



EMPLOYEE **WELLBEING** at **CORNELL**

August 17, 2020 Update - [Past editions](#)

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Conversations in Today's Environment

Public health and safety. Race and anti-racism. Climate change. And, an election year. All combined, most individuals are having sensitive conversations at work and at home about serious issues such as these. Our conversation styles, triggers and personal thresholds, and goals may vary by situation and the nature of the relationship.

In a [recent webinar](#), Cornell FSAP counselor Casey Benson explored strategies for remaining calm during challenging conversations, such as setting ground rules, active listening, finding common ground, staying curious, self-regulation, and language tips. Listen in, and possibly share it with a fellow discussant!



[Cornell Office of the University Ombudsman](#)

Helps employees identify options, prepare for a difficult conversation, understand policies and protocols, and identify resources. Staff of this small office are comfortable talking over most anything with a Cornell nexus. This office is confidential, neutral, and independent of Cornell administration.

[COVID-19 Etiquette: 6 Common Conundrums \(And A Printable Pocket Guide\)](#) (NPR)

How do you tell a stranger to be better at social distancing? What do you do when a backyard gathering suddenly has one too many unmasked guests? This episode walks through the new rules of etiquette.

[Why It's So Tempting to Build Walls and Shut People Out... and What To Do About It](#) (Ted)

“I define connection as the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship.”

– Brené Brown

MENTAL

Caring for Your Mental Wellbeing Through Campus Reactivation

Essential workers and employees returning to on-site work may be experiencing (or may experience in the future) unique concerns and stressors. In addition to following Cornell's [public health guidelines](#), it is also very important to care for your mental health now and moving forward. Consider starting with these best practices.

1. **Acknowledge your emotions.** They are valid and natural.
2. **Commit to the basics.** Eat, sleep, move, drink water. [Practice breathing](#). Stretch several times throughout the day.
3. **Plan ahead.** Pack clean masks, a reusable water bottle, and snacks/meals the night prior.
4. **Help others and give kudos.** Whether visible or not, colleagues may be in need of help and/or get a spirit boost from [your kind words](#).
5. **Foster relationships.** This involves outreach as well as generous thinking and patience toward others.
6. **Do things you enjoy during non-work hours.**
7. **Get help.** If you are experiencing overwhelming feelings, workplace challenges, or family life or wellness challenges, ask for help.



1. [Faculty and Staff Assistance Program](#) – 255-2673
2. [Eni Confidential Counseling Services](#) – 1-800-327-2255
3. [Cornell Behavioral Health Teletherapy](#) (Click on “Endowed Health” or “Contract college”)
4. [Ombudsman’s Office](#) – ombudsman@cornell.edu
5. [Cornell Wellness](#) – wellness@cornell.edu
6. Work/Life in Human Resources – worklife@cornell.edu

[How to Work From Home Without Sacrificing Your Mental Health](#) (Thrive Global)

[Myers-Briggs Type Indicator \(MBTI\) Mindfulness](#) (Mindful.org)

This article offers ideas for linking mindfulness, meditation, and MBTI personality types.

[3 Strategies to Help You Get Back On Track When You Feel Unbalanced](#) (Thrive Global)

Moving forward starts with acknowledging where you are.

CORNELL CONNECTIONS & HELPING OTHERS

[Notice & Respond: Assisting Students in Distress Fall 2020 Edition](#)

Online, 30-minute duration. Designed for faculty and staff. This program was developed specifically for the Fall 2020 semester and the realities of living during the COVID-19 pandemic, the resulting economic downturn, and the renewed activism and civil unrest related to systemic racism embedded in American society.

[Virtual Pictionary](#)

Aug. 20, 11am-12pm via Zoom. Take a break and have a little fun with your friends from the Cornell Employee Assembly and the Recreation Connection. Sign up by Aug. 19 and you will be sent the instructions for play.

[Gigs/Job Share Opportunities in Student Campus Life](#)

For employees who are able to explore other professional areas, there are a variety of gig opportunities available within Student and Campus Life (Cornell Store, Sailing Center, and the Golf Course).

[Help with Cornell Move-In Days](#)

Aug. 23-30. We will be welcoming more than 4,000 students into on-campus housing August 23-30, and your help is greatly needed. Please consider signing up for one or more volunteer shifts to help our students move into campus housing in the safest manner possible.

Go Big Red! Cornell Dining distributes over 5,000 boxes of food to community

Cornell Dining partnered with the Food Bank of the Southern Tier and the Greater Ithaca Activities Center to collect and distribute much-needed meals for food-insecure families in the Ithaca and Tompkins County area throughout the summer. The team distributed about 199,368 meals (approximately 115 tons of food). Note: The [Cornell Food Pantry](#) remains open on campus to serve Cornell students, staff, and faculty.



PHYSICAL

[Ergonomic consultations available to remote workers](#)

The Cornell Musculoskeletal Injury Prevention Program (MIPP) provides ergonomic assessments to employees (with the approval of their supervisor or HR representative). Virtual assessments are offered at no charge to Cornell employees and departments.

[Cornell Dining Updates](#)

The Cornell Dining team shares the steps they are taking to keep everyone safe. Review the webpage to learn about contactless payment, satellite locations for meal pickup, reusable containers, and mobile ordering.

[AARP Safe Driver Classes](#)

CCE-Tompkins hosts the AARP Safe Driver Classes several times per year. AARP national has decided that in-person driver-safety classes will not be held for the rest of 2020. Interested participants can enroll in the AARP Smart Driver online course as an alternative, especially for those who need to renew their car insurance discount. Promo code for 25% discount: DRIVINGSKILLS available until Dec. 31.

[Fruits and Veggies to Freeze Before Summer's Over](#) (Forks Over Knives)

Use this handy guide to learn how to preserve peak-season produce for year-round enjoyment.

RELATIONSHIPS

Caring for Adults

- [COVID-19 Decision Aid for Interacting with Others](#) (Gerontological Society of America) Older adults may feel confused or uncertain about choosing whether to visit friends and family, or may not be considering the risks. This decision aid will guide you and the person you are caring for through a series of questions that are based on interests and level of risk.

Caring for Children

- [Cornell faculty inform WHO's COVID-19 and breastfeeding guidelines](#) (Cornell Chronicle)
- [20 Questions To Help Decide What's Best For Your Kids \(And You\) This School Year](#) (NPR Podcast)
- [Supporting Your Child's Mental Health as They Return to School](#) (UNICEF)

Everyone

- [How to Make Birthdays Meaningful During a Pandemic](#) (Greater Good Science Center, UC Berkeley) Tip: make eco-friendly signage and other decorations to reduce environmental impact.
- [Dating During a Pandemic: Love is not Canceled](#) (AARP)

FINANCIAL

Cornell Transportation/Parking Update

As we begin a new semester, Transportation and Delivery Services has created a variety of options for employees. Faculty and staff who need only occasional access to campus parking can forgo the permit renewal opportunity and opt for deeply discounted [Daily Decision](#) parking using ParkMobile, utilize the [Commuter Alternative Program](#), or choose on-demand, [short-term](#) mobile payment and pay station parking. Visit the [Permit Renewal page](#) for more information.

[FreeWill.com – Free access for Tompkins County residents](#)

Create or update your will today - fast and 100% free! Through the Community Foundation's relationship with FreeWill, you can experience peace of mind knowing your important legal documents are in place.

[Disability and Elder Law Series](#)

Please join the Finger Lakes Independence Center and the Tompkins County Office for the Aging, partners in NY Connects, for the following presentations as part of the Disability and Elder Law Series. Presenter: Emilee K. Lawson Hatch is an Attorney at Bousquet Holstein. Registration required.

Basic Planning

Aug. 25, 10-11am via Zoom. Learn about the importance of creating a roadmap of your wishes and goals, how to understand which documents you need (Last Will and Testament, Power of Attorney, health care documents), how to focus on what matters to you, and how to minimize conflict among family members and beneficiaries.

Powers of Attorney

Sept. 22, 10-11:00am via zoom. Learn about the importance of Powers of Attorney, pitfalls to avoid, and how to help remove uncertainty and stress.

FOR MANAGERS

[Cornell HR Managers Forum](#)

Aug. 28, 11am-12pm. Hear the latest updates for supervisors on campus reactivation, Daily Check, employee testing, and Diversity, Equity, and Inclusion.

About the Wellbeing Update:

Information provided by Cornell Work/Life, Cornell Wellness, and the Faculty and Staff Assistance Program. Explore [past editions](#) or email wellbeing@cornell.edu to ask questions, request assistance, or suggest a resource. Visit [HR Resources](#) for more details. Resources shared do not indicate an endorsement by Cornell University.