

Cornell University
Employee Assembly

AGENDA
Employee Assembly Meeting
2017-10-04
12:15 -1:30pm
401 Physical Sciences Building

“An Active Voice for Cornell Staff”

We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or assembly@cornell.edu.

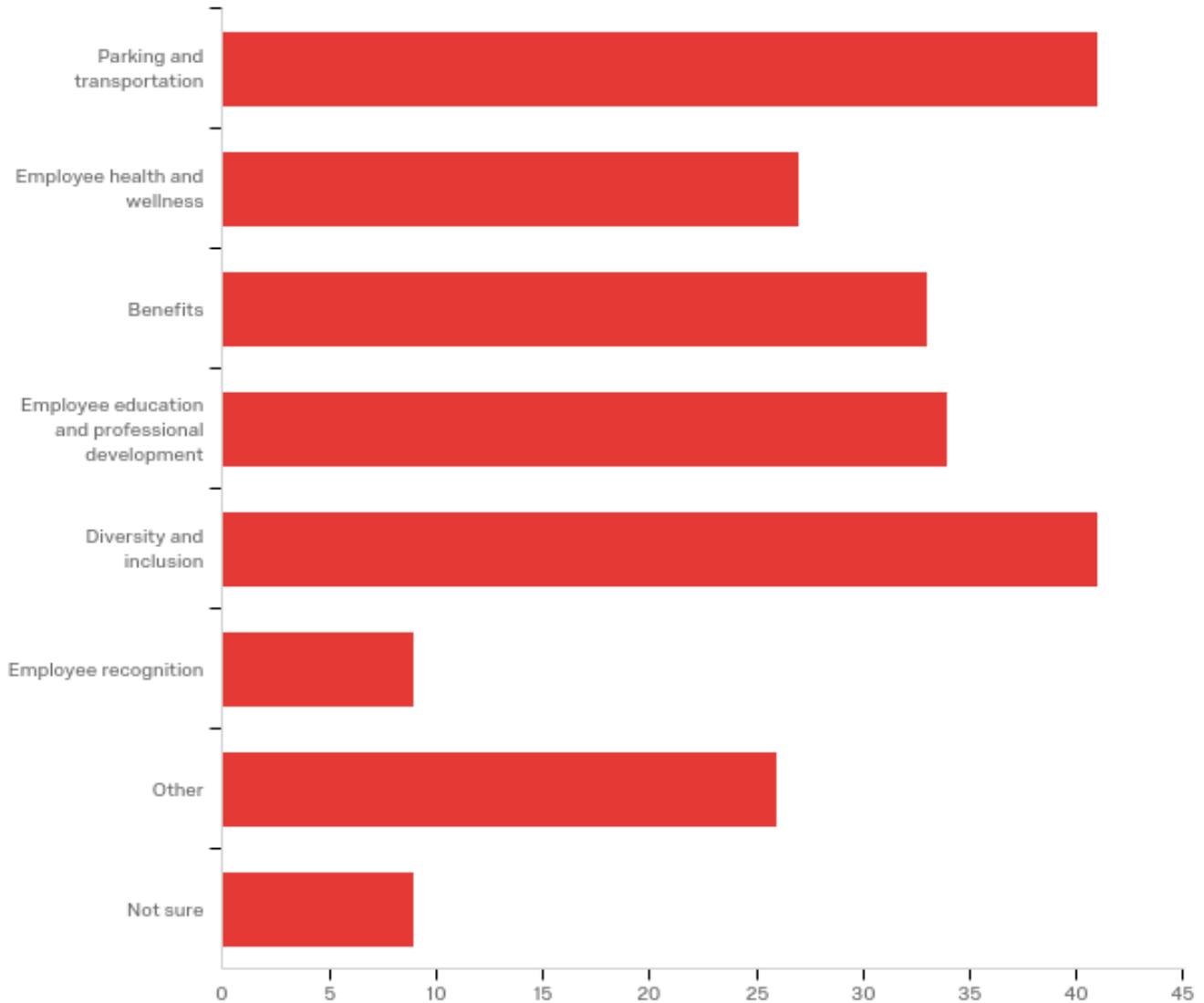
- I. Call to Order -12:15pm
- II. Call for Late Additions to the Agenda
- III. Approval of Minutes
- I. Committee Reports
 - a. Communications Committee
 - b. Employee Education & Development Committee
 - c. Employee Welfare Committee
 - d. Elections Committee
 - e. Personnel Policy Committee
 - f. Staff Recognition, Awards & Events Committee
 - g. Transportation Task Force
 - h. Employee-Elected Trustee
 - i. Retirement Engagement Advisory Committee
 - j. Executive Committee
- IV. Business of the Day
 - a. Employee Poll Results (Carrie Sanzone)
 - b. Transportation Hearing and Appeals Board Representation (Kevin Fitch)
 - c. EA R4 Approval of the 2017-2018 Operating Budget (Kevin Fitch)
 - d. EA R5 Clarification of Bylaws Section 1.9 (Dustin Darnell)
 - e. EA R6 Condemning Violence and Hate (Jeremy Kruser)
- V. Old Business
- VI. New Business
- VII. Adjournment – 1:30pm

Default Report

EA-Poll-1

September 19th 2017, 11:31 pm EDT

Q6 - What do you think the Employee Assembly's top priority should be this year?



#	Answer	%	Count
179	Parking and transportation	18.64%	41
183	Diversity and inclusion	18.64%	41
182	Employee education and professional development	15.45%	34

181	Benefits	15.00%	33
180	Employee health and wellness	12.27%	27
185	Other	11.82%	26
184	Employee recognition	4.09%	9
186	Not sure	4.09%	9
	Total	100%	220

Q6_185_TEXT - Other

Other
SIP
Advocating for a smoke-free campus
workplace atmosphere
Capital preservation and return
Employee Engagement and Belonging
Performance evaluation
Tuition Assistance for CCE employees
salary upgrades
employee morale
Communication of University Mission and the place of staff in that mission delivery
Unionizing
Career Paths
addressing the staff who are 50+ concerns of
Food options at East Hill
Childcare
expanding access to employee resources and benefits to more employees (see add'l comments)
Flexible workplace policies to support work life balance
Communication across all of campus
Making sure staff feel appreciated; not looked down upon by faculty; job security.
Columbus Day Holiday
SIP received via merit rather than across the board percent

Adjunct/part time worker assistance.

compensation

How the U is run

Q14 - Additional comments. Help us understand the issue(s) and how we can be of assistance. (OPTIONAL)

Parking and transportation

What's on your mind? Use this space to send comments and questions to your...

Everything else on the list doesn't really matter much if we can't even get to work in the first place.

Would be great if as employees we could be charged less for parking.

Specifically for employees in the Breazzano Center. The current options add up to an hour a day to commute time.

Cornell Health has extended their hours of operation, and is planning on extending them again as of Fall 2018. I pay for WE parking, and when I work the late shift (now 6pm but will probably be later) there is NO parking available when I (we) come in later than 8:30. We end up walking uphill for blocks and then at night walking down through dark, deserted areas near student dormitories or (worse!) down Stewart Ave. Buses stop running to A and B parking lots after a certain hour. One employee broke her foot last winter in the parking lot on Stewart Ave. due to poor lighting and pot holes. No one seems to care. The people making these decisions park right across from the building and leave at 4:30 or 5:00pm. I deeply regret taking this position due to the lack of good, accessible, and SAFE parking.

The parking and transportation issues are bad and getting worse as more staff members have been hired and more parking spaces are being taken up and used for other reasons.

Diversity and inclusiveness are important if it is truly about diversity and inclusiveness without taking away from some groups to give more to other groups which makes certain groups of people not feel save and included. Certain policies that are talked about or in place or by their very nature hypocritical.

Parking is ridiculous and expensive. Buses only benefit a small number of people.

One of the biggest issues facing my office on Maple Ave is the lack of parking with more permits being sold than spaces available as parking lots are further reduced by construction. No one wants to work a shift starting at 9:30am because arriving that late means not getting a parking space for the lot that you paid for or potentially a spot at all.

Recently I had a root canal. I prefer that to having to park in Collegetown, where my office is. The recent and continuing spate of putting up buildings not required to provide parking spaces for their tenants is greatly exacerbating the problem. Further, with the allowance of mobile-pay parking in the WE lot, even when paying for the closest Cornell parking there are frequently no spaces available.

The parking permits for staff who ride the bus needs to be changed. In the past, staff requested permits in December for the following year. All permits allowed were sent to the user at one time. Currently, staff must request permits in allotments three times a year. It is possible with the current system to have expired permits that are not usable and then have to wait to order more for the same year. This system does not work for all. Other staff have requested that they be allowed to order all permits at one time in order to use them as needed through out the year.

Band smoking on campus; I have to walk by too many staff outside of buildings smoking! Not good for their health or mine

Parking on campus is very expensive!!

Too many students are driving to campus - especially those who live close to campus and don't "need" to drive to school. Manly of the lots are full before 9am.

Working on campus is truly an awful experience, as we are a department that has no contact whatsoever with students, yet we have to navigate the terrible system of parking provided to employees. Making employees pay

to park on campus is an example of the lack of care and thought that goes into the parking system on campus.

On top of that, the overzealous ticket-crazy parking enforcement should not be a way to make more money on the backs of your employees.

Unless I want to pay the same \$ I had to pay working in DC to park, I have either a horrible shuttle ride or a mile walk from A-Lot. It is morale crushing.

I have been a longtime commuter to Cornell (18+ years.) When I started there were opportunities for employees to commute by buses distances over 20 miles to and from regional locations (ie, Elmira, Watkins Glen, Cortland, etc.) Sadly many of those services dwindled over the years. I am now a single parent who must have her car on campus so that she may reach her son when needed (be that an emergency or routine appointments/meetings for him.)

I fully respect and understand the enormity of the population that drives on campus, however the cost associated with coming to campus to do my job seems disproportionate. Add to it occasional parking tickets (for forgetting to display my permit) in the amount of \$75 - \$85 when the vehicle is registered with transportation office is further insulting and becomes an unfortunate expense added on top of the few hundred dollars I pay for the privilege to give this university 40-60 hours of my time each week.

I am not asking for free parking, however I strongly encourage a review of the annual parking fees and bloody tickets!!

We pay too much for parking in a lot where a significant number of the parking spaces go unused. Because of our location off campus, we do not realistically have the option of parking in A lot and taking the bus to the office, as this would add at least 30 minutes, if not more, onto our commute each way every day. In addition, there is a training room in our building (EHOB) and often times there are many oversized vehicles (delivery/work vans and pickup trucks) taking up all the prime spots close to the building. Due to the size of these vehicles, it makes it difficult to park next to them without throwing off the parking spots into the rest of the row. Why aren't over-sized vehicles required to park in the spaces in the perimeter of the lot?

The cost of parking, especially in the outer lots is just a money grab from the university to continue a funded model for the IPP group.

The other area to review is the lack of real pay increases since 2008. We are approaching stagnate to decreasing salaries for the past 10 years. Meanwhile the C level (top execs) and VPs have expanded and have seen an increase due to outside recruiting. While dedicated staff have had workloads and stress increase without compensation.

Transportation and Rent

1/ Better and more public transportation to Lansing and other poorly served neighborhood.

2/ Cheaper Transportation to NYC

3/ Concrete action to decrease the price of rent (too high for what it is). De-congest Collegetown and Cayuga Heights (with better transportation for example)

As a long term employee I have seen an increase in the amount of traffic to and from campus and off-campus office locations. My daily commute has increased because of the time it takes to get down the hill to route 13. I do not know why some park and ride lots cannot be created so that employees could take a shuttle bus to alleviate the traffic. My belief is that since a parking permit would no longer be needed there is a financial reason for the lots to not be created because transportation would lose money.

Assigned parking availability/costs of faculty parking passes.

transportation from the outlying areas in to campus would be a great topic. There are many of us who used to have access to busing but no longer do and it would be great to get something back in place.

Significantly reduce the cost of employee parking, I work for a living and do not benefit from Ithaca socialism. Let the students pay for parking, their daddies have to be wealthy for them to come here.

Parking and busing options for employees have a significant impact on their day-to-day work, and it is the employees who make the least - and therefore are most economically vulnerable and dependent on their work -

who suffer the most.

While parking is always sufficient in A-Lot, there are two major issues with it. The first is that the buses cannot be relied upon to be on time. My experience was always that the bus drivers do a wonderful job, and do their absolute best to stick to the schedule, but this is not always possible due to a variety of reasons. Parking in A-Lot meant that you had to be at the bus stop 20 minutes before you wanted to catch your bus, and even then, I still was late to work once in awhile. That's 40 minutes of unpaid time every day just to get to your car and back, and even then you could not be sure you would be on time to work.

Of course, this all assumes that you can even catch the bus back to A-Lot on time. During the busiest hours, sometimes the scheduled bus would be full and drive by the stop, meaning you had to wait not just for the bus you planned to catch, but the bus after that. This could add even an additional 10-15 minutes, meaning at this point an employee would spend an hour of unpaid time per day just waiting to get to or from their car in a worst case scenario.

To be fair, worst case scenarios did not happen very often - but they did happen.

The second major issue was that the bus stops themselves are entirely insufficient to accommodate long waits. Especially in winter, there is little to no protection from the wind even in the shelter. The shelters are cluster in central areas of campus, meaning that if you were coming from an outer building, there were long walks to get there (which, in my case, added an addition 8 minutes or so of time to my day to and from the bus stop). There is no lighting at the bus stops on campus, although there are lights in the shelter on A Lot.

All of this adds up to what can be a very significant, time consuming, and uncomfortable effort for employees just to get to work - and it's all taken from their "personal" time, not counted as paid work time.

To avoid this, employees have no choice but to purchase parking - but this too can end up being very significant, particularly for hourly employees who may not make very much.

It is a difficult situation for employees to face. How many hourly employees are there on campus that rely on the bus system to get to and from work?

Considering that Cornell is "committed to offering and encouraging alternatives to the single-occupant vehicle, while supporting sustainability initiatives for the campus" - a quote from the front page of parking and transportation - the difficulty of taking advantage of those alternatives is a real detriment to that goal. And, I can't stress this enough - it is overwhelmingly the employees who cannot afford the additional cost of paying for parking who are shouldering the burden of those difficulties.

Employee health and wellness

What's on your mind? Use this space to send comments and questions to your...

I continue to be concerned about morale and colleague sense of worth and value in their positions. While I'm fortunate to have moved into a new work area and have a strong team and work environment, with changes in leadership and structure, some long serving employees have lost faith and trust in leadership. While singular complaints against management should be considered seriously, managers with multiple complaints should be considered even more strongly. When patterns emerge, they can be indicative of serious management issues that can distract from optimal work performance.

Employee health and wellness should be proactively encouraged by supervisors

Alot of the areas of the hospital are understaffed- with that comes additional stress to the employees. It is important that those working are able to take breaks, in a break area, where they can recharge to come back to work. Also initiatives to help employees learn how to better balance work and life outside of the hospital would be helpful. When people are stressed they don't always handle it in a healthy manner, often turning to food or other unhealthy means for comfort and relaxation. It would be nice to have some sort of health and wellness initiative to encourage employees to take care of themselves to be able to better serve the patients.

Although Cornell has many excellent recreational facilities, the campus is too large and spread out for most employees to conveniently access them during break times for quick exercise. I propose that in buildings with sufficient employee demand, a particular room be set aside for yoga, stretching, and other forms of light exercise.

Diversity and Inclusion, and parking and transportation (Forest Home Drive reopening!) are also important.

I feel that Human Resources often lets staff employees down. When my colleagues and I have experienced conflicts in the work place (particularly in regard to mistreatment by folks in positions higher than them), Human Resources has encouraged us to reach out to counseling but hasn't offered conflict resolution options. Just because a faculty member is tenured, for example, doesn't mean that they're allowed to abuse staff employees. But Human Resources acts as if they have no power to intervene. I've had heads of Human Resources acknowledge that faculty directors are abusive, and then suggest ways for ME to manage the situation. If that's considered support, that's ridiculous. Staff have no power. I think this is a bigger problem than is acknowledged on campus.

Work-life balance is still an issue in many areas where leaders aren't quite willing to let employees work remotely. Productivity (at least for me) is high when I don't have to sit in a confined area with bad air handling, noise, and interruptions. And why should a person need to live more than a certain number of miles away or have children to qualify? I think mindsets are changing, but there's still work to be done in this area.

I think health and wellness encapsulates a few of the top issues I would like to see. Diversity and inclusion was high on my list as well due to the current political climate. I think you would easily be able to tie in some information/work on benefits, professional development, recognition, by using health and wellness as a main theme.

Thanks!

Employee health and wellness is very important for us to be able to do a good job. All employees should be encouraged to take release time during work hours to work out or to take a fitness class. It is very important for our physical and mental health and we will be more productive employees. Some units are more flexible with this and some do not make their employees feel like they can take any time off for themselves. This would also help reduce stress and work burnout.

I'm not sure if this counts as "wellness" per se, but the fitness center hours on campus do not consider staff at all. Having come from Brown University, which has a robust Wellness program, I have found the fitness center facilities to be very frustrating. Several facilities open at 7am which, for those of us that work at 8am, does not leave adequate time to exercise, shower, and make it to the office on time. Having to pay to park to use a gym after 7:30am which, combined with the fees I already pay to park at my office, seems ludicrous, too. Additionally, the only facility open before 7:00am is the prehistoric Helen Newman. I have the insurance plan that covers my Wellness fees and, because the facility hours are so bad, I actually ended up joining the gym at East Hill Plaza. If wellness is truly a priority I think facility concerns for staff should be addressed.

1. A key component of employee health and wellness should be focusing on work-life balance for all employees (exempt and non-exempt). It is understandable for there to be peak seasons where employees may need to dedicate overtime; however, it should not be a year-round, or majority of year requirement. Full-time staff job descriptions typically reflect either 39 or 40 hours per week; however, many staff members routinely contribute well above this.

2. Another critical area that affects employee health and wellness is organizational culture. While there are some truly wonderful units across campus, there are also several with high turnover due to abusive supervision, poor management, unethical behaviors, or other problems that are not being effectively managed. When a single position turns over twice or more in one year, or shows a pattern of high turnover, there should be investigations into the causes and corrective action taken.

Benefits

What's on your mind? Use this space to send comments and questions to your...

As a new employee, I found the health insurance a bit difficult to navigate, which may be more of an Aetna issue in terms of interfacing with doctors. When searching for doctors in the plan, it appears there are plentiful local providers that are accepting new patients, but when you call to make appointments, they say they are not actually accepting new patients.

Cornell's dental insurance is sub-optimal, to put it gently. The in-network dentists aren't the best, and going out-of-network reduces benefits substantially.

Cornell really needs a Roth 403(b) option.

It seems like everything is going up in cost including tuition. Yet the Cornell Employee Salary ranges do not. They barely keep up with the rate of inflation. How can we change this?

Equal leave time for all employees regardless of years spent working at Cornell.

Many employees would love the opportunity to have an optical insurance option

I think a lot of Cornell's benefits are unknown to employees.

University needs to better prepare endowed employees to save for retirement

I have written to the EA individually but I think the parental leave policy should be reviewed. For being at the forefront of research and education the University is behind in providing progressive leave for its employees.

Providers available through the dental and vision insurance plan (endowed units/colleges) are not sufficient.

With health insurance rates increasing annually, it negates any annual pay increase. Health insurance rates need to flatten out, no more increases unless the rate of pay is made to include that and still provide more so the employee actually gains in take home pay. The alphabet pay grades and salary get substantially greater annual pay increases and can see an actual increase in take home pay. This isn't true for the lower pay scale workers. An annual salary raise is not a raise, unless the employee is actually receiving more money in their paycheck. Instead, the pay increase goes to pay higher insurance rates, thus, no pay rate increase is benefitted the employee.

By selecting Benefits I mean one in particular. Health Care Insurance and keeping it affordable on both ends for retirees and current active employees.

Maternity leave should be paid.

In my department, it seems like there is a big effort to push teaching onto grad students and also adjunct staff, who are then prevented from receiving benefits. It would be nice to come together as a university to push for more benefits for adjunct faculty. In my department, some of us teach more than, or as much as, full professors, yet we receive a fraction of the salary. In my case, I have been requested to do duties assigned to the full professor

who oversees me, but have received no additional compensation.

I've recently learned of the horrendous maternity leave policy for staff. 4 weeks at half-pay is grossly inadequate and does not reflect who Cornell really is as an employer. The benefits for staff are excellent in almost every other way, but this is one place where it more than falls short. In a current working world where companies are overhauling their family leave policies, offering mothers and fathers full pay for two or more months or even better, Cornell is not keeping up. How can Cornell abandon their staff like this, offering only half-pay at a time when a full income is of the utmost importance? Also, we need adequate time for recovery from childbirth and bonding with baby without the added stress of a reduced income / financial instability.

Also, as a regional employee, I cannot take advantage of getting an advanced degree, part-time, at Cornell for a significant reduced cost. The tuition aid for non-Cornell master's programs is hardly equal or enticing. Is there a way to bring more equity into this program for non-Ithaca based staff?

The prescription plan is HORRIBLE! Kicked me off a med I had been taking for 13 years through 4 (I think) different plans previously. Gave me a prescription for an injectable medication but denied the needles!

cost to cover domestic partner

Employee education and professional development

What's on your mind? Use this space to send comments and questions to your...

Educating the community about the benefits of the Employee Degree Program. Most importantly, educating supervisors that this benefit will improve their colleagues performance and their office as a whole.

Through many discussions this year with my Division, we have come to realize that employee professional development opportunities at Cornell do exist, but they are limited, not well advertised, and sometimes not in the best format for continued learning. Professional development is a huge priority to the incoming workforce, so I believe making it a priority at Cornell will help attract and retain a great workforce.

I believe that there are many things that should be of importance this year. Employee education and development is a main one. it seems to me that often, management wants you to only have the minimum required training for the job and nothing more. Myself and my co workers are constantly using out own vacation and personal time for trainings that benefit not only us personally, but the university by making us better at our jobs. As an emergency responder at the university, you would think they would want us to be the most trained personnel we could be, so we could handle the many emergencies that we are expected to, and not just the minimums.

Help staff find ways to connect across campus and understand what others do and how we can be resources for one another. Create/promote ways for staff-to-staff collaborations and support. Women and diverse staff are not visible enough in leadership positions. Could EA help create a more formal mentoring network? I'm aware of this happens on a casual basis (AAD seems to be good at it) for employees when the university/division/dept wants to invest in his/her advancement. But a way for others to connect with those who'd like to mentor others would be great. We promote large our alumni and students networks, but staff also belong to a huge network.

I want to take advantage of one of the perks of our employment-- continued education through Cornell classes. But I find it incredibly difficult to request and schedule this time off because staff members are offered the lowest priority in course enrollment, and I often don't know if I can get into a course until the semester has begun. Additionally, staff are also required to do a tedious paper form. There must be an easier way! Please make the process simpler for staff to continue their professional development!

This would be YUUUGE! I'd love more education through work. Thank you for asking.

Promote a more even, and thus more fair, culture and practice across campus in support of professional development for staff.

For me, it's a tie between "employee education and professional development" alongside "diversity and

inclusion"!

Build connection between university knowledge with front line workers(not just supervisor or ones in leadership) in the extension office.

There is so much information and research at Cornell but do we know how to locate it or even what is the research to do a search!

Emphasis on, and time and money available for employee professional development, seem to be highly dependent on the unit where they work. How can these be more fairly distributed? What online options are available?

Would be nice if there was a way to get tuition reimbursement or stipend to take courses.

Diversity and inclusion

What's on your mind? Use this space to send comments and questions to your...

Work/life balance is way off the scale. Seventy-plus hour weeks are routine. There has to be something that can be done. Diversity and inclusion are sorely needed, and the top priority, but I'd love to see some attention spent as well on this issue. I know of many colleagues who left Cornell or left career paths in which they were being highly productive because the workload was simply impossible. I've seen nothing change in response. New people just come in, and the burn-out cycle restarts.

Employee education and professional development around issues of diversity and inclusion would be terrific.

I was torn between choosing the option of Employee Education & Professional Development and Diversity & Inclusion. I think Employees need the opportunity to grow, and see a future for themselves at the University. By empowering employees to see a path, if they want one, to develop further, I think this leads to employees feeling more vested in the careers here at the University and more vested in the University as a whole.

However, due to the existing political and social climate I think it is more important to promote diversity and inclusion. The University faculty, staff and student body represent a diverse group of people. There are many difficult conversations to be had, and a lot of support to be given to a vast group of staff members at the University. I think diversity and inclusion needs to be a part of employee education. I think the President has begun addressing some issues of inclusion but it is still alarming when you see students act a certain way towards the Latino community (<http://cornellsun.com/2017/09/07/fraternity-member-allegedly-chants-build-a-wall-near-latino-living-center/>), and the path towards repercussions and responsibility is still unclear; it really makes a person wonder, what actions are being made to truly address diversity and inclusion. Because words are great, but without true action and measured response, it doesn't seem as if the words have any real meaning.

I would like to see diversity and inclusion as the top priority; I'd also like to see that effort include actionable items or opportunities for university staff.

It would be helpful if the assembly did more to promote why Cornell is a great place to work instead of complaining about changes.

At times it feels like the employee assembly members have their own issues to grind with the university and those become the voice of the assembly. The reality is that most staff are happy working at the university and understand that many units are not able to afford more than they already are doing for staff.

I also think the entire employee performance review process needs a good looking at. Everyone mutters about it, and quite honestly I have always had reservations to its value. I asked my supervisor why my overall rating had dropped this year (from a 4 to a 3) when she has told me consistently that my performance remains consistent from year to year (has not declined in any way). Her response was that "HR told her she was giving too many 4's" - what is the point of having a rating system if you may not receive better than a 3 - doing your job. It makes me

want to do the bare bones, rather than trying to always do better.

We need more opportunities to learn and discuss issues related to d&i, regular conversations/group meetings/reading group/something to keep the conversation going. These one-off trainings here and there with no follow up don't really help anything - they don't help people understand each other on a deeper level and they don't really help people feel included.

My sense is that a number of current EA members are out to promote their own needs and agendas and not that of the vast majority of staff. Also, I urge members to share stories with integrity. I have heard the same story about someone not getting maternity leave with no data to back it up a few times. This, and people pushing their own agendas, leads people to question the integrity of EA members.

In particular, ageism and sexism (which in turn relates to professional development.) This issue needs to be explored in a more granular way, by field etc. An example: A colleague (female, over 50) just shared that her hours had been reduced to 60% time. She then showed us a blog post authored by her manager. He posted on a public blog that he was so excited about developing a fresh, "young" staff. Statistically speaking, this woman will not easily find another full-time job. We pay a lot of lip service to diversity, but we completely ignore open bias directed at older workers, especially women.

I can walk the halls of my workplace and hear individuals say negative things about individuals who belong to certain minority groups. This happens out in the open, and in front of management, and I believe Cornell should take a bigger, bolder step in the direction of teaching staff members how to respect everyone, regardless of how they may differ from yourself.

I'd like to see the EA help the university actually put its ideas of employee support and inclusion of all types of diversity into action - like hiring people with educational diversity (many positions should not REQUIRE degrees when real world experience is more than enough to prepare people for the job), actually being understanding of employees who need to take additional time off for mental health needs, etc. I'm excited to see what Ulysses will do in this role!

Promote dialogue -- lots of forums for dialogue across differences

Employee recognition

What's on your mind? Use this space to send comments and questions to your...

Parking and transportation are top pain areas but I am not optimistic on any success.

Employee recognition in my department is limited. Exceptional employees are honored at a yearly gathering, people are awarded with years of service certificates, and individuals may be honored with merit pay or a bonus.

What would be helpful would be some kind of smaller honor/recognition. Money for things like an employee coffee break, or a team ice cream celebration. A pack of 'thank you' cards sent to managers for them to use with their employees. A certificate or gift card for going above and beyond, or a little Cornell keychain or something for those who've completed a big project successfully.

Most people never reach the level of 'exceptional' employee to receive one of those big awards, but pretty much everyone has had a time or two when they have really done something amazing that can (and should) be celebrated. Our department struggles to get nominees for the big award... something smaller might be easier, and spread the love out a little bit more for all those whose biggest accomplishment might just be having a smile on their face through the toughest departmental crunch!

Staff are under recognized by supervisors, faculty, and upper management as a valuable part of Cornell and its mission.

Need more hours to do my job...

Other

What's on your mind? Use this space to send comments and questions to your...

getting pay increases below inflation for too many years

The Cornell Investment office should be dissolved and the University endowment should be placed into a passive index fund. Our returns consistently underperform in the hands our investment office. This affects all staff as we continue to suffer cutbacks and it undercuts our position as a top-tier university.

With regard to employee engagement and belonging, this includes ALL staff regardless of job title or college/unit. Perhaps an employee reading project: Brene Brown's "Braving the Wilderness." Belonging should not equal fitting in necessarily, but celebrating all of our individual-ness. Let's celebrate all of our diversity and how we contribute to the whole that is Cornell. Thank you for listening. We can still be individuals but but belong to a greater good.

I feel the performance evaluation system should be rethought or eliminated completely. Approaches to performance evaluation vary significantly across the university, within the colleges and schools and even among different units. It's inefficient, cumbersome and differentially applied. As an organization there are many better ways to do evaluation. I'd get rid of this altogether.

I find it comical that we, as CCE employees, aren't eligible for a lot of the same benefits as Cornell University employees, namely, tuition assistance. I recently started college again and I am not eligible for TAP or Pell grants or the Excelsior Scholarship. My only option is student loans. It's not fair that because I work for CCE that I'm not eligible for tuition assistance. Why are we treated differently?

I'm requesting that Cornell review its wages in light of Ithaca's high housing costs.

I've given up that Cornell will improve the convenience or decrease the cost of parking on Campus.

I am not sure where the focus should be but staff morale is low. The employee recognition process is wretched. It only works if someone nominates you. I know lots of people who are going above and beyond for the university but are never given recognition. I see the faces at Slope Day, Dragon Day, commencement, convocation, inauguration and so on. I give a lot back to the university but have never been thanked. I know there are many out there in the same position.

Employees do not have enough control over their career trajectories. Although there may be a need for skillsets and responsibilities in a particular area/department other than the current position occupied by an employee, that employee should not be forced to make a department change or move without their consultation and input and agreement in partnership with management.

The university's leadership has made it clear that they are focusing their resources and energies on recruiting and retaining millennials within the workforce.

What we don't hear the university leadership say is that they continue to value and respect the contributions made by the older workers.

Since the great recession, Cornell staff have been the target of all the payroll reductions. All efficiency and streamlining efforts seem to have the singular goal of reducing administrative staff head count in order to redirect scarce resources toward academic priorities. If this is going to continue to be the goal, than the university administration should be more honest about this and discontinue the appearance of being duplicitous. If we have to reduce the size of the staff, then let's identify specific departments, invest in new technologies that allow this work to be done with fewer people or be honest about the fact that this work isn't valuable enough to continue to do it. If this is not the case, then please change the tenor and tone of the conversation to begin describing the administrative staff of Cornell as valuable partners in the mission of this great institution.

I would like to see the Employee Assembly engage more with the Cornell Child Care Center. The center has

improved significantly since it was originally opened but in recent years seems to have suffered from a lack of leadership and poor communication with Cornell via the HR representative.

For example the center currently has a very long waiting list which has impacted many searches across campus. Every year job offers are made to candidates who fly out to Ithaca and find they can't get into the Cornell Child Care Center for over a year which means they are unable to accept the job offer. This disproportionately affects women and undercuts some of the efforts on campus to increase diversity among faculty. Ultimately the center may need to be expanded but I believe over time the improvements would be financially worthwhile and make Cornell a more attractive employer.

Cornell is consistently rated as one of the best employers and the benefits available are EXCELLENT. However, employees in places like the Baker Institute, Quality Milk Production, and the Animal Hospitals many times have much less access to the benefits and events that help make Cornell such a great place to work, such as Wellness programs, Benefits Fairs, and other seminars and events.

I believe Cornell needs to support flexible work schedules, including remote work in winter. This reduces employee stress, our carbon footprint, and wasted commuting time.

When changes occur, such as name changes or persons of decision making capability change, there is little to no communication across divisions/units. This is a very siloed environment, where you know little beyond what your division or unit is doing. The pawprint and chronicle do not help with a sense of community outside of your division/unit.

Since the academic calendar is not going to change away from Memorial Day weekend, it would be nice to have another holiday - maybe Columbus Day since students are off for Fall Break or President's Day as that typically coincides with winter breaks for a lot of the local school districts. Just a thought - hard to plan time off around Memorial Day when you need to work graduation weekend. Just a thought.

If you are an employee that works hard all year, attends trainings, etc. and are only given an "across the board increase", it doesn't acknowledge the above and beyond you do for your college/department/section. When the increase is the same as someone who just meets the minimum scale it makes it less of an incentive to go above and beyond your required work duties. It would be nice to see merit increases awarded for SIP.

Full time employees are eligible for a variety of benefits - beyond health insurance, retirement. Is there any way part time and adjunct faculty might get some of the benefits - such as the ability to take classes at the University without charge, gym use, and other non-financial benefits? We are the employees who (in general) can least afford to pay for these extra services. We also aren't eligible to apply for any of the grants through the schools (arts grants and so forth)

"compensation" to encompass appropriate staff recognition for all we do, and compensation in many ways: awards, pay, holidays, benefits, parking/transportation. We have "streamlined" a lot, and it would be nice to receive something back more concretely from the university in acknowledgement.

Employees are getting screwed coming and going, two factor log in that only affects staff. Changing benefits, time tracking, back inclement weather rules. The universities general head in the sand approach to the legal and moral issues that our "precious" faculty cause. More resources and policies being dictated by a handful of people and the Tech Campus. Cornell is broken

Not sure

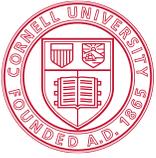
What's on your mind? Use this space to send comments and questions to your...

I was just hired in June 2017 as a temp. part-time. I was hired in time to attend staff development day, where I met and spoke briefly with a representative from EA. As a new employee, the entire experience was extremely helpful to me navigating my new work environment. I appreciated that an organization such as EA is part of the

Cornell fabric.

Be a reasonable and responsible vehicle to raise campus concerns and advocate for true employee issues, not those that are individual (often times member specific).

It's not really clear what Employee Assembly does.



EA R4: Approval of the 2017-2018 Operating Budget

Abstract: This is the Operating Budget for the EA 2017-2018 legislative session.

Sponsored by: Kevin Fitch, Vice Chair for Operations, Employee Assembly

Reviewed by: Executive Committee, 08/29/2017

Whereas, Article IV, Section 1 of the Charter of the Employee Assembly grants the Assembly “authority and control over its own policies, operations, and maintenance”; and

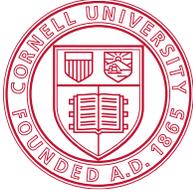
Whereas, The Employee Assembly Vice Chair for Operations and Finance is charged with the responsibility of maintaining and updating the Employee Assembly’s Operating Budget each legislative session; and

Be it therefore resolved, the Employee Assembly approves and adopts the Operating Budget for the 2017-2018 legislative session attached as an appendix to this resolution.

Adopted by Vote of the Assembly (_ - _ -), _____, 2017.

Respectfully Submitted,

Kevin Fitch, *Vice Chair for Operations and Health & Safety Representative*



Cornell University Employee Assembly

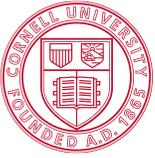
Operating Budget

FY 2018

Income Categories

Beginning Balance FY 2018	\$0.00
Transfer from University Relations	\$9,650.00
TOTAL Income	\$9,650.00

Expense Categories	2017-2018 Budget
10000 Administrative (food for meetings)	\$3,000.00
10001 Executive	\$100.00
10002 Communications	\$500.00
10003 Internal Operations	\$100.00
10006 Elections	\$600.00
20001 Personnel Policy	\$100.00
20002 Education	\$100.00
20003 Staff Recognition and Awards	\$2,200.00
30001 President's Address to Staff	\$2,500.00
30002 CARE Fund	\$450.00
TOTAL Expenses	\$9,650.00



EA R5: Clarification of Section 1.9 in the Bylaws

Abstract: This resolution clarifies voting in the EA Bylaws Section 1.9

Sponsored by: Dustin Darnell, *Infrastructure, Properties & Planning Representative*; Kevin Fitch, *Health & Safety Representative* and Pilar Thompson, *International Representative*

Reviewed by: Executive Committee, 09/06/2017

Whereas, existing Employee Assembly Bylaws Section 1.9 currently states:

Section 1.9: Voting

A. The Chair may count any proxy vote that is received before the question to which it pertains is called. Votes submitted by proxy do not count towards quorum.

B. Voting may be conducting by electronic means at the discretion of the Chair.

Be it therefore resolved, the Assembly adopts the following changes in order to clarify the voting process for better efficiency of the Assembly:

Section 1.9: Voting

A. Collected/Recorded votes must be equal to or greater than quorum for the resolution to carry.

B. The Assembly only recognizes 'Yes' or 'No' votes towards quorum.

C. Abstaining votes will not be counted towards quorum.

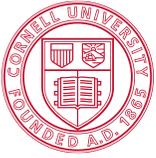
Adopted by Vote of the Assembly _-_-_, _____, **2017.**

Respectfully Submitted,

Dustin Darnell, *Elections Committee Chair and Infrastructure Properties & Planning Representative*

Kevin Fitch, *Vice Chair for Operations and Health & Safety Representative*

Pilar Thompson, *Parliamentarian and International Representative At-Large*



EA R6: Condemning Violence and Hate

Abstract: In response to recent cases of violence and discrimination on campus, the EA makes this statement in opposition.

Sponsored by: Jeramy Kruser, Executive Vice Chair, Research, Tech Transfer & Information Technology Representative

Reviewed by: Executive Committee, 09/18/2017

Whereas, over the past year there has been an increase in hate-based incidents reported on college campuses across the country; and

Whereas, the data collected by Cornell's Department of Inclusion and Workforce Diversity shows that Cornell has experienced a similarly steep increase in reports of bias; and

Whereas, on September 6, 2017 students from Zeta Psi, a Cornell University fraternity, shouted "build a wall" and "let's build a wall around the LLC" at the Latino Living Center; and

Whereas, on September 15, 2017 students from the Chi Chapter of Psi Upsilon, a fraternity no longer affiliated with Cornell University, allegedly used racial slurs against a Black Cornell student and violently assaulted him; and

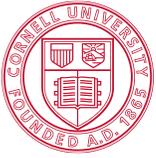
Whereas, later that same day on September 15, 2017, two or more Cornell students were captured on video using racial slurs against another student; and

Whereas, Policy 6.4 states that "Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members"; and

Whereas, it is a violation of the Campus Code of Conduct to "harass another person...by acting toward that person in a manner that is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech;" and

Whereas, it is a violation of the Campus Code of Conduct to "assault or cause any physical injury to another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual orientation or affectional preference;" and

Whereas, pursuant to New York State Penal Law Article 485, hate crimes "do more than threaten the safety and welfare of all citizens" because they "inflict on victims incalculable physical and emotional damage and tear at the very fabric of free society," "send a powerful message of intolerance and discrimination," and "disrupt entire communities and vitiate the civility that is essential to healthy democratic processes;" and



Cornell University Employee Assembly

41 **Whereas**, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell
42 community, prevent the fulfillment of Cornell’s motto “I would found an institution where any
43 person can find instruction in any study,” and

44
45 **Whereas**, these acts are contrary to all that we, the representative employees of Cornell, stand for;
46 and

47
48 **Whereas**, these recent events place the onus on Cornell University to establish and justify its
49 members’ trust in our community.

50
51 **Be it therefore resolved**, the Cornell Employee Assembly unequivocally condemns these and other
52 violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical
53 safety and the right to express themselves with the expectation of mutual respect from their peers and
54 colleagues; and

55
56 **Be it further resolved**, the administration will:

- 57 • review funding and staffing for the various resource centers, including support services for
58 staff and faculty of varying identities to ensure that they meet the increasing needs of our
59 community; and
- 60 • seek to include staff, in a meaningful way, in strategic diversity and inclusion planning
61 efforts across the university; and
- 62 • consider the creation of a central office focused on institutional equity and the hiring of an
63 executive to oversee initiatives for all populations; and
- 64 • define the roles of the University Diversity Officers, and more thorough accountability
65 measures for progress on initiatives under Cornell’s framework; and

66
67 **Be it finally resolved**, the administration and the University Assembly will consider revisions to the
68 Code of Conduct and Policy 6.4 that reduce the standard of evidence for bias-related/hate crimes to
69 be the same as the standard of evidence for sex/gender discrimination.

70
71 **Adopted by Vote of the Assembly** (_-_-), _____, 2017,

72
73 **Respectfully Submitted,**

74
75 Jeramy Kruser, *Executive Vice Chair and Research, Tech Transfer & Information Technology Representative*