Cornell Employee Assembly
Minutes of the December 7, 2016 Meeting
12:15 PM – 1:30 PM
401, Plant Sciences

I.   Call to Order
   a. U. Smith called the meeting to order at 12:17
   b. *Members Present:* I. Allen, L. Majani, K. Fitch, P. Thompson, K. Mahoney, S. Wilcox, T. Shapiro, U. Smith, BJ. Siasoco, J. Kruser, B. Ayanfodun, C. Sanzone, T. Grove, L. Johnson-Kelly, M. Stefanski Seymour, M. Carcella, K. Shiels
   c. *Members Absent:* H. Hall, S. Vaccaro, B. Nicholson, T. Payne, R. Morris, A. Darko
   d. *Also Present:* B. Murphy, G. Giambattista, A. Robinson
II. Approval of Minutes from November 16, 2016
   a. Minutes were approved by unanimous consent.
III. Committee Reports
   a. Academic Calendar Report
       i.   I. Allen said that two forums were held, one on central campus and one off campus. There were 26 employees at the first meeting and 40 employees at the second one, from various areas across campus.
       ii. I. Allen said overall the two meeting went very well and that a good group of employees attended.
       iii. G. Giambattista said that the committee met on December 6th and that there have been over 800 comments online so far. She encouraged everyone to take a look and encourage their constituents to do the same as changed will impact the staff in a profound way.
   b. University Assembly Report
       i.   J. Kruser said that the University Assembly is working on updating internal documents and that the Assembly passed support for the Ithaca Plan.
       ii. J. Kruser said that there was introduction of support of making Cornell a sanctuary campus.
   c. Report for the Chair
       i.   Provost Kotlikoff will attend next Employee Assembly meeting to discuss the housing master plan, including building additional housing.
IV. Resolution IV: Commitment to Web Accessibility
   a. J. Kruser said that purpose of this resolution is to set a starting place for Cornell University to begin working towards a more accessible web presence.
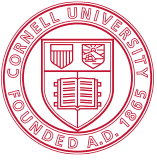
b. J. Kruser said that he has been meeting with groups across campus, has found that in general the websites are initially in line with standards but there is no follow up to ensure that they stay that way.

c. J. Kruser said that he wanted to address concern about staffing and available resources to support this Resolution, said that it is designed the way that it is to only address new sites as they are created as well as legacy sites when they are being redesigned.

d. K. Fitch said that in environmental health and safety, they do online trainings and some of the requirements of 508 cannot be done. He asked for clarification if the resolution is striving to meet the requirements or saying that we will do it.

    i. J. Kruser said that this is a good question and highlights a misunderstanding about the objective. J. Kruser said that there may be technical ways to resolve roadblocks and also that the resolution does not say that websites must be perfectly accountable at all times, but the maximum possible at all times.

e. BJ. Siasoco read lines 15-18 from the amendments to Resolution IV.

    i. U. Smith motions to amend, seconded by K. Fitch.

    ii. Motion to vote by BJ. Siasoco.

    iii. Vote passes with unanimous consent.

f. BJ. Siasoco read lines 8-10 with edits.

    i. Vote passes with unanimous consent.

g. BJ. Siasoco read lines 46-56.

    i. K. Fitch asks if August 2017 is a date that can be realistically reached.

        1. J. Kruser said he thinks it can be.

        2. BJ. Siasoco said that he likes the date because it's a point of update.

        3. C. Sanzone said that its good to have a point to highlight transition but reminded that University Relations, CIT and Human Resources cannot enact a policy on their own as it has to have an impact statement, be reviewed and go towards a committee.

        4. U. Smith said it's not necessary to put committees into the resolution and that we are the executive sponsors of the policy, not necessarily the ones that will write the policy. The policy will by default go through the policy process, it does not need to be spelled out in the resolution.

        5. J. Kruser said that he has a template from the University of Colorado to work with.

        6. C. Sanzone clarified that she is in support of the resolution but also said that there is support that has to come around the policy and that
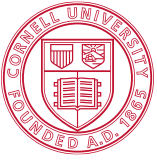
there is a difference of opinion in the amount of support needed to support this policy.

7. T. Grove said that on the policy piece there are too many policies and that the number of policies is trying to be reduced. T. Grove asked about the notion of policy versus a standard.

8. J. Kruser said that he would like to remind everyone that this resolution is about discrimination and that it will take work and effort from everyone but that the resolution has been written in an attempt to reduce this to the minimum. However, as a university we have made a clear statement that we are open to everyone and we want to make our services available to everyone and that this needs to be done in order to make that statement true.

9. T. Shapiro said that policy sometimes has more hoops to jump through.

10. J. Kruser said that he is putting a lot of this work on himself as he is the administrator for about 20 websites on campus and a lot of the actual implementation falls a lot on him but without a policy in place he does not have leverage to implement the changes.

11. J. Kruser said that when the university sets a policy, it strives to meet as close to 100% on these standards and that this resolution allows us to start somewhere and start progressing in the right direction.

12. C. Sanzone said that this is worth doing and that to make it successful and powerful the resolution needs to be beefed up where we could acknowledge that there are additional resources needed to make this a success, such as establishing an office of web accessibility.
    a. C. Sanzone said that J. Kruser has done a great job but that we need someone going forward whose sole job is web accessibility on this campus because there is an important human component to making an accessible website.
    b. J. Kruser said that all of this has come up before and does not think it is necessary for this resolution because he intends to bring forward more resolutions. He wants this resolution to get a foot in the door and use it as a starting point to continue to build off of.

13. BJ. Siasoco called the amendment to question.
    a. K. Fitch dissented.
    b. U. Smith called for a vote on the amendment.
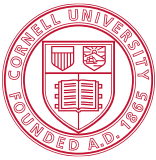
          i.   Vote passes 13-2-2

    c.   U. Smith asked if there is dissent to approving the amendment by unanimous consent.

          i.   There is dissent.

          ii.   Placard vote: 10-3-2

  h.   BJ. Siasoco reads lines 58-end of resolution.

        i.   U. Smith called the question to the amendment.

        ii.   Vote passes 14-0-0.

  i.   U. Smith said that the Employee Assembly is now able to consider the resolution as whole, moved to table until the December 21st meeting.

        i.   Motion is approved by unanimous consent.

  j.   U. Smith moved that the Employee Assembly switches the order of the agenda and move on to Resolution VI.

        i.   There is no dissent.

V.   Resolution VI: LGBTQ+ Inclusion

  a.   U. Smith reads amendment 1, line 35: this is a factual incongruence, peoplesoft is not actually updated and has not been implemented yet.

        i.   Approved by unanimous consent

  b.   U. Smith read the second amendment for line 45 – to strike by July 1,

        i.   Approved by unanimous consent.

  c.   U. Smith read the third amendment for line 58 – to strike by July 1, 2017 and insert "as an ongoing project".

        i.   Approved by unanimous consent.

  d.   U. Smith adds that the Employee Assembly recommends that the university recommends the recommendations attached in Resolution VI.

        i.   Approved by unanimous consent.

  e.   BJ. Siasoco called the vote, asked for all in favor to raise their placards.

        i.   Motion passes 14-0-0

VI.   K. Fitch motions to close the meeting

The meeting was adjourned at 1:15.

Respectfully Submitted,
Amanda Robinson
Clerk of the Assembly