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>Underrepresented 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>
</tr>
<tr>
<td>Child Care</td>
<td>34%</td>
<td>54%</td>
<td>44%</td>
<td>39%</td>
<td>618</td>
</tr>
<tr>
<td>Care of Relatives</td>
<td>92%</td>
<td>94%</td>
<td>100%</td>
<td>93%</td>
<td>95</td>
</tr>
<tr>
<td>Personal Health</td>
<td>37%</td>
<td>38%</td>
<td>42%</td>
<td>37%</td>
<td>865</td>
</tr>
<tr>
<td>Personal Finances</td>
<td>36%</td>
<td>35%</td>
<td>39%</td>
<td>36%</td>
<td>864</td>
</tr>
<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>
</tr>
</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

<table>
<thead>
<tr>
<th>Institution</th>
<th>Adoption (financial) Assistance</th>
<th>Affiliated Childcare Center(s)</th>
<th>Babysitting Support</th>
<th>Breastfeeding Support</th>
<th>Emergency/Back-up Care</th>
<th>Dual Career Support</th>
<th>Financial Assistance (more than FSA)</th>
<th>Tenure Clock Extension</th>
<th>Dependent Resource/Referral</th>
<th>Dependent Travel Grant</th>
<th>Dependent Care Modified Duties Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brown</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
</tr>
<tr>
<td>Columbia</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
</tr>
<tr>
<td>Cornell</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
</tr>
<tr>
<td>Dartmouth</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
</tr>
<tr>
<td>Harvard</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
</tr>
</tbody>
</table>
### Faculty 2011 Benchmark Study: Work-Life Support Programs and Policies

<table>
<thead>
<tr>
<th>Institution</th>
<th>Adoption (financial) Assistance</th>
<th>Affiliated Childcare Center(s)</th>
<th>Babysitting Support</th>
<th>Breastfeeding Support</th>
<th>Emergency/Back-up Care</th>
<th>Dual Career Support</th>
<th>Financial Assistance (more than FSA)</th>
<th>Tenure Clock Extension</th>
<th>Dependent Resource/Referral</th>
<th>Dependent Travel Grant</th>
<th>Dependent Care Modified Duties Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Johns Hopkins</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
</tr>
<tr>
<td>MIT</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
</tr>
<tr>
<td>Princeton</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
</tr>
<tr>
<td>Stanford</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
</tr>
<tr>
<td>Univ. of Penn</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
</tr>
<tr>
<td>Yale</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
<td>⬤</td>
</tr>
</tbody>
</table>
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