All right. Good afternoon.

Welcome and thank you all for being here our third digital staff forum.

My name is Adam Howell. I'm the chair for the 2019-2020 term as well as the -- on the employee assembly.

Now, I'm not going to take too much time this morning talking because I want us to get to as many questions as we possibly can but really thrilled we're able to have this forum today as you all know and experience, the situation that we're all in is changing rapidly day-to-day.

In fact, I feel we're all living a lifetime every week that goes by. So it's so great that we're able to do this. I want to thank our panelists for giving us this time because I know how busy university leadership is right now during this incredibly stressful time. Again, I also want to especially give a shout out and thank you to our incredible staff.

Throughout this entire situation I've seen nothing but a constant stream of positive and inspiring stores about our staff pitching in, helping out the community, doing things above and beyond and it shows the measure of character around spirit that the staff and community at Cornell really has.

And I just want to say to you all that -- that you are --

you're doing so many great things out there and I want to thank you and that you are being thought of during this trying time as well. The employee Assembly we're still fulfilling our roles we're here to support the wider staff community in whatever which that we can. And this forum is a representation of that and I'm grateful that we have this opportunity. Thank you to the amazing staff community that is doing so much during this time. I want to mention that, again, we have our executive vice chair who's going to be helping us moderate questions today as well as our employee welfare committee chair who's going to be helping her out. So thank you to both of you. And at this time I'm just going to turn it over to our panel to introduce themselves,
do some brief introductions then we'll get started with questions. So
Mary, if you want to go ahead, you have the floor.
Thank you so much Adam and thank you
to the EA for hosting these forums. I hope that people are
finding them helpful
and we're appreciative of the chance to hear from all of you
so thank you very much to the EA. I'll echo Adam's thanks to
all of you.
I know these are difficult times and what I've found in the
last week is people are beginning
to find their way in their work that is remote.
And that's been extremely
helpful. I think people are finding getting back to some of
the things that they know they
need to get done.
For our staff who are on campus we thank you so much. We know
that you're
your work is essential to us getting our students
fed and our online instruction started and keeping
the campus safe and functioning. So thank you to all of you as
well. I'd
also like to thank my colleagues who have joined us here today.
It's very
helpful to have them answer a lot of the questions that I just
can't answer.
I'll take just a minute before we get started. I have
a few remarks and I'm going to turn
it over afterwards. I think you although I'm the head
of human resources privileged to have that Rolle and to
support all of you.
It is here at my house, I don't know how it is at your house,
the sun is out. So if you
at the end of this if the sun is still out please go outside
and put your face
in the sun and take a deep breath because there's nothing quite
as comforting as remembering that everything change
weather changes as well. And things progress and move
forward.
So this is the third open forum we've had. And I will
say I appreciate so many of you reaching out to me before and
after these
forums. And what I would say is one of the questions that I'm
hearing are falling into
two categories. The first is about health and safety, how do I
keep myself and my family
safe and protect ourselves from getting sick.

And the second one is what's going to happen to my job,
do I have security, what can I rely
on? And these are both understandable broad questions.
It's also understandable that when our answers, and we try very hard to be honest with all of you and tell you what we know and what we don't know. And when our answers are not absolute some of you are just --

[inaudible] fact that you share that disappointment with me. So today we have health and safety experts with us to help provide additional information about what is known about how this virus travels. We also understand that you're concerned about workers on campus that are supporting our students. We've gotten questions just about your own movement going to the grocery store doing other things. So we will try as best we can to tell you what we know in those areas.

We also understand that you have questions about your own job security. And a lot of questions have come up since the memo that was sent by the provost and executive vice president came out on Monday and what it means for all of you inspect I'm grateful that our --

is able to be with us today. To review some of the actions we've taken. We felt it was very important to begin immediately to control costs through these measures. I understand that seeing these measures may create more anxiety for some of you.

However, the leadership team is doing everything we can at this time to control costs that we can control. So that we can continue to employ as many of our staff as possible. We simply cannot say that these measures will be sufficient to stave off any future changes and we need to be honest [inaudible]

situation will last but they're good solid measures and they will go a long way in helping us address what we know to be a financial stress intention in the future. We do not know how the virus -- the progression of this virus will impact our core missions of teaching research and service in the near term.

But we do know that the sooner we reduce our future costs the more resources we will have to protect our workforce and our students in the future.
We're also looking very carefully at the financial relief that may be available to use through the federal government. We have a committee that's standing up to try to understand what the support may be out there. I want to acknowledge that I recognize that this is a very unsettling time, and it's normal and understandable to want concrete and reassuring answers. We're giving you the information we have recognizing that saying we don't have all the answers may not be fully reassuring. But we have made a commitment to be as transparent as we can be even when the information we are sharing is evolving. So thank you, again for being with us. I hope you continue to tend to yourselves and those in your family and friend circles.

Please use the support resources we're posting on our HR web page. And also on the university's micro site. The web page with HR support is HR dot Cornell dot edu slash Covid-19 workplace guidance. We encourage you to look at it and watch some of the videos and take care of yourselves. And continue to let me know if you have questions. And now let me turn this over to Joanne DeStefano.

Thank you, Mary and thank you to the EA for allowing me to talk today. This is my first time attending one of these sessions. I'm incredibly impressed we've got over 100 people watching right now. That's amazing. I'm even more impressed with how well everyone has adjusted to the new mode of remote work. It's just been amazing that work has been able to continue as if we were in our offices. What I want to do today is just spend a few minutes talking about the Ithaca campus budget. To give you all some context, on why we made the decisions we made, so if you start from what our budget is in Ithaca we have a $2.5 billion budget. Resources that support the 2.5 come from tuition, gifts, research, state appropriations, housing, dining and various other revenue activities. We're projecting right now through the June 30th year end if we don't take any actions at all we could see a $45 million loss to the Ithaca campus only.
About half of that loss is a result of the significant reduction in our housing and dining operations.

We've had to return revenue back to the students who left campus. The rest of the loss is mainly due to lost revenues across the rest of the university. Right now we're assuming that well not resume full operations for the summer. We're hopeful that maybe early July we could get back and that other activities may be able to come back. Also as we're watching the job loses across America we're making assumptions that our financial need for our students is going to increase significantly. And right now we're projecting about a $30 million increase in financial aid next fiscal year.

We also expect some state appropriation cuts. For the fall we're planning full operations, however, we are expecting a decline in our international students. So when you add everything together, and again, with no actions taken, we could see a hundred million dollars deficit for fiscal year 2021. Which then brings me to the memo that the provost and I sent out to the campus community earlier this week.

As mentioned multiple times we really value our employees and as a result we looked for actions that we could take to preserve as absolute many jobs as possible.

For instance, [inaudible] receiving your salary increase every year but by freezing salary we can save the university budget $20 million just by that one action alone.

And we've been watching over the past several years our head count growing, and it has consistently grown.

And if we can hold vacant positions and be smart about not hiring new staff and finding new ways to repurpose as many people as possible, we will save jobs.

What's mind boggling to me is we spend over $40 million a year in travel. I know much of it can't be avoided, you know, we have our campuses in New York City and there's sponsored research travel and others but even if we cut this number in half that's a $20 million savings a year. And again, if doesn't impact anybody's jobs.

We're asking everything to put a strict discipline in place to force each person to think twice about their every day spend, even if you have
the money within your budgets,
our university dollars are very precious. And we need to
always ask you know, one thing I always hear is we need food
for meetings otherwise nobody will come to the meetings, have we tried not
having any food? If we reduced spending every dollar
that we reduce spending will help save a job. And you know, people really need to eat maybe you can swap
who brings in the food for the meeting each day or you could cook. I don't cook but somebody could cook for me.
We also spend hundreds of millions of dollars
capital spending -- will be talking next will be reviewing every single project
to determine the necessity of the project. We want to be smart. I think that's the theme
that we're trying to say, is we want to be smart about every single dollar we spend at the university. And every wise dollar spent
will help us come out of this. So to summarize,
the actions that were taken earlier this week are a way to cut costs
to help solve our projected budget issues with minimal staff disruption. Thank you
for allowing me to at least share where I think our financials are
going and now I'd like to turn it over to Rick Burgess.

Thanks, and greetings to all. Appreciate you being here
and appreciated the EA for setting this up. So just
as last time, our priorities are to maintain safety, security on campus
and to keep essentials --

essential functions going on campus. So I want to really just give
a shout out to all the folks that are doing particularly folks on the FCS team. We have
you know, there are still students that are living onboard campus
-- listen to me my Navy talk coming back out, still living on campus, not onboard, sorry.
We still have students living on campus. We have some essential research that is continuing. We have some
faculty who are still transitioning to get ready for the online instruction. So from FCS we have police officers that are --
patrolling we have building care personnel, maintenance personnel, we have folks
from utilities ensuring that we have heat and light and water. And
maintain all that.

We have transportation personnel that are coming in.
Our people providing essential services have gotten appropriate training from EH and S. So my thanks for being very responsive on that making sure we have the right procedures that's correct we know how to use the personal protective equipment properly and helped us develop appropriate protocols and procedures to follow. So thank you for that.

Last time I touched base a little bit on there were some questions about the mail. We have been engaged with the local post master and made some changes to mail delivery. So pretty much all the letter mail is coming to transportation. We have the east campus service center that's out by the orchards out that pay Palm Road and then our transportation folks are distributing from there and in coordination with the various units on campus. So if you have not straightened out your mail delivery on the letter mail -- transportation can help you with that. And we'll make those adjustments.

So transportation while I'm talking about it has also been asked to develop the capability to move students if there are 6 students that need to go to the clinic and back. So as we don't overburden ambulance with those type transports and that keeps their capacity for the higher priority emergency transports. On the utility side last week we conducted or executed a limited load shed on the steam system so we reduced the amount of steam that we're putting out to campus. Many of the buildings are either not occupied or minimally occupied. And in order to save energy since we have fewer people on campus we've reduced the amount of steam that we're pumping out.

So our estimates of energy savings are somewhere about 30% mark already.

So it -- at least we're not heating empty buildings and preserving our money there.

We've also done some fume hood hibernation. So if a laboratory is not in use, we go through some procedures to secure those fume hoods. We've done a number of them. That really happens on the request of building coordinators. So if there are building coordinators out there in our listening audience if you have labs as we sort things out of what's going to continue,
what's not going to continue and faculty, you know, finish out whatever they're doing to
be able to instruct online, if there are additional fume hoods that can be placed in hibernation we want to continue to do that so we're not wasting energy.
Last Friday we got revised instruction from the governor's office and we've been aBLIEJed now to pretty much wrap up all the construction we had going on. Has been previous considered an essential function and that guidance was further refined. So if the project is considered essential, work can continue. So that really has resulted in us buttoning pretty much everything up. We're going to try to get some permission if we can to keep going. We are already experiencing some supply chain disruptions. So we'll see how that goes. We don't want to put people at risk but at the same time we would definitely prefer to keep some of these projects rolling.
And speaking of projects as Joanne, mentioned we spend millions and millions of dollars on various capital projects.
So we are now going to conduct a comprehensive success am of those projects. The ones that makes sense that we absolutely should proceed on we're going to once we can clear the work stoppage that's been put out by the governor. We're mindful and continue to do things like make payroll and that kind of stuff.
We don't want to commit a bunch of money to capital projects that we may need in the near term for operational reasons.
So although we are fairly limited in operating status in supporting essential functions only at this point, we really want to look down the road and we're going to be standing up planning teams to think through and start planning out how do we get back to full operation [inaudible] not like we have a crystal ball here. So it's more scenario-based planning but we can plan out what we will do once we get that word. So that's sort of the wrap up as I see it in campus services. Let me just close by saying that I am tremendously impressed at the dedication of our Cornell community. We've got all sort of folks on staff who have come in, continued to provide the necessary support for essential functions. And many, many
others who are looking for ways to support our local community during a very trying time. So tremendously impressed by that and really proud to be part of organization.

With that I will pass the baton to my colleague Ryan Lombardi.

Hi everyone. It's great to be with you once again. My comments will be brief here first and most importantly just want to reiterate what everyone has said which is a really resounding thank you and express my sincere gratitude. You're just incredible, doing incredible work supporting our campus, supporting our communities, our students. A number of students still remain here in Ithaca and on campus and many of our teams are supporting those folks. Most notably probably are dining employees as well as our health employees, some of our housing folks.

Really appreciate all that you're doing to keep --

If you didn't read yesterday the efforts that a number of the team in Cornell dining did to put together the food pantry in partnership with the greater Ithaca activity center delivered food yesterday to over 120 local citizens who otherwise would not have that that opportunity. The spirit of community is incredible. And again I thank you. I appreciate you.

And sending lots of love to everyone.

Next up is my colleague Joe Malina.

Thank you very much, Ryan and let me add my thanks to all of you for the enormous flexibility that you are all generating during this truly difficult time. I just want to touch on a few things and then I'll pass it over to frank Cantone. My division of university relations, a couple of main components just wanted to address some of our core areas of focus and some of them address specific questions that I know have come our way. First on communications, I hope that you're finding our dedicated website which is accessible from the Cornell dot edu main page, the big space up top that has an FAQ that's being update
multiple times each day. It's also where you can find every
communication
not just to our employees but to students as well just in case
you're interested about
what's being said to whom. And of course there will be as
we've continued
to see each week a need for broad messages such as the one that
went out
on Monday from the provost and
Joanne.

Talking a little bit about community relation and a few people
have
asked what can I do to help? We've seen enormous expressions
of willingness to engage,
to help empathy, compassion, we are so thrilled with those
expressions. There's a terrific website on the --

excuse me a web page on the HR website
it's the HR Covid-19 workforce guidelines. And included there
is a terrific
summary of community resources which has specific information
of where you might be able to lend some time
or some support.

And of course, Gary Stuart who runs our office of community
relations,
he's made clear that anyone can reach out to him.
As long as I guess it's not 2,500
people at once but please send Gary an email and he'd be able
to help direct you. His ID is
GJS 28 at Cornell dot edu.

Finally, there have been some references to our efforts
in DC in Albany, just to reassure
everyone that we are very engaged with lawmakers not only
throughout New York but thought the country
to make sure that Cornell's needs, needs of our employees, the
needs of our students,
the needs of our community are being addressed in what's
already been
3 aid packets out of DC. We expect there will be a 4th one
that will be developed over the coming
weeks. There are working groups already focusing
on what's already been enacted to make sure that we are in a
position to take full advantage.
A lot of the details admittedly still need
to be ironed out through regulations but we are very much
focusing on this and working to make sure that clarity
is brought forward as soon as possible. Stayed-wide
Rick mentioned the governor's orders. I do recognize that in
what originally was put out there didn't
mention with specificity higher education but
working with our Albany office as well as with our leadership of our state-wide university private university association.

There have been very specific conversations with senior members of the Cuomo administration where we have been able to build out specific guidance with regard to universites and colleges and that has been reflected in the messages that we've been putting forward. So with that, just also a shout out to the EA, to -- and our office of the Assemblies for all of this wonderful work. These are really times where it's clear that the work that the EA does truly is of enormous value so thank you to all involved. And with that, just also a shout out to the EA,

Hi, good afternoon everyone.

I think it's really important that we stay connected even if it's in our new normal digital world. But I just want to acknowledge that our small team here in emergency management working with our many partners across campus including Cornell health, [inaudible] services, student campus life, university relations, HR and many others to help plan for where we are now in the last couple months and also respond to keep people safe and healthy as well as keep the campus operational. And also shout out to many, many staff and students who donated a lot of personal protective equipment from the laboratoies on campus.

We've gotten feedback from -- that what we have provided has been a godsend for the entire county. Also we sent a lot of supplies down to our colleagues and they're much appreciated for what we could provide. So I'll turn it over to Dr. Ann Jones.

Thank you, frank. And yes, the partnership has been amazing. And I too would add that the messages of gratitude coming to the health center from the students who are receiving care and from all of you sending support of our staff have been amazing. So much thanks,
and much gratitude back to everyone. I know that there have been many questions coming in around a couple of health topics. So wanted to take an opportunity to cover them just briefly. In the health arena here. And there's also been evolving literature on the topics of -- of what we know about the virus, what we know about Coronavirus. And what is being learned in the sciences, in the basic science literature as well as the public health and the medical literature.

Probably the most common question that's coming up right now is this question of transmission. And how long is the virus able to live on surfaces outside the human body.

So there was a -- there was a study that was done in the national Institutes of Health that was published which was the most recent literature on this topic. And it summarized as follows. They did a very specification study that was looking under very specific circumstances how long was this novel Coronavirus living on particular surfaces, not every surface was studied in this study, but particular ones were.

And the summary of the literature was that this novel Coronavirus can live up to 4 hours on copper, up to 24 hours on cardboard and up to 4 days on plastic and stainless steel, but that the virus was much reduced after 72-hour window.

So this brings up a lot of questions we know about what does this mean for groceries, should we clean our groceries, what does this mean for coming home if you do go outside? What does this mean for mail as has been mentioned. And in general I think that what it means is that taking precautions and taking reasonable precautions of -- for yourselves are the most reasonable thing to do.

What we still know is that the transmission is still person-to-person via respiratory droplets. And so it's about the transmission of those respiratory droplets. That's why social distancing is still very important. And why it's important to continue to practice social distancing as a public health measure. And also then to take -- to take the actions that we can of our own selves to protect ourselves no matter what surfaces we may be
touching. So for example, staying home if you're sick, and thereby removing yourself from any possiblying -- possible exposure that other people could have. Avoiding contact with people who are sick, so therefore protecting yourself.

Avoiding, if you do come in contact with anything then avoiding touching your eyes or touching your face or touching yourself in any way that hand hygiene is so important, so focussing on hand hygiene, washing with soap and water, using an alcohol-based hand sanitizer is so important. And then -- and then -- and then really focussing on again the social distancing measures. The more that we can all stay home, unless we absolutely need to go out, the better. The last thing, the last very common question that we've been getting is: What is the difference between social distancing quarantine and isolation? Those are terms that have in many ways begun to be used interchangeably, but I'll just say briefly, social distancing is the measure that we should all be doing right now regardless of whether we're sick or healthy, that's the idea of staying 6 feet away from another person no matter where you are around then staying home if you possibly can. Quarantine is something different. Quarantine is the action of -- of keeping people who are well away from anybody else so that they don't get sick. This is for people who may have been exposed or come in contact with the virus.

That is different from isolation. Isolation is used when someone gets sick to separate from anyone else who -- and avoid transmission of the virus. Each of these strategies are used with partnership with public health entities, with medical practices. And if you ever did have to come in or become veiled waited for Coronavirus one or more of these strategies may be used. So any way, just those common questions have been coming up. Hopefully that helps with [inaudible]

knowledge out there. And with that, I'm going to turn this back for question, I think that's where we are now is that right?
Yes.

Thank you, Mary. I'm going to begin with a question that we received via the chat. Can the provost email on Monday indicated that the salary increases related to faculty promotions are excluded from the freeze -- I'll give that a shot. So while we did -- while we did basically exempt most salary changed there is a step agreement for most promotions from assistant to tenured from associate to full. Those are the opportunities in line with the academic ladder. And so for now, it really is important that we continue those because they are long-standing understandings as people move through the ladder. It's quite different than the way we do changes in pay and promotion for staff which is much more --

structural.

Thank you. Given that normal parking enforcement besides handicapped spots and fire lanes are not currently being enforce can the university suspend payroll deductions for employee parking passes until the work from home orders are lifted while the transportation office currently allows for users to mail back their passes to stop payroll deductions which seems like an unnecessary burden on both staff and transportation employees on a case by case rather than a blanket suspension? This is Rick. I'll take that one. You know, I will be frank that we've had higher priority issues to deal with.

Just in terms of with the duration of this remote work thing seeming to stretch out. We're going to have to pick this up. So I'm -- I'm happy to take a look at it. I don't know what the answer is right now. We have part of the process, the whole payroll piece gets done with others but we'll take a look at this thing and figure out something that works.

I agree that it doesn't make sense to pay for something that you know, we're not even using because you're sitting at home. And this applies to pretty much everybody that's got a paid parking permit. We'll take a look
at this one.

Thank you.

How much in savings have been realized in the past 3 weeks in reduction of utilities demand and steam load shed have is there [indiscernible] retain a portion of these cost savings?

It's about 30% in terms of usage. It's kind of complicated and I'm not going to try to do public math on that. I think we could realize a little bit more if we do some more of the [inaudible] which, you know, I don't initiate those. Those are initiated out of the units.

Moving to a 4-day work week, you know, you start to get into space use, constraints, and competition, you know, there are some that I've heard say in gest that nobody wants to have classes except Tuesday, Wednesday and Thursday, you know, so we'd have a 3-day work week.

I'm not in charge of that. I'm trying to keep the facilities that we've got and that really goes from the academic mission is where we start and then we figure out what we need to do to support that.

Let me jump in here, Rick.

I'm going to take what I think is the question behind the question which is how are we thinking differently about the efficient use of energy and space. And I do think we're learning some things about remote work. That we may be able to leverage as we move back into full operations. But keep in mind that as we do that, there are certain things we do that are actually 24/7. When the students are with us they're here all the time. Around

and we have research that runs all the time. So we -- I think this has -- this experience has taught us that we can think differently about how we -- how we operate and that may well include more conversation about alternative or remote work. But as is the case for absolutely every organization that does this, we do it consistent with our commitment to our core mission.

Thank you.
What is the likelihood that we're going to see staff cuts and lost jobs due to this?

Yep, I understand that question and so I'm going to --

I'll try to do a better job of saying what we know. You know, what we know is that we're working very hard right now. To address what we need -- believe will be the short falls. We don't know how long this will last,

we don't know what the impact of the virus will be on our long-term financial situation.

So I appreciate the question, but it would be irresponsible of anybody to tell you with certainty about what impact this may have on jobs.

What I can say is what the executive vice president said, we are all working very,

very hard to -- in our commitment to our workforce. You all can participate in that by helping us look at spend and giving --

and suggesting through your managers ways to do thing more efficiently. And that is an honest answer for where we are today. And we'll continue to share information as we have it.

That's -- that's the best I can do. And the question keeps coming up because I think people want an absolute answer to the question which is completely understandable,

but I've made a promise to be as transparent as I can be to you. And that includes telling you what we know today even if it isn't the answer you were hoping for.

Thank you.

Will I tip rates change for fiscal year'21 or will there be a university-wide reduction in fiscal '21 budgets?

I can try that one. So we went to the board of trustees in January for our endowment pay out rates which is I think what they're asking about. And we have been paying out more than we should. And so we had a plan to continue to reduce the pay out over the next several years down to approximately a 5% pay out. So that has already been approved and units should mainly be aware of it. What the implications are of the investment portfolio where all our modelling or pay out is at a 61/2% positive return, right now we're looking at a potential
81/2% negative return for this next year. So there will be an impact going forward. Right now we're thinking it might be -- it will -- we calculate on a 7-year average.
So we'll take a couple years before we actually see the reduction in the pay out piece and yes there will be budget adjustments.

We're trying to figure that out now.

Another question, I believe that you would be appropriate to answer: Could you kindly share the priority list of recouping revenue? [Indiscernible] fall in this metric?

So I'm not sure I understand the question of recouping revenues. So you know, we have our enrollment and as soon as NCRE is built we'll be able to add more students. And so that will increase our tuition revenue.

Financial aid is an expense that will grow depending on the economy. And then you know, federal appropriations, research dollars, gifts as soon as we're able to go back out and try to get as much as we can, we will be trying to maintain or revenue sources.

Thank you.

This feels a lot like if not worse than the resection of 2008, is there talk of an early retirement incentive as there was in 2009?

So I'll take that one. The there are some differences, it does feel that way. I think as individuals as we look at some -- at this, but there are differences. One of the -- one of the differences that -- that we are trying to employ is we're trying to make our changes as soon as possible.

So that's why the Monday letter was so important. As it relates to early retirement incentives or other incentives we're not talking anything off the table but I have to tell you those programs are very expensive.

And so when we look at a drop in revenue we need to calculate and balance the cost of -- with the other pressures that we have on us.

So we're not saying no and we're not advancing it as a yes. Right now we have everything
in the --

in the tool kit and we're weighing the pros and cons of all of them.

Thank you.

If student enrollment is likely to decline then why not reduce financial aid rather than increasing it by another 30 million?

So one of the core principles of Cornell University is blinded mission. So we don't know what the financial needs. If we wanted to reduce financial aid the only way we could do that is look at people's ability to pay as they're applying and accept the people that can pay. And that just goes against one of the principles that we don't want to change at this point in time.

Thank you.

All of our funds are from grants which will expire within the next 2 years, how do we reconcile reduced spending with funds that will be lost if not spent?

My recommendation is to spend your grant funds first, and then your general -- as long as they're legitimate expenses that can go against the grants we want all restricted funds dollars spent first so that it frees up unrestrict dollars that can help with the university budget problem.

Thank you.

What advice would you give to staff members who have been deemed essential who have compromised immune systems [indiscernible] assistance staff members can access?

Thanks for asking the question. If you are in a situation where you are in a medically compromised situation and you and your doctor do not feel that you should be working, there are -- there are programs to help you, please contact the medical leave administration area.

Thank you.

Several units have discussed mental health and the need --
the need for RX. There seems to be a collective thought that getting outside is important [indiscernible] how are we addressing visitor safety?

Well, I could address that because we've made clear in as many of our conversations -- I first want to echo the basic observation that Mary touched on earlier which is absolutely we want everyone to get outside. It's critical for wellness partnership went out for a walk earlier today and it made a big difference. Certainly with regard to the botanic gardens with regard to a lot of our wonderful areas for recreation and wellness around us, it's really just incumbent on individuals to practice those 6 feet separations. We have all experienced individuals that we encounter who aren't but we as individuals have that opportunity to make a detour making sure we look both ways if we're crossing streets at the time. But it really comes down to our greatest tool to get us back to normalcy as soon as possible which is to enable the progression of the virus to happen as swiftly as possible with an eye toward flattening that curve. We try to emphasize that in all of our communications.

Thank you.

It was helpful to know some of the thinking around summer planning given the recent mention of July 12th as the earliest of oncampus classes I know we don't know specifics of fall but can you share thoughts of what is being discussed for potential fall implications?

So I'll start and maybe others can jump in. One of the deans meeting with the provost and I on a regular basis to do contingency planning for the academic enterprise. And I think the person who asked the question acknowledges we just don't know. And so we don't want to not do planning and be caught off guard. On the other hand I think we're trying to weigh multiple factors as we do those contingency plans. So the deans and the provost team are actually looking at ways we might move forward if the summer comes and we're still not
in a position where we can offer things on campus. Joel, did you want to add?

No, that's exactly what I would have touched on, Mary.

Thank you.

Thank you.

What do you know about the current confirmed cases of Covid in [indiscernible]?

I can take that but obviously deferring to Ann and Frank the Thompkins County health department has a website where they keep track of the county-wide confirmed cases. We have as part of that landing page on our Covid-19 website toward the bottom we are keeping a tally of Ithaca campus faculty students and staff by number that are have tested positive.

Recognizing that this is not always an exact science, our goal is to try to be as transparent as possible with the information that we have access to.

I do need to underscore there are significant and really critical privacy concerns at play. As a result, we are not in a position to be communicating specifics in terms of who, what, where or when, but we do want to be sure the community is able to see the progression. I don't know, Ann, if there's more you would add.

Yeah, really to echo that and emphasize the transparency on both of those web sites, and especially on thompkins County health Department, there is a grade and I'm looking at it right now that has [inaudible]

factors total number of people tested for Covid-19 of those how many are pending, how many are positive, how many have been coming back negative, and then how many people have recovered.

As well as a count of how many people who are hospitalized.

And so those are important
12:50:21 numbers. To date on what's being reported on website now the number 12:50:25 of positive cases in the county is 76. And so 12:50:28 the -- 12:50:32 that website is actually where we are getting that information. And that is being 12:50:39 placed on their transparently for the community.

12:50:45 Thank you.

12:50:49 Are current jobs posted on workday still moving forward or are they 12:50:51 also being frozen?

12:50:54 Yep. So we've asked each --

12:50:58 each unit college unit to look at the positions that they have posted. And 12:51:02 to take down those that they feel temporarily 12:51:07 can delay, or 12:51:12 they can reassign the work to someone else. And so those are all being looked at and they are 12:51:13 --

12:51:17 they are most of them actually are come down. So there are a few 12:51:22 positions that there's been an 12:51:27 agreement need to continue, but for the most part -- 12:51:31 [inaudible] down. Last count I think something like 12:51:32 75 or 80% of them had been pulled down.

12:51:44 Now, that 12:51:49 provost or the executive vice president [indiscernible] obtain approval, is there a dollar threshold for 12:51:52 those purchases requiring approval?

12:51:59 Bill -- the university 12:52:04 comptroller is meeting with all the college business officers and administrative finance group on Monday and they're going 12:52:07 to work through a process so more information will be coming out on that.

12:52:13 Thank you.

12:52:18 Follow-up to the faculty promotion raise question could 12:52:22 faculty voluntarily give up a raise for time being to help out with costs while still obtaining appropriate promotions, 12:52:27 is that something that could be asked of faculty considering this issue?
So everyone has given if you look at the Monday letter, you'll see that we have a --

some individuals have already voluntarily reduced their salaries for 6 months.

And we've made that option open to anyone who would like to do so.

And that includes any faculty as well. So there's -- that's an open invitation to anyone who would like to do that to help us with our operating costs issues.

Thank you.

There are concerns and stress happening around our ability to be productive while dealing with the reality of our current situation. What would you say to folks who are struggling to balance deadlines and mental health?

Yeah. So thanks for asking that question. I think there's actually a lot that goes into that. So some of it is as simple but complicated as you're -- all of a sudden you're home and you don have the normal way that you get things done, and you're trying to figure out how to do things in a different way.

And we did a -- we did a panel about that and we'll do some more follow-up. There's great resources, by the way about this on the HR website.

But the other thing that was recognized there, and I just want to say we're thinking about it as well as you know, people who have children, the day care centers are for the most part closed the schools are closed, they're feeling a great deal of pressure within their -- to balance a whole lot of things that are kind of right in front of them now. And we know that.

So what I would say is use good -- my good practical advice is, talk to your supervisor about when you can get your work done. Make sure you understand the deliverables that are in front of you, be open an honest about the struggles that you have in terms of what's happening in your home, and develop a go forward plan that agreeable to you and your supervisor.
12:54:34 → Thank you.
12:54:38 Which jobs are still going to be continued recruited for are the provost searches
12:54:40 for college deans continuing?
12:54:44 → So there are certain jobs that we will continue. So for example,
12:54:49 a great example is if we need a dean we need
12:54:51 to complete that dean search.
12:54:53 There are other jobs that --
12:54:57 that are quite unique in their skill sets.
12:55:01 We can't obviously move somebody into the role
12:55:04 and those will continue as well.
12:55:08 There's no single pathway to answer this question. We're trying to go position by position. And
12:55:13 have a conversation about all of them and figure out which ones to move forward.
12:55:17 I will say in this regard, and I do want to just go back to
12:55:22 my acknowledgment that when you ask an absolute question and I don't give you an absolute answer,
12:55:27 I want to acknowledge that that doesn't feel satisfying, but it's -- but I also feel that
12:55:33 I have a great deal of regard for all of you, and your ability to
12:55:38 manage what can sometimes feel like less than concrete answers.
12:55:42 And so I'm going to give you the honest answers that I have
12:55:46 them even if they're not in an absolute form. So we're going through each
12:55:49 job. We're trying to figure out which ones absolutely have to continue.
12:55:53 We're talking about whether there's other ways to continue them, but there's no single pathway
12:55:58 to say this type of job will be filled and this type of job won't be opinion
12:56:03 I sat in on a dean's meeting on Monday and every dean, every vice president,
12:56:09 and every vice provost on this campus is really being thoughtful about how to
12:56:14 take this guidance and do their part in figuring out how we can
12:56:17 capture some savings in these early days.
12:56:25 → Thank you.
12:56:29 As we identified departmental funds that will no longer be used for fiscal year'20,
student recognition events what is the best way to let the university know how much
money we can roll back into the larger university budget?
Well, my suggestion would be to talk to the university budget office,
positively happily take any call
that somebody's returning some funds to help the university budget.

Thank you.
The university has a sizable [inaudible] the donors are understand the understanding
that we will never use their funds for anything else. It would require
board approval.

It could be an option but it should be a very last option because that means
we have not been able to figure out problem solving for ourselves and that would
just be a stopgap. And the more you take out of the endowment
the longer the pain will be for the university because so many of our funds

so many of our programs are funded from the endowment including financial aid.

Thank you.
All right. Regarding budget specifically expenses will schools be required
to reduce or pair back the spend on major events like orientation first year family weekend,
et cetera, some of these events could produce a significant cost
savings?

So each -- I'm going to actually have Ryan talk about the Cornell
the student specific ones, but each of the colleges and units are looking at exactly that, event that is we've always held, are
we still holding them, if we are holding them can we hold them in a different way.

And I'll just jump in there we will be certainly at these kind of university-wide student type events
orientation, family weekend that we've mentioned we'll be taking a very close look at those and doing
everything we can to reduce or eliminate a lot of spend that
does happen there.
I think that's going to have to be our last question. We're
at time but I just want
to --
just want to wrap up by saying thank you also much for being
here today. We absolutely appreciate it. We know how busy you are.
This is this is so helpful and
so useful for everybody who's able to join us.

So once again, thank you, thank you,
Hei Hei, thank you for helping settle this
up. Again really pressure your time. We hope everybody stays
healthy, happy and able to weather this
, you know, as we move forward.

Can I just --

Sorry. Can I just say two things? First of all I've been
notic
as things come through questions that we've answered now
multiple times coming
back through again. So one strategy that you can use because I
know sometimes
when either your joining late or maybe there's you know, maybe
there's something that
you were thinking about when the question was answered, these
are all recorded
and available and you might want to go back and watch these
first to see
whether or not maybe the answer to your question is already
there. So that's one thing.
The other thing is that I didn't start with this, but I want to
end with it, please keep our
health care
workers and --

while Cornell medicine and all across New York in your heart and
in your thoughts. They're getting to a very difficult time.
They're working
without you know, just constant
ly they're really in the thick of it. And it's
-- we couldn't be prouder of them, but they --
they're also really, really
on the front lines of all of this.

And they're remarkable people and so
13:01:04  however do you that whether it's a wish or a prayer or a thought keep them all in your hearts and in your thoughts. Thank you.
13:01:05

13:01:10 →^ Thank you, everybody.

13:01:11 Take care.

13:01:13 →^ Thank you, good afternoon.