



Cornell University Employee Assembly

Minutes Employee Assembly Meeting March 16, 2016 12:15 -1:30pm 401 Physical Science

“An Active Voice for Cornell Staff”

I. Call to Order -12:15

T. Grove called the Employee Assembly to order at 12:20PM

Present: M. de Roos, N. Bell, T. Grove, H. Hall, A. Kohut, J. Kruser, L. Majani, B. Nicholson, B. Nicholson, E. O’Dell Wehling, M. Stefanski Seymour, D. Sun and P. Thompsom

Absent: S. Cowles, Bill Esty, P. Givin, B. Kepner, E. Lee, M. Pilgrim and B. Siasoco

Also Present: G. Borges, D. Brooks, N. Doolittle and G. Giambattista

II. Call for Late Additions to the Agenda

- T. Grove received an email about vending machines on campus.

III. Approval of Minutes

- The changes to the last meeting minutes are as follows: correct D. Howe’s name, Lisa Rose’s name and Joanne DeStefano name, T. Grove nominated S. Cowles to the Operation position, B. Siasoco adjourned the meeting.
- The minutes from March 2nd were approved by a unanimous vote.

IV. Business of the Day

- **President Garrett – Memorial Service:** T. Grove encouraged people to attend the Memorial Service but stated that the university will not be shutting down.
- **Position Statement – Jeremy, Amy, Nancy:** J. Kruser stated that he met with N. Bell and A. Kohut to go over the draft of the Position Statement.
 - J. Kruser explained the Position Statement in detail stating that it was created due to the creation of a White Students Union on campus. He stated this must be addressed by the EA because this organization is advancing white power and white supremacy therefore he wants the EA to have specific actions to address this issue.
 - N. Doolittle asked about the order of the statement. She wondered if the fifth “whereas” should be moved to the third “whereas”. J. Kruser said he will take this into account.
 - J. Kruser asked for members to add their signatures to the statement.
 - M. Stefanski Seymour asked if other campuses have a White Students Union as well. J. Kruser said his opinion is that the people within the organization are local. He stated that the racism on this campus must be addressed.

- L. Majani suggested also addressing the response from the Cornell community.
- D. Brooks asked if the membership is growing. J. Kruser said it is currently stagnant.
- G. Giambattista said the organization was active 18 hours ago on their Facebook page therefore they are responsive.
- M. de Roos sked what the comments on their Facebook have been like. J. Kruser responded that the majority of them have been negative.
- J. Kruser said the organization had an interview with the local newspapers.
- G. Giambattista suggested the Position Statement to be changed to a Resolution in order for it to be more impactful.
- L. Majani said it is good to hear from J. Kruser since he is coming from a position of privilege.
- T. Grove explained the process of going through with a resolution.
- E. O'Dell Wehling said it would be beneficial to ask other people to join.
- J. Kruser said he contacted the Diversity Counsel but did not receive a response.
- T. Grove said in Human Resources they have a diversity training and asked if they have this in other departments as well.
- G. Giambattista said a call to action would be beneficial but it depends on what their objection is. The University takes up issues that affects campus. The University Assembly would probably be the best voice to carry this more broadly.
- J. Kruser spoke of the shortcomings of the draft and stated he wants to propose a training program to all staff of Cornell to address this issue.
- EA members agreed to attend the training program.
- A. Kohut suggested making an action plan for the training
- T. Grove suggested opening up the training to everyone.
- P. Thompson explained the “about us” section of the White Students Union’s Facebook page and asked how they can connect on the student level because the organization clearly consists of the undergraduate and graduate community.
- A. Kohut said it is also important to address the staff.
- J. Kruser said this affects everyone.
- T. Grove suggested a call to action where they can host a community wide program.
- N. Doolittle said they need more coverage on the Cornell Daily Sun or the Pawprint.
- A. Kohut said they should work in conjugation with other organizations that are already working with this.
- N. Doolittle said each individual group has their own target audience.
- L. Majani said they should find out how the different organizations went about addressing the issue to the different departments.
- J. Kruser said they need to work on the wording of the draft to state they will be providing an opportunity for people to be educated about this issue.
- T. Grove suggested that the draft have line numbering.
- N. Doolittle said they have to have quota for the office to support the resolution.
- T. Grove said even if they do not have an action plan at least they are making a statement which is important.
- **BOT meeting prep:** T. Grove said they want to have a good showing and the event will take place next Tuesday, March 22nd, from 4 to 5pm in the Memorial Room.
- T. Grove confirmed all the members the members that will be attending.
- G. Giambattista said they will prepare the tent cards.

- T. Grove asked if there were any other things to add to the conversation with the Board of Trustees.
- M. Stefanski Seymour said they should speak of of the concern towards the closing of the Cornell Orchards.
- **Leadership Outreach Follow Up:** There is no date for the meeting with the Human Resource Council.
- T. Grove suggested members forward a one voice email when they are getting ready for people to run for the EA Election.
- T. Grove asked if anyone wants to write the first draft of the email. There was no response from the EA members. T. Grove will reach out to B. Kepner.
- A. Kohut and L. Majani will continue reaching out.
- B. Nicholson asked if they should just address other topics or just the talking points. T. Grove said they should be open to questions like an open forum.
- B. Kepner and G. Giambattista will look at infographics. T. Grove will follow up with G. Giambattista.
- M. Stefanski Seymour said Human Resources was not aware of the Opperman Award and David Howe wanted to reinforce that the Performance Management Tool would show up on the Staff Skills for Success.
- The time commitment will be added to the email that will be sent out.
- L. Majani said the officers from CUPD will come to the meeting, but she is wondering how to reach out to those that cannot make the meeting.
- Tanya spoke of the Time Clock meetings as a way to reach those that cannot make the meeting.
- T. Grove said explained the process of the elections.
- J. Kruser asked if there will be a discussion on the WebEx during the meeting.
- T. Grove said they have done this in the past and wants it to be standard norm. They will have a chat on the WebEx so those that cannot attend the meeting can pose questions to the group.
- J. Kruser will chat with D. Brooks about setting up the WebEx during meetings.

V. Report from the Chair

- There was no report from the Chair.

VI. Old Business

- There was no Old Business to be discussed.

VII. New Business

- **Vending Machine:** Dining is changing the vending machines and getting rid of soda, but leaving in Gatorade and Kickstart.
- T. Grove will look into how the decision was made and they have any conclusion on the decision.
- T. Grove said reminded members of the Board of Trustees meeting's open session which is taking place Thursday, March 24th, from 9 to 10am. The members that are interested in going should send an email to G. Giambattista by March 17th.

VIII. Adjournment

- T. Grove adjourned the meeting at 1:28pm

Respectfully submitted,

Gabriela Borges