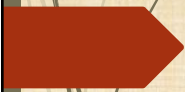


# Adult & Lifelong Learning

Adult education for employees + courses for students

Community Learning and Service Partnerships, CLASP



*Bringing employees  
and  
students together  
for  
mutual growth*



Teaching &  
Learning  
Together



Any person  
Any study  
Any place

Annalisa L. Raymer, PhD  
Director / Instructor  
alr26@cornell.edu

Sasha Endo, Program Liaison  
ske5@cornell.edu

Susan Barry, Program Coordinator  
st237@cornell.edu



Engaged Cornell Hub, 3rd floor Kennedy Hall, Ithaca, NY 14853, 607-255-7633, clasp@cornell.edu



# CLASP

Community Learning &  
Service Partnership

Information for Staff

## Outline

- CLASP origins, overview program, who takes part, how it works
- Short film –perspectives from participants
- Invite your thinking and ideas for addressing a bind—one stemming from a misalignment between aims of funding source (University Human Resources) and how we're situated in the University structures (programmatically in an academic department and physically in a student Engagement Hub)

### HOW DO THE LEARNING PARTNERSHIPS WORK?

The employee and student learning partner will decide together on a time and place for their meetings. Students often meet with the employee at their place of work.

Many participating supervisors will provide time for employees to meet with student partners during work time. Employees can also meet with a student partner on their own time.

Overall, employees will meet with their student learning partner for a minimum of one hour a week for eight weeks over the course of the semester. Employees may apply for both the spring and fall semester with CLASP.



### TYPICAL EDUCATION GOALS INCLUDE:

- ESOL/ESL: English language practice
- ABE: Literacy and adult basic education
- HSE: High school equivalency preparation
- Study Buddy for those taking college courses
- Web design, social media
- Office Productivity: Computer applications
- Career development: resumé writing and skills for career advancement
- Food safety test study
- Citizenship exam preparation
- Other: photography, arborism, yoga, stress reduction . . . . .

TAKE YOUR PLACE IN THE COMMUNITY OF LIFELONG LEARNERS!



### WHAT DO EMPLOYEES SAY ABOUT CLASP?

I had my interview and passed my civics [citizenship]test! My Oath ceremony is in August in Rochester. Thanks to you, ... I had a great help preparing for my civics test.

Something I've learned this Spring is... Photoshop!

Something I've learned this Spring is... Gender Ideology

Not only did I learn a lot, I made a new friend. I feel like I gained a new son.

Something I've learned this Spring is... to be more confident

I have been a cleaner on campus for over 4 years. I recently applied for a new position and I was offered the job...

WHAT IS YOUR EDUCATIONAL GOAL?

## How it works: Learning Partnerships

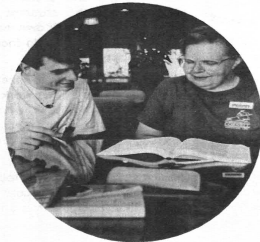
1 student + 1 employee, both focusing on the adult's learning goals.

- Acting as an educational mentor, the student applies what they study in class to support their partner working toward goals selected by the employee
- The intent is to work together and learn from one another
- Learning Partners meet together once a week for 8-9 weeks.

## CLASP

### Community Learning and Service Partnership

An educational project linking Cornell students and employees in learning partnerships



Sponsored by  
Cornell University  
and  
UAW Local 2300

Ithaca, New York

CLASP began in 1989-1990

A social justice-minded, reciprocal education program, CLASP was started by:

- Al Davidoff, then union local chapter president,
- of the relatively new UAW Local 2300, &
- Human Ecology students in Human Service Studies.
- Ruth Bonous was the first director.

## Al Davidoff is now @ AFL-CIO Solidarity Center



From the start, the student-Union link has been solid, as has the focus on peer collegiality

While a student at Cornell, he worked as a custodian to help with his tuition. He saw how service workers were treated at the time.

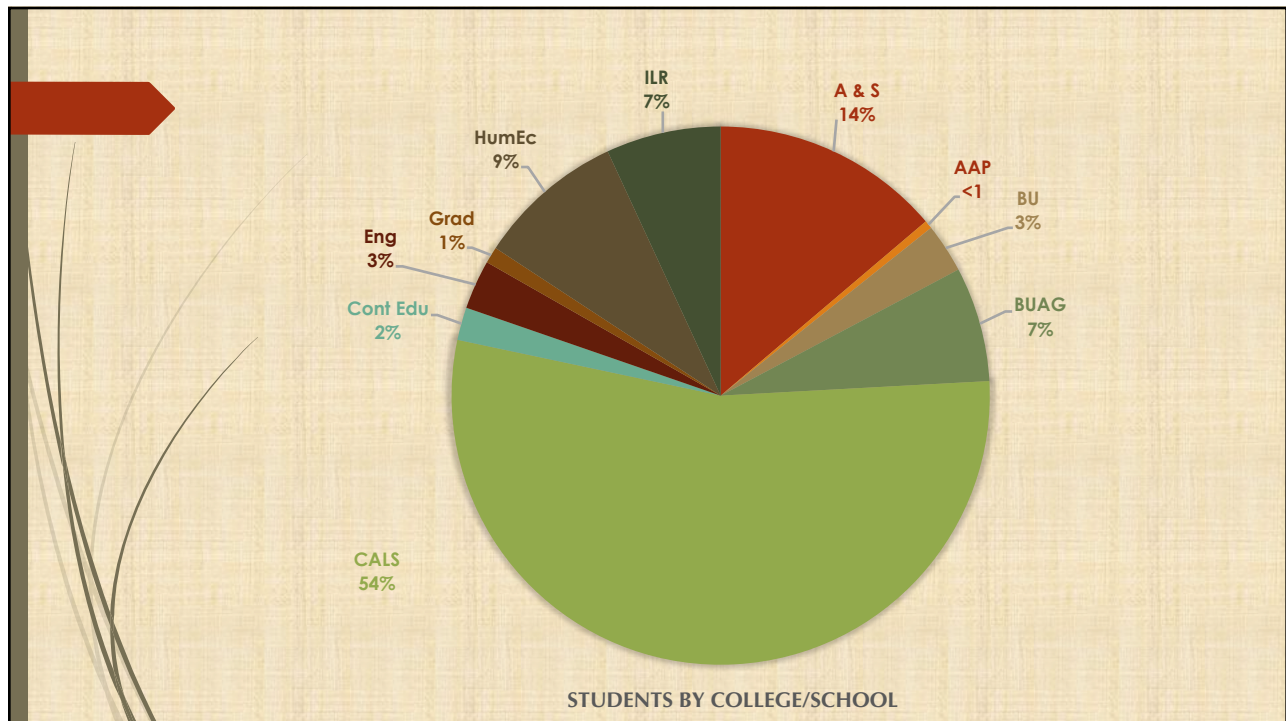
"I saw workers on campus weren't being paid a livable wage." He also saw workers starting to organize.

Davidoff stayed after graduation to "help build a union from scratch." When Local 2300 UAW was voted in by 1,100 Cornell service workers in 1981, Davidoff, just 23 years old, was elected president.

## CLASP moved from HE to CALS (EDU); yet *now*

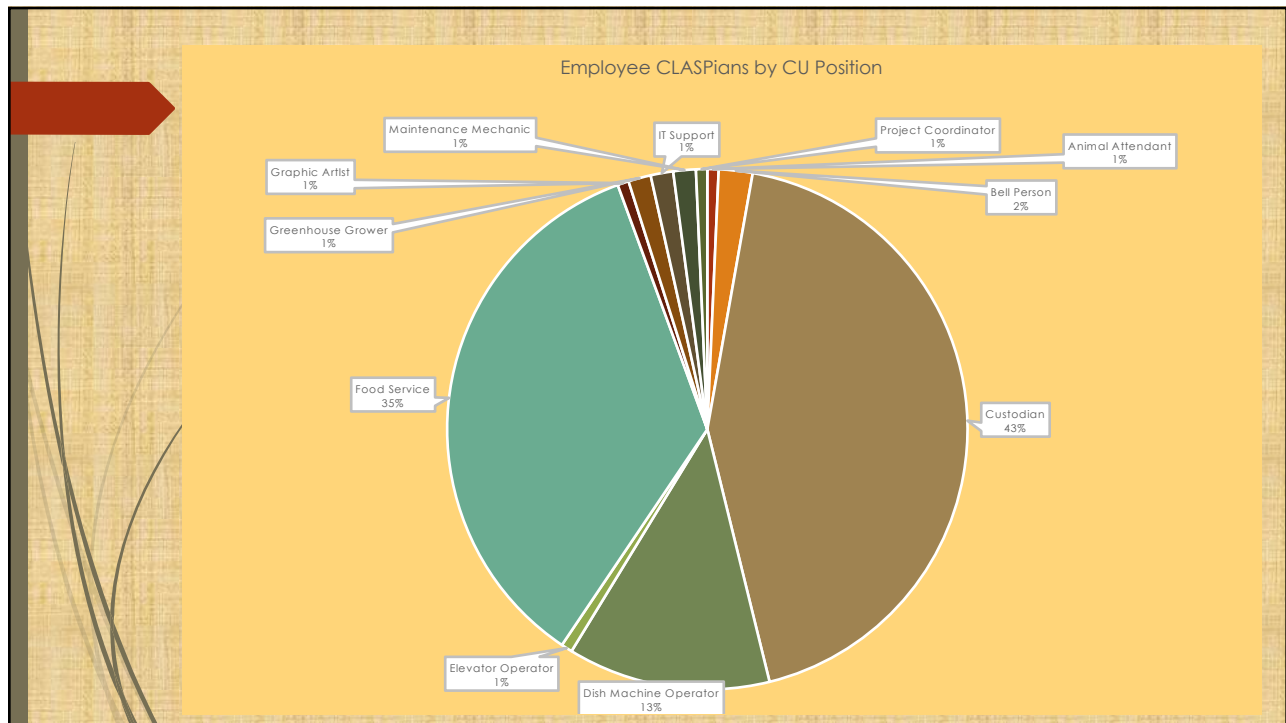
Cornell does not have/offer:

- An Education Department
- A major or degree in Education
- So, while Cornell offers courses in adult and lifelong learning, these are not required for any degree.
- I.E. students have little occasion to find us and no extrinsic reason to take part.



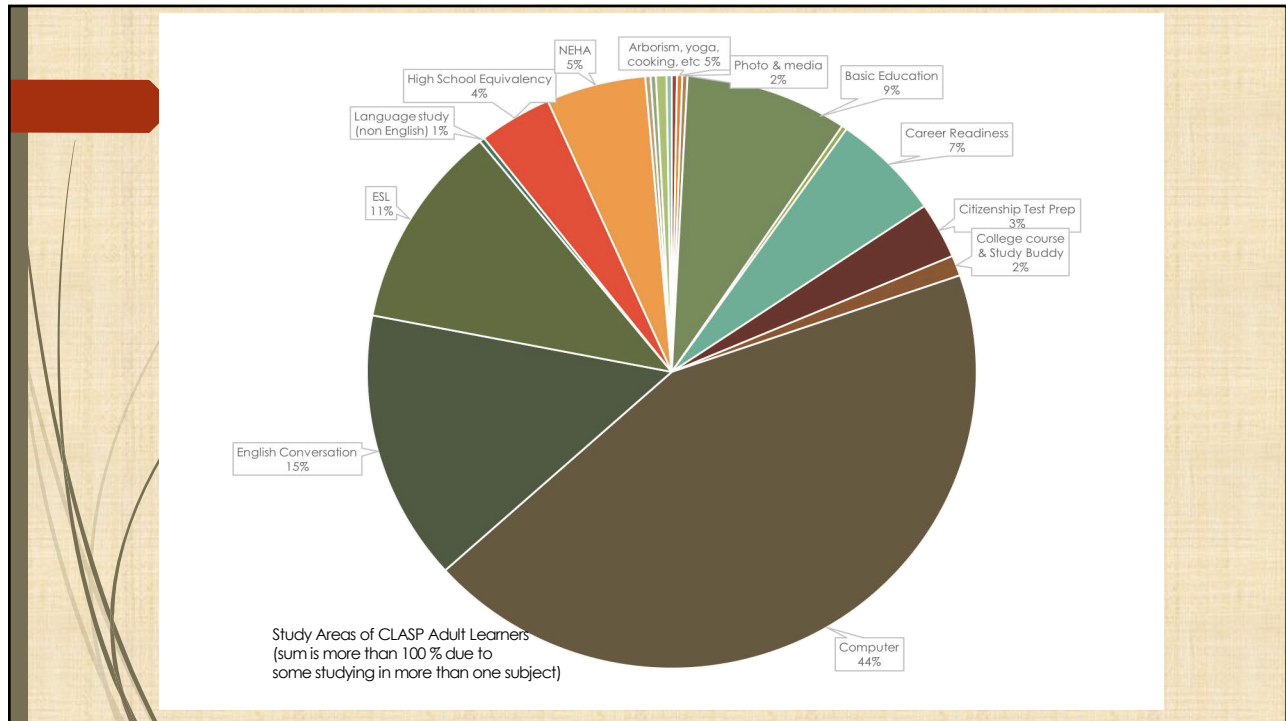
For students who find us, our curriculum includes

- Introduction to Adult Learning
- Design & Facilitation of Learning for Development
- Teaching English to Speakers of Other Languages, TESOL
- Lifelong Learning, Learning Cities and the Sustainable Development Goals



For employees, we offer core subjects & try to provide study in any area requested

- Core areas range from Adult Basic Education to College Course Study Support
- Computer Skills (incl. Microsoft Office) and English Improvement are the most requested
- Varied past requests: tree identification, Vet Tech exam prep, yoga, Halal cooking, photography & digital film, business planning, screen writing, website design, etc.



## CLASP was awarded the 2019 Perkins Prize for Interracial and Intercultural Peace and Harmony

- Nominated by custodian Holly Austin
- Recognized for fostering meaningful relationships across differences
- Which is the heart of CLASP.

*Short film, <5 minutes, by Dave Nelson*

Dave formerly served as Liaison, facilitating relations among, employees, their supervisors and students.

- ▶ Now that role is ably filled by Sasha Endo, who in also teaching our TESOL course in her halftime with CLASP. Sasha also teaches at Open Doors English downtown.
- ▶ Our part-time Program Coordinator/Manager is Sue Barry, who came to us from DSOC, and who is a member of E.A.
- ▶ We have an arrangement with Facilities for a custodian to have a Professional Development Internship with CLASP for 6-hours/week. BP, that was Justyne Castrenze.
- ▶ Only fulltimer is RTE Faculty, lecturer & CLASP director, Annalisa Raymer.

CLASP Team = Two halftime staff, one 6hrs/wk intern & 1 FTE Instructor

Movie time

[https://www.youtube.com/watch?v=-O4d\\_2xMbm4&feature=emb\\_logo](https://www.youtube.com/watch?v=-O4d_2xMbm4&feature=emb_logo)



### **Misalignment between funding and location: EC Hub**

1. Physically, the CLASP program is located in the Engaged Cornell Hub; the EC Hub is, by design, an expressly student-centered space.
2. When CALS made us move into the EC Hub, we lost our Adult Learning Resource Room, and we put into a student space that our employee learners never venture into.
3. We are expected to not only take part in Hub events and initiatives (which our funding does not support), we are expected to share costs for things that are illegal for us to pay for under our funding restrictions.

### **Misalignment between funding and work: nature of director's responsibilities**

1. As the courses in the adult and lifelong learning curriculum do not fulfill requirements for any majors, we have no natural student stream.
2. The configuration of endeavor it takes to keep the courses viable in the academic fabric requires a lot of work staying involved in department and college affairs. Furthermore, my position is an academic one, and I am up for promotion now. However, our funding is limited to activities which benefit employees.
3. So, I'm in a situation where I need to be a good academic citizen and fulfill those expectations (teaching, student advising, service, scholarship), but that's not what the Employee Benefit Pool supports.

**All of our \$ comes from the Employee Benefit Pool Funds & restricted to only programs of work which **directly benefit employees**—whose salaries pay into the Pool.**

- ▶ Allowable costs include staff compensation for:
  - Setting direction and overseeing the operations of CLASP, and
  - Endeavors conducted in the service of providing educational programming for employees.
- ▶ Also covered are:
  - Costs for events such as the Celebration Lunch recognizing accomplishments of Learning Partners,
  - Educational resources for adult learners, and
  - Printing costs of materials for employees such as the Trellis magazine featuring work by CLASP participants.

## What is not allowed?

- ▶ Nonallowable costs include **any expenses directly benefitting students** including:
  - services,
  - refreshments,
  - office supplies,
  - materials.
- ▶ Also nonallowable are costs related to physical space:
  - infrastructure,
  - appliances,
  - hardware,
  - facilities,
  - utilities,
  - maintenance, etc.

## Lastly,

- While the benefit pool has been carrying the salary of the faculty position in the interim since the closing of the Education Department, this will be very challenging to continue.
- As the faculty position carries responsibilities that are not under the scope of the Benefit Pool, it is appropriate that the faculty position be funded with academic monies.
- It is appropriate that the Benefit Pool continue to fund the staff positions of Program Liaison and Program Manager, as these directly deliver programs that are of benefit to employees.

## Ideas about . . .

- Establishing a student stream?
- Obtaining a commitment of academic funding for the faculty position?
- Relocating the CLASP program to an appropriate location—one where we are not expected to fund consumables, equipment and upkeep on an expressly student-centric space?