The College of Veterinary Medicine Staff Council was established in the fall of 2012 by Dean Kotlikoff as a means for staff to provide input to college leaders on workplace issues and to enhance the work environment and sense of community across the college. In October of 2012, ten staff members were elected to the inaugural staff council, serving 2 or 3 year terms. The council first met in December 2012 and continues to meet on a monthly basis.

The goals of the CVM Staff Council in 2013 were to build community, foster staff engagement, improve communication within the college and act as an advisory group to the college leadership. Detailed below are the accomplishments of this first year.

On behalf of all the staff in the College of Veterinary Medicine, we would like to thank the college administration for their initiative and support in improving the work environment at the college.

Respectfully submitted,

CVM Staff Council:

Sarah Miller, Chair 2013, Secretary 2014
Carol Merkur, Vice Chair 2013
Jane Lee, Secretary 2013, Chair 2014
Cathy Andersen, Vice Chair 2014
Paula Aiken
Linda Benson
Scott Butler
Cindy DeCloux
Tammi Hoover
Steve Lamb
Mary Beth Jordan, ex officio member
Paul Streeter, ex officio member

**Goals and Outcomes:**

- **Build community**
  - August: hosted multiple meet and greet events throughout the College including Baker
  - November: meet and greet with HR pie and ice cream event
  - December: hosted a cocoa and cookie holiday social event
  - Invited Michelle Stefanski Seymour and Lavanya Sayam (EA reps from CVM) to attend our meetings
  - Developed a relationship with Tracy Stokol, chair of general committee, to support our work and promote staff engagement by faculty
  - Developed a relationship with Amy Pellegrino and the Employee Recognition Program to support CU recognition efforts that overlap with CVM goals
  - Coordinated with the CU Wellness Program to develop CVM Wellness offerings
- Created maps for self-directed, all-weather “Fitness Pathways” in and around CVM
- Extended hours for CVM fitness classes – lunch time and after work

**Foster staff engagement**
- Creation and election of chair, vice-chair and secretary for council
- February: electronic introduction of Staff Council to the College at large
- June: Healthy cooking demonstration – Beth McKinney/Kerry Howell
- September: Workspace Ergonomics & Stress Reducing Stretches workshop – Todd Baker/Kerry Howell
- October: Am I Having a Heart Attack… or is it just the chili? – Dr. Paul Stefek
- November: Retirement Planning for early to mid-career employees – Margaret Moon
- Introduction of technical science group from Biomedical Sciences. Discussions for duplication of this program among other departments are underway

**Improve communication within the college**
- July: sent out a wellness survey to find out the interests of the community
- Communication subcommittee formed to strategize
- Developed a webpage & QR code to simplify website access
- August: Hosted forum to update information on the Class Expansion project – Paul Streeter
- Taped presentations to post on website for those who were unable to attend
- Information holders displayed throughout the college
- Bright orange flyers used for consistency and visibility
- Direct emails from each family group to constituency
- Development of a staff council poster for permanent display around CVM

**Advisory group to college leadership**
- Two members are participating on a sub-committee under Paul Streeter’s direction regarding RFP for the dining facility.
- Staff council chair attended the College Executive Committee meeting in October

**Future and continuing work**
- Working with Aramark on providing healthier food choices and composting
- Career development forums planned for 2014
  - January: Jim Sheridan - Communicating with Tact, Professionalism and Diplomacy
  - February: Maria Wolff, Deb Billups and Karla Munroe – One stop shopping for tools and resources to manage your career at Cornell
- Recognition and rewards programs
- Recruitment, Diversity and Inclusion initiatives
- Reexamine the makeup of staff council to ensure representation across the college