



EMPLOYEE WELLBEING at CORNELL

August 3rd Update - [Past editions](#)

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Caregivers of all types have been especially challenged by limited services, logistical challenges, and heightened stress and worry over the past four months. Our teams understand the rapidly evolving landscape Cornell caregivers are navigating and we are committed to serving you as you continue working your way through it all. Please email us at wellbeing@cornell.edu to request assistance.

RELATIONSHIPS

How to Keep Your Cool Through Heated Conversations - [Register](#)

August 14, 10-11am. Join Casey Benson, counselor with the Cornell Faculty and Staff Assistance Program, for an interactive presentation and dialogue about how to have socially and politically charged conversations with family, friends, and colleagues while striving to maintain positive connections.



Caregivers of Adults

Cornellians providing care to adults are navigating uncharted waters during COVID-19 and often in very nuanced situations. The Cornell Work/Life Consultant can assist you with customized strategies, tools, and resources, regardless of your location (or the location of the person you are caring for). Email sdb39@cornell.edu to request a consult.

Cornell Community Chats for Parents

Offered weekly from August 12 through September 16, Cornell work/life and mental health professionals will facilitate open sessions for Cornell faculty, staff, and graduate students with children. Details coming soon. Contact worklife@cornell.edu to be alerted to upcoming sessions.

[Cornellians Parenting During COVID-19 Facebook Group](#)

Connect with fellow Cornell colleagues and students in this private Facebook group to share experiences, ask questions, and give and receive support during this challenging time.

Cornell Directories of Babysitters, Nannies, Tutors, & Teachers Available for hire!

The following directories list individuals seeking work in these roles. Please read the disclaimer prior to contacting individuals about their availability, experience, certifications, rate of pay, etc.

- [Nannies/Babysitters - Word](#) - [Nannies/Babysitters - Excel](#)
- [Tutors/Teachers - Word](#) - [Tutors/Teachers - Excel](#)

[Cornell Prenatal Yoga Classes](#)

Aug. 6 & 13, 9-10am. Free to the Cornell community.

FINANCIAL

[Managing Finances During COVID-19](#) (CCE Tompkins)

Join Financial Management Educator, Kenneth McLaurin, Jr. online Thursdays from 5:00-6:15pm to learn some simple strategies for managing your money, information on making a budget, and ways to increase your income.

[Avoiding & Resolving Problems with Car Purchases & Repairs](#)

Aug. 13, 11am-1pm. In this Consumer Issues Program, a NY State Attorney General's Office representative will make a brief presentation, then consult with individuals on unresolved consumer problems until 1:00 pm. Free and open to the public. Sponsored by CCE Tompkins.



[Get \\$75 for Your Old Fridge from NYSEG Energy Efficiency Programs](#)

Chances are your old refrigerator or freezer is adding to your electricity bill by an average of \$150 a year. Recycle it, reduce your energy use and keep harmful materials out of landfills. NYSEG will pick it up for free and you'll pick up \$75, when you place your order by October 10.

[Financial Toolkit for New Yorkers](#) (Office of the New York State Comptroller)

Rent

- NYS Rent Relief – **August 6 deadline!** The COVID Rent Relief program provides eligible households with a one-time rental subsidy to be sent directly to the household's landlord. To check your eligibility, visit: [COVID Rent Relief Program](#).
- [NYS Unified Court System Website](#) or call 1-833-503-0447 (24/7 hotline), press prompt #4 for eviction information.
- [Continuing Temporary Suspension and Modification of Laws Relating to the Disaster Emergency](#) - The Governor has issued certain protections or extended certain rent protections through August 20, 2020, against eviction or foreclosure due to nonpayment of rent or mortgage by someone that is eligible for unemployment insurance or benefits under state or federal law or is otherwise facing financial hardship due to the COVID-19 pandemic.

Credit Cards, Debt, Mortgages and other bills - [Coping with Debt](#)

Debt Collection - For those facing debt collection, the Fair Debt Collection Practices Act provides certain rights and protections. For more information, please visit: [Debt Collection FAQs](#).

Student Loans - There is [broad relief for federal student loan borrowers](#) under the CARES Act. Generally, borrowers may temporarily stop making federal student loan payments to September 30, 2020. NYS has also collaborated with many commercial and private student loan lenders to offer help to those facing financial hardship due to COVID-19.

NYC, Long Island, and Westchester-based employees: The Hebrew Free Loan Society is offering a [COVID-19 Financial Impact Loan Program](#) for those impacted by the pandemic due to child care or medical costs and household job loss.

MENTAL

Adult Group Sessions with the Mental Health Association of Tompkins County

Free and pre-registration required. Email Ashleigh Warrender no later than 8/10/20 at awarrender@mhaedu.org or call 607-252-6695.

Tuesday Morning Coffee Break – begins August 11

Tuesdays, 11am-12pm. Join a Peer Support hour, this is an open-topic group offered via Zoom for adults who wish to talk about mental health and receive support from their peers.

Friday Afternoon Check-In – begins August 14

Fridays, 1-2pm. Join us for an hour of Peer Support, this is an open-topic group offered via Zoom for adults who wish to talk about mental health and receive support from their peers.

[Carefully Forming a 'Quarantine Bubble' Can Fight Loneliness](#) (Next Avenue)

A major side effect of the pandemic has been loneliness and isolation. To fight this, many are turning to quarantine bubbles. When done carefully, this can effectively limit the risk of contracting COVID-19 and allow much-needed social interaction.

[12 Mantras That Are Helping Us Stay Positive and Resilient](#) (Thrive Global)

The words we tell ourselves in difficult moments can help us reset and reframe.

OCCUPATIONAL

Learn or contribute at Cornell and in the community

Check out the [Cornell Talent Marketplace](#) in Workday to view dozens of short-term campus gigs and community volunteer opportunities. To get started, log into [Workday](#), click on “Career, Talent, & Performance,” “Talent Marketplace,” then “Explore Gig Opportunities.” Click on “Browse Opportunities” to see all that are available.

[Employee Assembly Summer Forums](#) – the EA continues to hold open forums throughout the month of August.

- Campus Gatherings – Aug. 5, 12:15pm
- Working Remotely – Aug. 12, 12:15pm
- Services on Campus – Aug. 18, 12:15pm

ENVIRONMENTAL

[Beat the Heat Using Less Energy](#) (Earth 911)

These cool hacks deliver strategies for keeping body temperatures down even when it’s blisteringly hot outside. This will not only make you feel better and help lower energy costs, but it might keep you from getting sick, too.

[Ridenour Lotus Pond and Garden Tour](#) (CCE Tompkins)

Aug. 8, 10am-4pm. Hidden behind this suburban home on Warren Road in Ithaca is a treasure for viewing. flower stalks rise above the water's surface and wave in the breeze. The effect is magical and mesmerizing. This is a garden to visit, to savor and experience, and to spend a relaxing few moments.

CULTURAL



FREE VIRTUAL PANEL DISCUSSION
TUESDAY, AUGUST 4, 2020
1:00-2:30 PM ET

**ANTIRACISM, ALLYSHIP,
AND AUTHENTICITY:
BUILDING INTERNAL CAPACITY FOR INSTITUTIONAL CHANGE**

Panel Discussion: Antiracism, Allyship, and Authenticity: Building Internal Capacity for Institutional Change - [Register](#)

Aug. 4, 1-2:30pm. Panelists will address what skills and actions are necessary for workplaces to advance beyond statements to being antiracist organizations that dismantle systemic racism and rebuild equitable structures in their place. Panelists include Courtney McCluney, Assistant Professor of Organizational Behavior at the Cornell ILR School.

[New Episode of the Inclusive Excellence Podcast](#)

Listen to "Blackness at Cornell, Part III" via [SoundCloud](#), [Spotify](#), and [Apple Podcasts](#). Dr. Peggy Odom-Reed, '07 shares her journey and experience being a black faculty member at Cornell University.

PHYSICAL

[Ivy League Step Challenge](#) – August 6-9th

Cornell Wellness invites all members Cornellians to join the Ivy Step Challenge! The event will last four days, with standings announced daily and the overall Ivy Champion being crowned on Monday, August 10. Simply track and add your steps to the [Step Challenge Entry Form](#). Visit the [webpage](#) for details.

"What You Should Know About COVID-19 - Where Are We Today?" - [Register](#)

Aug. 11, 1-1:45pm. With Douglas MacQueen, M.D., Infectious Medical Disease Specialist & Director of Cayuga Medical Center's Antimicrobial Stewardship Program and Infection Prevention Program.

FOR (TIRED) MANAGERS

[What can you do if you can't get more sleep?](#) (Harvard Business Review)

"We have all heard the advice: sleep more. [I have given out this advice myself](#), based on strong [empirically-backed science](#), which indicates that people are worse employees when they're sleep-deprived — [even leaders](#) and [even entrepreneurs](#).

Getting more sleep is clearly sound advice, but let's face it: it's not always possible to follow it. There will be plenty of days when you work after getting an insufficient amount of sleep, or perhaps a night of poor-quality sleep. When that inevitably happens, what should you do to get through the day?"

In this article, Christopher M. Barnes, Associate Professor of Management at the University of Washington and former member of the Air Force Fatigue Countermeasures branch, offers the following strategies:



1. **Use caffeine strategically** and for only the direst of circumstances.
2. **Know when to call it a day.** Working while sleep deprived leaves you [cognitively impaired](#), and thus more likely to make mistakes and produce work that is of lower quality. Leaders who work while sleep deprived can harm work outcomes [for their entire workgroup](#). It's possible that the problems you'll cause from working while sleepy may destroy more value than you actually create.
3. **If you can't get all the sleep you need, take a nap.** Even a short 20-minute rest can make a meaningful difference in your effectiveness for the rest of the day.
4. **Strategize which tasks you will engage in while sleep deprived.** Research indicates that [sleep deprivation is most harmful to novel tasks](#), or those which require creativity and innovation. In contrast, tasks which are routine and which require no creativity are less vulnerable to the harmful effects of sleep deprivation. The phrase "I could do that in my sleep" is a handy concept to help you decide which tasks you should tackle and when.
5. **Elicit outside views through crowdsourcing;** some people will probably also be sleep deprived, but the mean amount of sleep may be notably higher than yours that day. If there is no way to lean more heavily on others in the moment, solicit informal audits of your work after the fact to catch any mistakes you made. If you can't recruit someone, check over your own work when you're feeling more rested.

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.