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UFC RESOLUTION ON AN AMENDMENT TO THE eCORNELL AGREEMENT

DAVID DELCHAMPS, UFC

NOVEMBER 14, 2012

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CAPP also has reviewed and has no concerns with allowing eCornell to compete for content delivery contracts for approved Cornell distance learning courses.
Faculty Work Life at Cornell

Faculty Senate

November 14, 2012
Roles

• Division of Human Resources & Safety Services
  – Inclusion and Workforce Diversity
  – Human Resources
    • Benefits
    • Academic Personnel Policy
  – Cornell Police
  – Environmental Health and Safety

• Senior Vice Provost – John Siliciano
  – Assoc. VP for Faculty Dev and Diversity – Yael Levitte
Life Cycle

- Child Care
- Elder Care
- Spousal/Partner Care
- Care of Self
- Retirement Planning
- Post Retirement Needs
## 2010 Faculty Work-Life Survey Group
### Differences: Life Stressors

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Male Faculty</th>
<th>Female Faculty</th>
<th>Under-represented Minorities</th>
<th>All Responses</th>
<th>Total # Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Household Responsibilities</td>
<td>60%</td>
<td>72%</td>
<td>67%</td>
<td>63%</td>
<td>863</td>
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<tr>
<td>Child Care</td>
<td>34%</td>
<td>54%</td>
<td>44%</td>
<td>39%</td>
<td>618</td>
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<tr>
<td>Care of Relatives</td>
<td>92%</td>
<td>94%</td>
<td>100%</td>
<td>93%</td>
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<tr>
<td>Personal Health</td>
<td>37%</td>
<td>38%</td>
<td>42%</td>
<td>37%</td>
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<tr>
<td>Personal Finances</td>
<td>36%</td>
<td>35%</td>
<td>39%</td>
<td>36%</td>
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<tr>
<td>Retirement Planning</td>
<td>45%</td>
<td>31%</td>
<td>34%</td>
<td>40%</td>
<td>864</td>
</tr>
<tr>
<td>Ithaca as a place to live</td>
<td>29%</td>
<td>33%</td>
<td>50%</td>
<td>30%</td>
<td>862</td>
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</tbody>
</table>

Note. All percentages have been rounded to nearest whole number. Responses are % of those who reported item as a stressor in the last 12 months – so does not include those faculty who did not check the item.
# Faculty 2011 Benchmark Study: Work-Life Support Programs and Policies

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<tr>
<th>Institution</th>
<th>Adoption (financial) Assistance</th>
<th>Affiliated Childcare Center(s)</th>
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<th>Emergency/Back-up Care</th>
<th>Dual Career Support</th>
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<th>Tenure Clock Extension</th>
<th>Dependent Resource/Referral</th>
<th>Dependent Travel Grant</th>
<th>Dependent Care Modified Duties Policy</th>
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New Work-Life Program:
Faculty Dependent Care Travel Fund

• Program approved and rolled-out in June 2012.
• Cap of $1,000 (+25% additional to help defray taxes).
• Since the program was announced, there have been:
  – 14 applications funded
  – 10 applications approved and waiting for either the travel to occur or the receipts to be submitted
• Some faculty have submitted more than one application (as the first did not exceed the cap).
Work-Life Areas in Need of Continued Focus

- Dual Career Couples
- Faculty Without Partners
- Off-hour Department Meetings/Obligations
- Communication of Currently Existing Programs
- Commuting Couples/Families
Endowed Health Care Plans

• Impact of Health Care Reform
  – Preventive Medicine: Cornell Program for Healthy Living (CPHL) predates national health reform
    • US Taskforce on Women’s Health recommendations fully applied to CPHL for 2013
    • Free wellness exam for each family member each year with any Aetna network PCP in the nation starting in 2013
    • No pre-existing conditions; annual or lifetime limits on coverage; mental health parity a part of all endowed plans
    • Effective 1/1/13 FSA for medical reduces to $2,500/ee
  – Working with local health providers on Clinical Integration—a patient centered medical home concept
  – UBC considering impact on retiree plans
Retirement Investment Changes

- Department of Labor and ERISA regulations now require increased scrutiny of investment options by employers. To comply:
  - Retirement Plan Oversight Committee (RPOC) created by Board resolution
    - Professor Jerry Hass – member
      - Faculty Advisory Committee
  - RPOC charged with devising and following a formal Investment Policy Statement when selecting investment funds in the future
Staff Engagement Survey

- Fall 2011
- 67% of staff completed the survey
  - 1734 written comments
- 80% satisfied/somewhat satisfied with job
- Survey was administered after several years of staffing reductions.
What We Learned

63%: My workload is manageable

56%: Have enough time to do high-quality work

50%: Workloads are distributed fairly in my unit

49%: Cornell recognizes contributions of staff

37%: Satisfied with opportunities for promotion

36%: Across units, policies are administered fairly

35%: Can provide feedback about my supervisor’s performance
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