

## Cornell University Employee Assembly

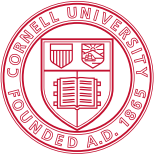
### Cornell Employee Assembly

Minutes of the February 15, 2016 Meeting

12:15 PM – 1:30 PM

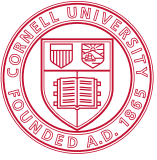
401 Physical Sciences Building

- I. Call to Order
  - a. U. Smith called the meeting to order at 12:19.
  - b. *Members Present:* U. Smith, I. Allen, B. Ayanfodun, A. Darko, K. Fitch, T. Grove, L. Johnson-Kelly, J. Kruser, K. Mahoney, R. Morris, T. Payne, C. Sanzone, T. Shapiro, K. Shiels, M. Stefanski-Seymour, P. Thompson,
  - c. *Members Absent:* M. Carcella, H. Hall, B. Nicholson, S. Vaccaro, S. Willcox
  - d. *Also Present:* L. Croll-Howel, G. Giambattista, A. Robinson
- II. Report from the Chair
  - a. U. Smith passed report to K. Fitch to discuss the transportation board.
    - i. K. Fitch said that the transportation board is being reinstated. The board would meet once a month to hear appeals. The board requested four employee assembly members to sit on the committee.
      1. Second Sub-Point
- III. Presentation from Linda Croll-Howel: Human Resources and Analytics
  - a. L. Croll-Howel said that this presentation is about the staff survey both in terms of the history of the staff survey and this current survey. She said that the results will be released around April.
    - i. L. Croll-Howel Said that part of the delay is that the survey used a lot of paper copies that are still coming in and that CISER is currently processing three surveys.
  - b. L. Croll-Howel said that this survey had not been done before 2009 and it was in response to hearing a lot of concerns from constituents and the Employee Assembly wanted to address this. The Employee Assembly formally requested that a staff survey be conducted to see what the Assembly could do to help the staff.
    - i. L. Croll-Howel said that a resolution was developed and requested that Employee Assembly members be involved in the survey process.
  - c. T. Shapiro said that the original resolution was that information be shared with the Employee Assembly and a later resolution indicated involvement in future surveys.
  - d. L. Croll-Howel said that Institutional Research and Planning (IRP) did focus groups with staff to design questions and the survey was administered in the fall of 2011.
    - i. L. Croll-Howel said that the results came out in 2012, both quantitative and comments and that there was a 65% response rate. She said that key areas



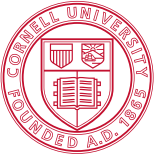
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- that were identified were career development, workload, release time for wellness, position descriptions and supervisor feedback.
- ii. T. Shapiro added that a major area was workload balance and career development within your position. She said that after the results were released there was a Human Resources and Employee Assembly committee that reviewed the data, followed by conversations around the campus and focused research on how to improve each area.
  - iii. T. Shapiro said that a report was developed and sent to university leadership and the president, whom gave thoughtful feedback on what could be done.
- e. L. Croll-Howel said that the expectation after the survey and report was that each unit would report back on the success of the unit and how they have made changes.
  - f. U. Smith said that there might still be a point of contention and that there was a lot of discussion about the policies about wellness that were not applied equally across the university.
  - g. T. Payne said that her interpretation was that a policy was not what was wanted and that they had a recommendation.
    - i. T. Shapiro said that she would encourage everyone to take a look at the old report regarding wellness and see the historical perspective.
  - h. L. Croll-Howel said that it is good to think about how the Employee Assembly wants to be involved going forward, such as focus groups or developing a best practice approach that can be taken to individual colleges and units.
    - i. L. Croll-Howel added that there may be issues for staff that are not on the survey and said that she is happy to help develop shorter surveys geared towards determining what constituents would like the Employee Assembly to work on and to help focus the agenda.
    - ii. L. Croll-Howel said that she is happy to help and support in any way that she can.
  - i. K. Fitch asked when the next staff survey will be released.
    - i. L. Croll-Howel said that they are on a five year cycle.
    - ii. K. Fitch asked if it is possible to do another in two years.
    - iii. T. Payne said that we can ask but that they are trying to get the surveys on a regular cycle and that two years is not enough time to see the changes from the survey.
    - iv. U. Smith said that the Assembly can do pulse surveys on their own and that the Employee Assembly does not have to wait for the full survey.
  - j. K. Fitch said that response rate could be a concern if individuals are worried about the surveys being rackable.



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- i. T. Payne said that the surveys are anonymous and that the comments do not get shared out and are scrubbed so that no one knows what area of campus they came from.
    - k. C. Sanzone asked how specific divisions know what came from their area if there is no specific information.
      - i. T. Payne said that the specific information goes to the college and vice presidents but that no individual level data is provided.
    - l. K. Shiels asked how the aggregate data for the whole university is shared.
      - i. L. Croll-Howel said that the Employee Assembly sees the data first and then it is published.
    - m. U. Smith said that a follow up note will be sent about what the Employee Assembly should do next.
- IV. Resolution 8: In support of DACA Student and Foreign
  - a. U. Smith said that this is a reintroduction of the resolution and that whole resolution is an amendment and needs to be approved before the resolution can be considered overall.
    - i. P. Thompson said that the title of the resolution had been changed due to feedback from previous discussions and that the other major change is the November 22<sup>nd</sup> statement and added information about the travel ban and the refugee admissions program. She said that concerns are included about the employee expectations but that the resolution is overall supportive.
  - b. T. Payne asked if the resolution is voicing concerns for employees or as employees.
  - c. I. Allen said that the goal was to highlight that there are concerns amongst employees.
    - i. T. Payne said that she agrees but there is a difference between being concerned as an employee or being concerned for the job of an employee.
    - ii. P. Thompson said that we understand the sentiment in the resolution and the direction and that there are too many concerns to bullet them out. She said that the main purpose is to get the sentiment across.
  - d. K. Fitch motioned to accept and put all amendments into Resolution 8.
    - i. U. Smith said that the amendments were approved by unanimous consent.
  - e. K. Fitch motioned to accept the resolution and to vote.
    - i. U. Smith called the question on Resolution 8.
    - ii. Resolution passes 12-0-0
- V. Parking and Transportation Discussion
  - a. J. Kruser said that this is a follow up on a discussion from a couple meetings ago where there was no quorum to make decisions and wanted to bring up the issue of transportation again to talk about what actions to take as a result. He said that this is



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a topic that we should pay more attention to because of a high amount of concern amongst staff.

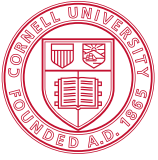
- i. J. Kruser added that parking and transportation should be discussed as a single unit and not as separate entities. He said that this more holistic.
- b. L. Johnson-Kelly said that if the university is serious about creating a parking free campus then a way for people to use a park and ride or more parking lots needs to be considered.
  - i. L. Johnson-Kelly asked how much time the average Cornell employee wastes on transportation.
- c. J. Kruser said that there is a difference between how students and staff use parking but that they are treated the same by enforcement and there is no thought on whether your parking is for the purpose of business. He said that there does not seem to be a rational way around this.
- d. K. Mahoney said that at the transportation forum the priorities from transportation seemed to be sustainable parking and not so much the interests of the staff.
- e. U. Smith said that there was also discussion on the tiers of the parking system and said that there needs to be a parking ecosystem and that the priorities of transportation and of staff are not currently aligned.
- f. K. Fitch said that we need to know how transportation administration works in terms of how they come up with their budget. He said that a lot of former parking spaces for environmental health and safety vehicles have been replaced with handicap parking. He said this is a problem because of job regulations and if you park in those spots the employer will not pay the ticket.
- g. M. Stefanski Seymour asked how much Cornell pays TCAT and what their other sources of funding are.
  - i. J. Kruser said that they have federal funding that is reapplied for each year but was not received last year.
- h. K. Shiels said another problem is parents who cannot get their child from daycare on time because they cannot navigate public transportation on campus in a timely manner.
- i. T. Grove asked if it was possible to start an ad hoc committee to work on transportation.
- j. U. Smith said that T. Grove can draft a resolution that can be presented at the next Employee Assembly meeting.

The meeting was adjourned at 1:31.

Respectfully Submitted,

Amanda Robinson

Clerk of the Assembly



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