Kennedy, Olin Library, Noyes, Sibley

Use MealChoice for 10% discount

In partnership with Cornell Human Resources
Supervising@Cornell
Bringing Out the Best in Yourself and Others

Kathy Burkgren
AVP for Organizational Development And Talent Management
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

9 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

*When complete will include:*

- 20 messages from Cornell senior leaders
- 57 Cornell specific courses developed and tested by Organizational Development and Talent Management (ODTM) in partnership with campus subject matter experts
- 10 specifically selected eCornell courses
- 20 specifically selected Skillsoft courses
- Optional learning labs offered in a flipped classroom format
Supervising@Cornell

**Learning labs:**

- Opportunities to deepen learning once someone has completed the online courses associated with the learning lab topic
- Learning Labs will begin in April 2019 for groups of 20 or more
Supervising@Cornell

**Launched:**

- January 28, 2019
- First release includes two or more courses in each of the 9 modules and specifically selected Skillsoft courses
- Additional classes and specifically selected eCornell courses will be released in Spring 2019, Fall 2019, and through 2020
- Releasing modules in a manner employees can consume
Supervising@Cornell: Online Resources

Learn about: hr.cornell.edu/supervisingcornell

Enroll: culearn.cornell.edu
Introduction:

• Welcome to Supervising at Cornell
  • Create a Culture of Organizational Success
  • Make Leadership a Priority
  • Modeling Behavior
Supervising@Cornell

*Interact with Integrity:*

- Introduction by senior leaders
- Integrity@Cornell
- Becoming a Powerful Leader: Evaluating Your Leadership (eCornell)
- Navigating Your Own Emotions (Skillsoft)
- Emotional Intelligence: Owning Your Emotions (Skillsoft)
- Preventing Unhealthy Workplace Conflict (Skillsoft)
- Working Out and Through Conflict (Skillsoft)
- Adapting Your Conflict Style (Skillsoft)
  - Managing Conflict Learning Lab (1 hour in person)
  - Managing Conflict Learning Lab (1 hour Zoom)
Supervising@Cornell

Create an Open and Inclusive Environment:

• Introduction by senior leaders
• Inclusion@Cornell: Compliance, Diversity Initiative, Creating Trust, Demonstrating Respect, Inviting Ideas, Integrating Flexibility, Speak-Up, Acknowledging People
• Bridging the Diversity Gap (Skillsoft)
• Dimensions of Diversity - Countering Bias in the Workplace: The Dimensions of Diversity (eCornell)
• Understanding Unconscious Bias (SkillSoft)
• Overcoming Your Own Unconscious Biases (SkillSoft)
• Overcoming Unconscious Bias in the Workplace (Skillsoft)
  – Unconscious Bias Learning Lab (1 hour in person)
  – Unconscious Bias Learning Lab (1 hour Zoom)
• How Culture Impacts Communication (Skillsoft)
• Using Communication Strategies to Bridge Cultural Divides (Skillsoft)
  – Cross Cultural Communication Learning Lab (1 hour in person)
  – Cross Cultural Communication Learning Lab (1 hour Zoom)
• HR 200 - Respect@Cornell: Addressing Sexual Assault and Sexual Harassment (CULearn)
• HR 201 - Maintaining a Harassment Free Workplace (CULearn)
• Supporting Others in Distress
• Wellbeing@Cornell
• Worklife Balance and Flexibility
Supervising@Cornell

Empower Staff to Act and Take Initiative:

- Introduction by senior leaders
- Initiative@Cornell
  - Encourage Anticipatory Thinking, Actively Support Others, Using Mistakes, Balancing the Need for Input and Action, Provide Clear Directions and Expectations, Deliver Results
- Risk Taking
- Thinking Critically: Drawing Conclusions with Confidence (SkillSoft)
- Effectively Directing and Delegating as a Manager (Skillsoft)
- Examine the Drivers of Engagement (eCornell)
- Positive Atmosphere: Establishing an Engaged Workforce (Skillsoft)
Communicate Clearly and Consistently:

- Introduction by senior leaders
- Communication@Cornell
- Be a Better Listener (SkillSoft)
- Setting Expectations
- The Art and Science of Communication (SkillSoft)
- Displaying and Planning Mindful Communication (eCornell)
- Decision Making Moxie
- Assess Your Decision (eCornell)
- Account for Biases (eCornell)
Inspire and Articulate a Shared Mission & Vision:

- Introduction by Senior Leaders
- Vision@Cornell
- Connecting Staff
- Engaging Teams
- Managing Change
- Consider What It Means to Be a “Change Agent” (eCornell)
- Develop Your Agenda for Change (eCornell)
- Define Engagement (eCornell)
- Using the Drivers of Motivation (eCornell)
- Resolving a Suspected Motivation Problem (eCornell)
- Align Your Network (eCornell)
- Understanding and Managing Staff Culture
- Process Improvement
Display Sound Judgment in Problem Solving:

• Introduction by Senior Leaders
• Judgment@Cornell
• Financial Stewardship and Ethical Conduct
• Decision Making Models
• Sustainability Bottom Line Decision Making
• Assessing the Sustainability Competency of Employees
• Risk Management: Audits Perspective
Be A Great Coach:

- Introduction by senior leaders
- Growth@Cornell
- Coaching for Success
- Developing Goals
- The Delegation Process (SkillSoft)
- Delegation: Supervisor and Encourage (SkillSoft)
- Use Delegation to Develop Your Team (SkillSoft)
- The Power of Feedback: Giving and Receiving
- Recognition and Awards
- Online tools for development
- Mentoring
- Fostering Mentoring relationships (SkillSoft)
- Creating a Coaching Culture
Supervising@Cornell

**Foundational Supervisor Skills:**

- **Introduction by Senior Leaders**
- Recruitment, Hiring, Compensation, Retention and Best Practices
- **Welcoming New Employees**
- Workday Talent Functionality
- Workday Training with Wage and Hour
- Time Away from Work
- **Discipline**
- Performance Management Process and Practice
- Ombudsman
- Creating a Talent Management Culture
- Learning about Online Tools
- Running Effective Meetings
- Disability Accommodation
- Sexual Harassment
- FSAP
- Ombudsman
- Benefits
Supervising@Cornell

**Understanding Cornell:**

- Introduction by Senior Leaders
- Understanding the Academic Mission
- Understanding the Business of Cornell by Paul Streeter
- The development, change, and creation of policy by Madelyn Wessel
- University Culture and Structure
- Contracts and Collective Bargaining Agreements
- OSHA Regulations
- Emergency Planning
- Data Protection
- University Vehicle Use
- Event Management
- Working with Minors
- International Travel
- Volunteers and Interns
History of Cornell: Authored by Corey Earle

- Land Grant Mission
- The Founders and The Founding
- First American University
- Any Person: Student Diversity
- Any Study: Academic Innovation
- The Big Red and The Ivy League and Big Red Athletics
Lastly:

- Participants can take courses at their own pace.
- There are no exams and this is intentional. It is about each person increasing their knowledge.
- Can RELAUNCH a course an unlimited number of times.
- One last CRITICAL piece of advice, testers have found the modules work best with certain browsers:
  - Chrome
  - Firefox
  - Microsoft Edge

➔Internet Explorer is NOT recommended.
Making Workday Work for You

Seth Brahler

Senior Director, HRIS
Workday Opportunity Graph
Job Profile Details for Opportunity Graph
11482 - Instructional Tech Spec IV

Foster the development of several learning technology areas and/or initiatives to build comprehensive strategies for applying technology in teaching.

Track and analyze technology needs by examining faculty/staff satisfaction levels.

Collaborate with clients to identify and deploy appropriate technology for education, resolve issues related to technology use in teaching, including application assessment, pedagogy, deployment methodologies, integration strategies, etc.

Provide strategic learning technology direction and influence larger learning technology decisions as they affect the entire campus.

Act as a liaison with other institutions, campus organizations, vendors and committees.

Plan, organize, and develop technology for teaching curricula, materials, and programs to meet specific educational needs.

Evaluate and analyze classroom technology and partners with faculty to provide input for course technology needs.

Work with faculty to ensure technology needs are current and relevant to teaching methods.

Provide guidance to faculty/staff in the most effective use of technology in the classroom/facility.

Qualifications

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<td>Training Technologies (Level 3 - Extensive Knowledge)</td>
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Add To Job Interest

All Employees in Role

4 Items

Donna B. Tabor
M. Scott Walters
Job Profile Details for Opportunity Graph
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<td>M Scott Walters</td>
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</table>
Amy C. Parmley
Assistant Director & Lead - Training & End User Support, HRIS
Cornell University | November 2006 - Present | 12 years 4 months

Elementary School Lead Teacher/Staff Development Lead
American School of Guatemala | January 2003 - June 2006 | 3 years 5 months

Education
University of Massachusetts Boston
Master (Generic) in Education | 1995 - 1997

Siena College
Bachelor of Science in Marketing & Purchasing | 1988 - 1992
| Name             | Skills                                                                 | Email Address          | Current Location                                      | Campus      |
|------------------|------------------------------------------------------------------------|------------------------|--------------------------------------------------------|
| Adam B. Blakely  | API Office of Global Learning SUBD (Laura Beth Taylor) | ithaca Main Campus     | 10012 - Administrative Asst IV                        |
| Alexia Corbett   | CALS - CALS Business Service Centers SUBD (Jennifer Austin)            | ithaca Main Campus     | 10663 - Mgr Finance                                  |
| Alina O'Connor   | Benefits Billing JM (Karen R. Darlington)                              | USA - Outside NYS      | 11159 - E-Cornell                                    |
| Alysia A. Briggs | GIO - CIT Support (Barbara Friedman)                                   | ithaca Main Campus     | 11244 - IT Support Assoc III                         |
| Amanda C. Hatcher| AAD - AA Affinity & Regional Program SUBD (Magdalena Kalinka Bartishovich) | USA - Outside NYS      | 10034 - Alumni Engagement Ofcr II                     |
| Amanda Soule Shaw| JCB - Academic Affairs SUBD (Andrew Karoly)                             | ithaca Main Campus     | 10916 - Director Student Services                      |
| Amy Chestate     |                                                                        |                        |                                                        |
Growth at Cornell

Talent Management
Experiential Development Opportunities (EDOs)
Mentoring
Talent Management and Experiential Development Opportunities (EDOs)

Kathy Burkgren

AVP for Organizational Development And Talent Management
Talent Management at Cornell

The commitment to recruit, hire, retain and develop talent in a way that matches individual career interests with the needs and priorities of the university.
Career Development Strategy

- You are the driver of your career
- Your supervisor’s responsibility is to support and encourage you
- The university is responsible for developing the tools and resources to facilitate your pathway to success
<table>
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<tr>
<th>TALENT PROFILE</th>
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<tr>
<td>Name:</td>
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<tr>
<th>CAREER GOALS</th>
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<td>ACTION PLAN</td>
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<tr>
<th>Career Aspirations</th>
<th>Development goals</th>
<th>Development Implementation Plan</th>
<th>Completion Date</th>
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<td>INTERESTS</td>
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<td></td>
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<tr>
<td>CAREER ASPIRATION QUESTIONS</td>
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<tr>
<td>1. What are your career aspirations? <em>(i.e. future interests, next steps in your career)</em></td>
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<tr>
<td>2. Where do you see yourself in 2 years?</td>
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Tools for You

- Search Cornell's Learning Management System
  Click here to browse through Cornell's learning management catalog.
  CU Learn

- Check Out Career Navigator!
  The Career Navigator tool shows career paths and generic position information.
  Career Navigator

- Create or Update Your Resume with Optimal Resume
  OptimalResume™, brought to you by Cornell’s Office of Talent Planning, offers you com...
  Optimal Resume

- Interested in Having a Discussion with Your Supervisor About Your Career?
  The Individual Talent Profile is a tool for staff members and supervisors to use to mutu...
  Individual Talent Profile

Print My Goals

Performance and Goals

- Print Your Performance Reviews
  Generate a printable PDF version of any review started in Workday.
  Printable Review

- View, Add, Update or Delete Your Goals
  Goals

Learn Through Doing

- What are Experiential Development Opportunities?
  Research tells us that 70% of our learning comes from our experience of trying things ...
What is an Experiential Development Opportunity?

"hands-on" training experiences, generally short-term or project-based assignments

EDOs typically fall under two categories:

• **Skill Development**: where you can learn new skills to enhance work similar to your current level of responsibility.

• **Leadership Development**: where you can gain experience in a role with advanced or broader responsibilities compared to your current position.
Examples of Experiential Development Opportunities

- Stretch Assignments
- Coaching Others
- Projects
- Committees
- Task Forces
- Mentor Relationships
- Community Volunteerism
- Shadowing
- Cross Training
- Presentations
- Rotations
- Job Swapping
EDO Data

EDO Candidates by Job Family

- Administration: 33%
- Academic Support: 5%
- Alumni Affairs Development: 9%
- Human Resources: 7%
- Information Technology: 5%
- Fin/Budget/Planning: 10%
- Student Services: 2%
- United Auto Workers: 10%
- Temps: 2%
- (blank): 17%

EDO Candidates by Job Family Group

- Staff: 71%
- Unknown: 17%
- Temporary: 2%
- Union: 10%
For questions about Talent Management & EDOs:

Maria Wolff
Organizational Development and Talent Management
mw284@cornell.edu
607.255.3224
Mentoring

Kathy Burkgren
AVP for Organizational Development
And Talent Management
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.
Features Include:

- A visual directory and networking
- Scheduling tools
- Built in video chat
- Calendar integration with automated reminders and notifications to keep participants engaged
- Library of resources
It’s flexible:

- Participants can sign up to be a mentor, a mentee, or both.
- Once you have created an account, connections can be made with others who have created an account.
Once you have created an account, you can:

- Connect with people on a one-time basis.
- Make as many connections as you like with individuals across campus.
- Establish an ongoing mentoring relationship.
Sign up for Colleague Connections at: 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
Cornell University
Craig Wiggers
Chair, Employee Assembly

Staff Conversations
Summary Report

Craig Wiggers
Chair, Employee Assembly
Staff Conversations Report

STAFF CONVERSATIONS – FALL 2018 SUMMARY REPORT
Download report in its entirety, including appendices of recommendations and staff comments

Purpose and Context:
Sessions were designed to be informal and encourage participants to share their insights and experiences of belonging at the university, to help improve the workplace climate for Cornell staff. They were led by HR professionals with feedback from the Cornell community at large.

What helps – or hinders – your sense of connectedness at Cornell? 

- What systems or processes currently impact your work and what changes do you see?
- How do you feel connected to Cornell?
- What advice do you have for HR and EA?

Here's what we learned:
- Conversations included sharing of initiatives across campus and recent news.
- Staff members shared ideas for improving the climate at Cornell.

Read the report summary at staffconversations.cornell.edu or download the entire document including recommendations and staff comments.
Improving Faculty & Staff Communications

Melissa Shaffmaster
Strategic Communications
Internal communications goals

• Respond to feedback from employee surveys and listening sessions
• Provide timely campus news and information most relevant to faculty and staff
• Establish more consistent, streamlined communications from university leadership and administrative units
• Create opportunities for faculty/staff engagement and recognition
Your Cornell: Faculty & Staff News

- Weekly e-newsletter delivered on Wednesday mornings to faculty and staff
- Designed to be concise; link to more information
- Standing sections: weekly highlights; featured events; tools, resources and workshops
- Optional sections: leadership message; fast facts
- Metrics and tracking to improve deliverability
Redesigned faculty/staff resource webpage

- Updated frequently with additional news and information
- Organized topically into six main sections: campus; workplace; academics and research; awards and honors; diversity and inclusion; wellness and well-being
- Accessible from the top navigation bar on Cornell.edu
Key partners and contributors

- Cornell Chronicle
- Office of the President
- Facilities & Campus Services
- Division of Financial Affairs
- Campus Sustainability Office
- Cornell Information Technology
- Community Relations

- Alumni Affairs & Development
- Human Resources
- Cornell Wellness
- Cornell Store, Cornell Dining
- Environment, Health and Safety
- Cornell Police
Why is this important?

- Elevating and amplifying key messages and resources
- Improving awareness and trust
- Community building
Additional Resources
Find Out More

Ashley Fazio
Director of HR Communications
Staff Forum Page

- Livestream recording
- Powerpoint slides
- Links to resources
HR Vision & Priorities

HR Pillars and Priorities

We're focused on creating an ideal workplace for our employees - and here's how we're doing it.

Our Vision
The best staff and faculty in the world choose Cornell.

Our Mission
To collectively support an environment of inclusive excellence in scholarship where students, staff and faculty of Cornell learn, work and live as a community.

Our HR Community Structure
The HR Community includes members from both the centralized Division of the Vice President and Chief Human Resources Officers, and the Human Resources departments dedicated to the colleges and units. This dual organizational structure provides our HR Community with a vast breadth of information about our workforce, and enables us to share knowledge and expertise to make decisions and implement initiatives that are in the best interest of our large, varied, population.

Our Pillars, Priorities, and Projects
Our Human Resources work is anchored by four pillars – Belonging, Effectiveness, Stewardship, and Talent – which we recognize as central to an ideal workplace for our employees. These pillars in turn, serve as the cornerstone for our annual priorities and projects.

PILLAR ONE
Increase the genuine sense of belonging of employees and retirees to Cornell

We are committed to embedding "One Cornell" in our workforce culture, and creating a workplace that allows all of us to be our best, most authentic, self.

• "Belonging" priorities and projects
Events Calendar

events.cornell.edu
Create your own custom weekly events email!
New Easy Share Function

Just click to share to an email or social media – no need to copy & paste!

Works from your phone, too!
Follow Working@Cornell on Facebook!

For announcements, events, career tips, and more
Q & A

Mary Opperman
Vice President and
Chief Human Resources Officer