



EA R5: In Recognition and Appreciation of Mary Opperman

Abstract: On the occasion of the departure of Mary Opperman, vice president and chief human resources officer, the Employee Assembly celebrates her long and distinguished career, her contributions to the University, her longstanding partnership with Employee Assembly and her advocacy for Cornell University staff.

Sponsored by: Hei Hei Depew - Exempt Employees Representative At-Large; Derrick Barret - Division of Financial Affairs, Budget & Planning, Audit & Investment Representative; Kate Supron - Division of University Relations and Central Administration Representative; Ellen T Miller - Vice Chair for Communications and Research, Technology Transfer and Information Technology Representative At-Large; Kristie Mahoney - College of Human Ecology Representative, Brandon Fortenberry

Reviewed by: Executive Committee, 05/02/2022

Whereas, Mary Opperman, vice president and chief human resources officer, has announced her plans to leave Cornell University, effective June 30, 2022; and

Whereas, Opperman, whose Cornell career spanned approximately 26 years, oversees the Division of Human Resources, the Department of Inclusion and Belonging, the Office of Institutional Equity and Title IX, and the Center for Regional Economic Advancement; and

Whereas, Opperman runs a division that oversees approximately 18,000 staff and faculty spanning campuses in Ithaca, Geneva, New York City and Qatar, as well as several of research facilities; and

Whereas, Opperman has overseen a number of pivotal changes in the division, spanning from the rollout of Workday to the establishment of a dedicated office to address equity and Title IX compliance issues; and

Whereas, Opperman has been a friend and advocate for all Cornell University staff members and a champion for the relevance and contribution of staff members; and

Whereas, Opperman has been supportive of a culture of internal movement and growth; and

Whereas, Opperman has been a proponent of diversity and inclusion with a history of involvement with Colleague Network Groups (CNG), regularly making herself available to the CNGs for conversation and collaboration; and

Whereas, Opperman has promoted a culture of growth and understanding at Cornell University through the use of surveys and other initiatives, allowing Human Resources to gain insight into the perspectives of staff and leading to numerous implementations for the improvement of staff's sense of wellbeing and belonging; and



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 46 **Whereas**, Opperman has shown her commitment to the broader Tompkins County community
 47 through her support of economic development and advancement; and
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 49 **Whereas**, Opperman has a long-standing history of partnership with the Employee Assembly (EA)
 50 through her attendance at and participation in EA meetings and retreats and by working closely with
 51 assembly leadership; and
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 53 **Whereas**, Opperman was an integral partner in EA Staff Forums implemented during the COVID
 54 pandemic (*on March 13, 2020, President Martha E. Pollack announced that the University was immediately*
 55 *suspending classes due to the newly declared COVID-19 pandemic*) to answer staff questions and share
 56 information broadly;
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 58 **Be it therefore resolved**, the Employee Assembly hereby publicly congratulates vice president and
 59 chief human resources officer Mary Opperman on 26 years of service to Cornell University, the staff
 60 and the broader Tompkins County community; and
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 62 **Be it further resolved**, the EA extends deep gratitude to Opperman for her care, commitment and
 63 partnership with the EA and the Cornell staff community broadly; and
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 65 **Be if further resolved**, the EA acknowledges and commends Opperman’s openness to dialogue,
 66 her dedicated service and her commitment to One Cornell; and
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 68 **Be it finally resolved**, a copy of this resolution be presented to Martha Pollack, President; Mary
 69 Opperman, Vice President and Chief Human Resources Officer; Joel Malina, Vice President for
 70 University Relations, and the Cornell Chronicle.
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 72 **Adopted by Vote of the Assembly (16-0-1), 5/4/2022.**
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 74 **Respectfully Submitted,**
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 76 Hei Hei Depew - Exempt Employees Representative At-Large
 77 Derrick Barret - Division of Financial Affairs, Budget & Planning, Audit & Investment
 78 Representative
 79 Kate Supron - Division of University Relations and Central Administration Representative
 80 Ellen Miller - Vice Chair for Communications and Research, Technology Transfer and Information
 81 Technology Representative At-Large
 82 Kristie Mahoney - College of Human Ecology Representative
 83 Brandon Fortenberry

Commented [KM1]: In my opinion, I feel that the EA specific whereas line 26 and 29 should be moved to the end of the whereas section

Commented [JEW2]: This could be a “Be it further resolved” clause and stand alone.