Workday: Integrating HR technology for the future

Soon, how staff and faculty members enroll in benefits, change an address or view their paychecks will be different, thanks to Workday, a new and easy-to-use human resource management/payroll system that is proposed to go online as early as 2012.

Workday will offer a one-stop shop user experience for a variety of tasks by “talking” to other Cornell applications. For instance, position information created in Workday will flow into the Taleo system. Once an applicant is hired, the position and personal information related to the new hire will then flow back to the Workday system for use by the department to complete the hiring process.

“The Workday application is Web-based and is designed to provide intuitive, user-friendly self-service at the desktops of faculty and staff members,” said Lyman Flahive, director of Human Resource Information Services. “Workday can be integrated with such systems as Kuali, Taleo and other PeopleSoft applications, including the student system, saving users time and improving accuracy.”

Employees will go to one page, “All About Me,” that will provide a full array of such HR capabilities as:

• enrolling in benefits during Open Enrollment;
• changing their status when they get married or have a baby;
• viewing their paycheck and job information;
• recording time away from work; and
• updating address and emergency contact information.

“In addition, managers and leaders will be able to look at a wide variety of data related to their department, college or unit, including the number of people in their unit, recent hires, recent relocations or transfers,” Flahive said. “They will be able to view reports to help make informed decisions,” he said. Also readily available will be various standard compliance reports to meet local, state and federal regulations.

Allan Bishop, senior director of Administrative Human Resources and the Recruitment and Employment Center, noted that the hiring process will be streamlined. “Information will be entered once and stored once,” he said.

Workday, founded by Dave Duffield ’62, MBA ’64, and Aneele Bhusri, offers a secure next-generation “Software-as-a-Service,” or SaaS, technology. Sometimes referred to as “Cloud technology,” SaaS is software that is deployed over the Internet and thus runs behind a firewall on a local area network or personal computer. This model will offer a reduced cost of ownership by minimizing the expenses of buying, implementing, upgrading and maintaining large on-premise software applications.

Workday has invited its first two university customers – Georgetown and Cornell – to help design functionality for the university setting. “A team of campus representatives will help make informed decisions,” said Leeann Duggan, director of Human Resource Information Services. “The project are a steering committee with representatives from across campus, the executive sponsors Jane Pedersen, associate dean of administration in the College of Arts and Sciences; Paul Streeter, assistant dean for finance and administration at the Vet College; and volley Cook, associate vice president for human resources.

The project timeline is still being examined and is dependant on campus readiness, with consideration of other campus initiatives including Kuali and the approval of the executive sponsors.

For more about Workday at Cornell, see www.hr.cornell.edu/wip/index.cfm.

March forums seek feedback on Bias Response Program

Cornell’s Bias Response Program was implemented in 2001 to help create an inclusive educational and work environment. Four open forums are slated for March to collect feedback about the program’s effectiveness and suggestions for improvement.

The University Assembly and the University Diversity Council, with the assistance of the Employee Assembly, are holding the forums to better support Cornell’s commitment to diversity and inclusiveness, which is spelled out in the university’s 2010-15 Strategic Plan, and to ensure the bias response program is responsive to the needs of students, faculty and staff members as possible.

The Bias Response Program is designed to collect reports of bias on campus – faculty, staff members or students who feel that they have experienced or observed bias activity are encouraged to report the action. The reports are compiled and used to inform training and informational programs.

The assembly and diversity council, however, are looking to revamp the program. The forums will address such areas of concern as the reporting and filing of alleged bias activity; finding information about reported bias activity on the campus, effectively using the data as a metric for the university’s progress in addressing diversity, and developing an understanding of community expectations regarding respect, civility, and a welcoming environment for individuals from diverse backgrounds.

A NEW way to keep informed

facebook

check out and join the new Pawprint Facebook page for up-to-date information, events, photos, and more. You can keep up on the events that occur between editions simply by clicking the LIKE button and becoming a fan. Go to www.facebook.com, and do a search for Pawprint Staff Page; it’s as easy as that. A Facebook account is required.

Poet in the projects: Recent grad draws from difficult life to motivate others

BY NANCY DOGLITLE

An alumnus from Jersey City who wrote his college essay on “playing with the hand he was dealt” now works with disadvantaged youth in Washington, D.C., to teach for America to work in the lowest performing school system in the United States, because, he said, “everyone, no matter what their race or what situation they were born into, can make something of themselves if they persevere and press on – no matter what.”

His own life is proof of that.

“Where I’m from!” Stevens asked which he answered by reading from an autobiographical poem: “Gun shots, crack pipes, ambulances all night ... young boys running from cops...Education begins in the school of Hard Knocks.”

Stevens’ “hard knocks” included living from one welfare check to the next with his grandmother, whom he called “the backbone of my entire existence,” in a neighborhood known for drugs, prostitution and violence.

At age 11, Stevens witnessed his aunt, suffering with AIDS, have a seizure; at 15, his aunt and two uncles were in a hit-and-run car accident. One uncle, who was 27, died in Stevens’ arms.

While attending high school, where the students were primarily black and Latino, Stevens decided to apply for and was accepted into the elite, private school Dwight-Englewood. He was asked to repeat ninth grade and became one of three African-Americans in that class. Despite the racism and isolation he encountered, Stevens eventually graduated and was accepted at Cornell.

At Cornell, Stevens joined the primarily black Phi Beta Sigma fraternity, where he found the support he craved – professors, fraternity brothers and Victor Younger, diversity and special programs coordinator, who all believed in him and his talent. “I didn’t do it alone,” Stevens said.

Stevens now teaches in a school two blocks from the projects, motivating young men and women to “never give up, never give in, and never let a ray of doubt slip in.” The principal was recently murdered, and Stevens has received threats on his own life. Why does he press on? “Because of a seventh grader who smiles when he conquers grade four alone,” Stevens said. “Because of my desire to change the lives of so many people who are suffering, of so many young men and women who are going through what I went through.”

Stevens concluded: “There’s no greater joy in the world than to have a profound effect on changing lives of other people. If you dare to dream, you will have the audacity to achieve.”

Larry Stevens, HP currently a teacher in Washington, D.C., for Teach For America, finds himself speaking as part of the Soup and Hope program in Sage Hall Feb. 17.
Funds for one-time emergency situations available to faculty and staff

Previously known as the Emergency Grant Fund, which was developed and managed by the Employee Retirement and Benefits Office (ERB) and the Cornell University (C.U.) [CARE] fund has undergone revisions and is now administered through the Office of Diversity and Inclusion and Cornell Human Resources.

The CARE fund offers confidential financial assistance to faculty and staff who have experienced a non-recurring sudden or emergency-related financial hardship due to an unanticipated event, such as a medical emergency or the death of a family member. The fund is designed to assist with immediate, essential expenses by providing one-time funds to address the hardship.

For more information about the CARE fund, please contact Anne Meade, Executive Assistant, at 253-2185, or email am59@cornell.edu.

Keeping children safe

Cornell University is sponsoring a one-day child safety event. The event will be held March 10, 9 a.m.-noon, and March 15, 9 a.m.-noon, at 185 Haggerty Hall. The event is free and open to the public. For more information, call 256-4391.

Bruce: Communication requires unified messages by Susan Kelley

The effective presentation of a university’s mission requires a communications model based on collaboration and the delivery of unified messages, with one voice, said Vice President for University Communications Tempe Wirth. His presentation at the division’s annual meeting — the university’s Administrative Symposium (AAS) — since 2009 has been assessing its administrative communications through the AAS

The breadth/depth model has led to greater collaboration and savings. “Public relations is one of the biggest spending areas in communications,” he said. Other savings goals are to consolidate production and distribution, reduce print production, and rely more on electronic communications. That should save $500,000 annually by fiscal year 2012.

Job development and family life often go hand-in-hand, especially during the spring semester, Bruce said. There are no plans for layoffs, but positions can become vacant, he said. The question is as to whether they are necessary.

Most of the initiatives should be completed by June 30. The redirection of the administrative communications job family should be finished by early in the summer.

Wellbeing Updates

Kerry Howell and Michelle Arbute

Palm Meds

A workshop/meeting, “Everything You Want to Know About Pain Medications,” will be held March 10, noon-1 p.m., in 225 ILR Conference Center (Cornell Health Services’ first-floor conference room). An explanation that you can understand. Registration: wellness@cornell.edu; spring 2011.

Valentine’s Day

• Interested in yoga? Enjoy the outdoors? This introductory yoga class, Mondays and Wednesdays, 1-2:30 p.m., starts February 28. All levels welcome. Participants should come prepared to sit outside for the length of the class by dressing warmly. Contact:可通过 Cornell Outdoor Education at 253-6815 or e-mail Amy Woods at awo@cornell.edu.

Powerful Tools for Caregivers

Are you caring for a spouse, a parent or loved one and feeling stressed emotionally, financially or physically due to this challenge? This six-week program, beginning March 29, is designed to provide caregivers with the tools needed for taking care of themselves. Pick a Tuesday between February 28 and March 22, 12:30-2:30 p.m., at 20 Thornwood Dr., Suite 101. Pre-registration is required: call 274-5482.

The Ithaca YMCA will hold a volunteer-orientation, registration, and kick-off event on March 22, 6-9 p.m. The event is free and open to the public. For more information, call 850-9056, or email khowell@cornell.edu.

Great Downtown Chili Cook-off

Cornell blog service

Tech Talk

Matt Klein

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doesn’t of course that Cornell has a central blog service? Though many blogging options are available on campus, the C.U. Blog Service has the advantage of being specifically tailored to meet Cornell’s needs and can be centered around the institution. The service is based on WordPress, an open-source web development tool, and has been enhanced with custom features designed to support blogging and learning.

Hundreds of blogs based on the C.U. Blog Service are already being used for the coordination and collaboration in teaching, research, library and university communities for the Cornell community and for non-Cornell purposes. Cornell-branded blog services are available, in addition to many unique WordPress themes.

Any student or faculty member can request and administer a blog hosted at blogs.cornell.edu. Students must have an academic sponsor, such as a faculty member, to request a blog.

A sampling shows that the range of use and presentation is great as it is varied as the activities they support. For example:

• Cornell Alumni student blog journalist Amber James shares her experience living in the Amazon area, in Brazil (blogs.cornell.edu/awj).

• See more Cornell blogs at blogs.cornell.edu/admin.

• Cornell blog service at Pawprint.

From the desk of... Joanne DeStefano, vice president for finance and chief financial officer

Many of you are already familiar with e-SHOP and some of the other procurement processes we have begun or are enhancing as part of the Administrative Symposium (AAS). Today, I would like to provide a summary of our work on the procurement initiative overall, with more specific updates to follow in the months ahead.

I am pleased to say that the project team is now working closely with the Office for Supply Management Services (SMS) and the teams of Cornell employees working with them have made excellent progress, and we are on track to meet the achievement goal set by the FY11. This is very good news, as the procurement initiative is one of the primary ways we can reduce the budget deficit.

I realize that it is hard for departments to see the impact of their work in identifying and subcontracting savings, because the saving is recorded to cover the university’s budget deficit. However this level of change is necessary, the objective is to reduce $115 million in FY11.

Your support and work with us has already made a difference, especially in two of the five objectives of the procurement initiative: strategic sourcing and e-procurement.

Technological employees from a wide range of departments and sections have been working with SMS to identify savings opportunities for such specific commodities as small package delivery services, personal protection equipment, promotional products, and consumer electronics products.

The other four procurement initiative objectives were related to building the ability to achieve those savings on an ongoing basis. They are largely targeted at building the technology that allows us to discuss their current spending patterns and to identify collaboration opportunities and utilize procurement tools (such as e-SHOP and reverse auctions) to achieve savings.

Staff members from Facilities Services, the ITS/CIT, the R.G. School, Cornell Information Technologies and the Cornell library are among the first to have met with SMS.

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Select Benefits now covers lactation supplies

BY NANCY DOOLITTLE

Because new federal legislation deems breast pumps and other lactation supplies as medical care expenses, faculty and staff members who are enrolled in a Select Benefits medical care account can submit lactation supply expenses for reimbursement. No prescription for purchase is necessary.

The same deadlines apply. Select Benefits enrollees have until May 13 to purchase items that are covered under Select Benefits, and until April 30 to submit those expenses for reimbursement. Select Benefits enrollees for 2011 have until the same dates the next year to purchase items and submit for reimbursement. The IRS has not yet provided guidance regarding which accessories will be covered, so individuals are encouraged to exercise good judgment when filing claims.

“We are making this benefit available immediately, because the timing of the government’s letter of determination provides a very small window for reimbursement of 2010 expenses,” said Paul Busic, director of Benefits Services. “The law also stipulates that you cannot enroll in or increase your 2011 reimbursement amounts to accommodate the inclusion of these items.”

For the purpose of IRS taxation, these expenses are also now deductible medical expenses as long as the taxpayer’s total medical expenses exceed 7.5 percent of their adjusted gross income. “A much smaller percentage of the Cornell population will be able to take advantage of this change, because very few people ever incur 7.5 percent of their adjusted gross income in medical expenses,” Bursic said.

Michelle Arbette, work/life strategies consultant, Office of Workforce Diversity and Inclusion, said that Cornell also strongly supports the needs of its new mothers and fathers, including a mother’s need for a space for lactation and for accommodation for time away from work. “We currently have identified 14 lactation spaces across campus,” she said. “If you need accommodation, you should talk with your supervisor or college- or unit-level human resource representative to find times that work for you and for the work of your department. Depending on how you and your supervisor arrange it, flexible work arrangements, unpaid break time, paid break time or unpaid meal time can be used for this accommodation, as is personal leave, family health or vacation time.”

Artibee said that Cornell also offers a three-part workshop twice a year on breastfeeding, an event and temporary parking permits for mothers who need to leave campus to breastfeed. Information about Cornell’s lactation support program can be found at www.hr.cornell.edu/life/support/lactation.html or by e-mailing wellBeing@cornell.edu.

Bias Response Program

continued from page 1

“Many Cornell staff members have approached the Employee Assembly and expressed concerns about the general level of civility within their department and at the university. We believe this is an excellent opportunity to address some of their concerns at a broad level. The Employee Assembly is proud to be a part of this initiative,” said Tanya Grove, chair of the Employee Assembly.

“Our forums will help us tailor the Bias Response Program to the needs of our community,” said Curtis Ferguson II, assistant director of multicultural programs at the Hotel School. “We have analyzed similar endeavors from other universities, but we want to structure the program to address our specific needs and weaknesses – not those of other colleges – and collaborating with the Cornell community is key in ensuring that.

The assembly and diversity council hope that the dialogue at the open forums will help them to better understand the expectations of the Cornell community regarding respect and civility and will elicit suggestions for further developing a welcoming environment for individuals from diverse backgrounds. “We want to create an atmosphere where people need to respect and understand each other. It’s about recognizing the differences among us and not trying to create uniformity,” said Ramsey Alaya ‘11, IL ‘13 School, and a member of the University Assembly.

The Bias Response Feedback forums are scheduled for:

March 9, noon-1 p.m., Lecture Hall 1 (VEC Education Center), Schuman Hall
March 16, 4:30-5:30 p.m., Big Red Ballroom
March 24, noon-1 p.m., 121 Well Hall
March 29, 4:30-5:30 p.m., Memorial Room, Willard Straight Hall.

No registration necessary.

Lynette Chappell-Williams is the associate vice president for workforce diversity and inclusion.

Conference on diversity issues in the workforce

slated for June 9; register March 14

A Diverse Roundtable Conference and Exhibition, slated for June 9, will address diversity issues facing the workforce in the coming decade, and include concurrent sessions on gender transition, religious diversity, incorporating ex-offenders, interrupting bias, hiring veterans with disabilities, preparing for Gen Y and Gen Z, white privilege, the “New Majority,” and best practices for implementing a diversity initiative.

This year’s Diversity Roundtable Conference and Exhibition, “The New Majority for Human Resources Management of Tompkins County and the Diversity Consortium of Tompkins County, a group of professionals from colleges and universities, public and private industry, community leaders and local government dedicated to improving diversity in the workplace.

Online registration begins March 14: cost is $40 (includes lunch) before April 28, $40; after April 28, $55. For the latest information: www.diversityconsortium.org.

The 2011 Diversity Roundtable Conference and Exhibition is sponsored by the Society for Human Resource Management of Tompkins County and the Diversity Consortium of Tompkins County, a group of professionals from colleges and universities, public and private industry, community leaders and local government dedicated to improving diversity in the workplace.

Margaret Atwood to read at Cornell

Free tickets available for the reading by Mar- garet Atwood on March 29 at 7:30 p.m., Stater Au- ditorium. They can be picked up at the Willard Straight Office (limit 2 per person).

Atwood is a prolific novelist, poet, litera- ry critic, librettist, nonfiction writer and author of children’s literature. She is best known for such novels as “The Handmaid’s Tale” (1985), “Oryx and Crake” (2003) and “The Year of the Flood” (2009). Drawing inspiration from myths, fairy tales, and the natural world, Atwood has won over 55 awards internationally for her imaginative narratives.

As part of the Creative Writing Program’s Spring 2011 Reading Series, this event is made possible by a generous donation from two anonymous Cornell University alumni.

Information: www.arts.cornell.edu/english/ creative/