What is CAHRS?

The Cornell Center for Advanced Human Resource Studies (CAHRS) is the world's leading partnership between industry and academia, devoted to global human resource management.

Advance the practice of HR in your organization through:

- **Connecting** with world class companies and faculty
- **Educating** your HR team
- **Achieving** your business goals

Founded in **1987**
Why Partner with CAHRS?

• Cornell ILR School is globally recognized as the best academic institution in the HR space
• CAHRS unique combination of research studies, faculty access, recruiting events, HR body of knowledge and opportunities to connect with other similarly sized HR organizations is unmatched
• CAHRS members have differential access to world class students and faculty
• CAHRS members have discounted access to ILR Executive Education to build HR skills and capabilities
CAHRS Member Benefits

Connect

• **Focused Networking:** interaction with other partners through Working Groups on specific topics of interest and a Partner Meeting that focus more in-depth on critical topics

• **Benchmarking:** opportunities to benchmark with other partners on custom topics

• **Student Access:** interaction with ivy-league Cornell students through Executive Roundtables, guest lectures and student networking

Educate

• **Research:** ready access to Cornell studies, ResearchBriefs, CAHRScasts, videos and participation in customized research

• **Library Access:** access to searches by world renowned Catherwood Library and its staff

• **eNews:** periodic newsletters (CAHRS Top 10, hrSpectrum, CAHRS Quarterly)

Achieve

• Support your business mission through research and best practices in CAHRS nine COEs
Connecting: Learning & Networking Opportunities

• **Partner Meetings** – annual session with a strategic theme, showcasing member company stories (in Vegas-style confidentiality), research on topic by Cornell professors and moderated discussion.
  - **Recent Themes**: Future of Remote Work; Mental Health & Well-being; HR Transformation; Emerging HR Practices & Capabilities; HR Innovations

• **Working Groups** – approximately 15 sessions per year offered inside and outside the United States. Limited to 25 attendees at a time to ensure robust discussion.
  - **Recent Topics**: Disruption & Talent Strategy; Role of HRBP, Diversity, Equity & Inclusion, Health and Wellbeing, HR Analytics, Contingent Workforce, Early Career Development
Member companies can request the assistance of five to seven other CAHRS companies in an area of interest to them several times a year.

- **Examples of requests:** HR Learning & Development, Sponsorship Initiatives, Organization Designs and Structures, Employee Communications, eLearning, Diversity Metrics, Competency Models, HR Policy Questions (i.e. Relocation, Cost of Living, Airline Mile Usage, etc.)
Connecting with Students

Differential opportunities to connect with both undergrad and graduate level students outside of recruiting

- **Executive Roundtables** – unique yearly opportunity to rotate through seven individual tables of five to six students each to answer their questions on the top challenges in HR today

- **Networking** – opportunities to meet informally with students at receptions held before or after partner meetings or other events

- **Guest Lectures** – come to an ILR class to present on a topic of interest to both you and the students and showcase what’s happening at your company
Educating through Research Opportunities

Access to Cornell studies, ResearchBriefs*, CAHRScasts, videos and participation in customized research (examples below)

- **Faculty Research**: Do Layoffs Encourage Quitting?, Good HR Practices and Inspiring Leaders Impact on Firm Performance, Inclusion Impact on Diverse Groups, How Well Does e-learning Work?
- **Student Research** – Executive Summaries on HR questions companies send to a class
- **Customized Research**: HR Career Development, The Future of Work, Workplace Design, Impact of #MeToo
- **CAHRScasts**: The Future of Work/HR Implications, Role of the HRBP, Early Career Development

*ResearchBriefs are executive summaries of Cornell’s world-famous faculty’s research work*
Educating Your Team -- Library Access

- Access to Cornell’s Catherwood Library resources – the most comprehensive resource on labor and employment in North America
- Assistance with two free custom searches by Cornell’s Catherwood librarians annually; additional searches available at a nominal charge
Educating Your Team -- Electronic News

- Periodic compilations of the key developments in human capital space
- Summarized with links to full articles
- Easy to route to stakeholders in your organization
- Opt-in to receive information that is most relevant to you from CAHRS’ Centers of Excellence (COEs)
Support your business mission through research and best practice sharing through our Centers of Excellence approach:

- CHRO/Future of the Function
- Diversity & Inclusion
- Employee Engagement
- Globalization
- HR Analytics/Metrics
- HR Business Partner
- HR Strategy
- Talent Management
- Total Rewards
CAHRS Membership Costs

- One yearly fee paid by member companies -- $20,000
- Covers participation in all CAHRS events for any of your employees – as space allows (events first-come, first-served basis)
  - Travel expenses covered by member company
CORNELL UNIVERSITY EXECUTIVE EDUCATION
ACCESS TO BREADTH AND DEPTH OF OFFERINGS

ILR Senior Leader Programs*

- Modern CHRO
- Modern Chief Diversity Officer
- HR Strategy
- HR Leadership
- People Analytics

https://www.ilr.cornell.edu/senior-leader-programs

External Education eLearning and Custom Programs

- 100+ Professional Certificate Programs*
- 500+ Expert-Led Courses
- 800+ On-Demand Learning Lessons
- 100+ Cornell University Faculty

https://www.ecornell.com/certificates/human-resources

Learn more:
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*Discounted for CAHRS Partners
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