

Cornell University Employee Assembly

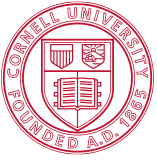
Cornell Employee Assembly

Minutes of the October 19, 2016 Meeting

12:19 PM – 1:30 PM

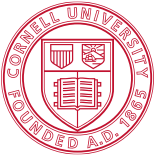
401, Physical Sciences Building

- I. Call to Order
 - a. U. Smith called the meeting to order at 12:19.
 - b. *Members Present:* I. Allen, S. Cowles, K. Fitch, T. Grove, H. Hall, L. Johnson-Kelly, K. Long, L. Majani, R. Morris, C. Sanzone, T. Shapiro, K. Shiels, BJ. Siasoco, U. Smith, P. Thompson, S. Willcox
 - c. *Members Absent:* B. Ayanfodun, M. Carcella (excused), A. Darko, J. Kruser, K. Mahoney, B. Nicholson (excused), T. Payne (excused), M. Stefanski Seymour (excused)
 - d. *Also Present:* G. Giambattista B. Murphy, A. Robinson, S. Zemanick, S. Brylinsky
- II. Approval of the October 5, 2016 Employee Assembly Minutes
 - a. The minutes were approved by unanimous consent.
- III. Committee Reports and Updates
 - a. President's Address
 - i. B. Siasoco said that the President's Address was successful and that there was a good number of people and good questions.
 - ii. C. Sanzone said that there was participation from Geneva and New York City and that there were around 300 simultaneous views. Additionally, a high resolution recording was sent out for captioning and would be made available.
 - iii. B. Siasoco said that feedback has been good so far and requested that any additional feedback be sent to him for next year.
- IV. Business of the Day
 - a. Senior Leader Climate Action Group Presentation on "Options for Achieving a Carbon Neutral Campus by 2035" Report – S. Zemanick and S. Brylinsky
 - i. Senior Leaders Climate Action Working Group (SLCAG) was formed in 2015 to engage senior leadership of the college.
 - ii. Topics discussed by SLCAG were integrating sustainability and how to make it part of the community as well as options for achieving a carbon neutral campus by 2035.
 - iii. Cornell committed to be carbon neutral in 2007. The report, titled "Options for Achieving a Carbon Neutral Campus by 2035" outlines options, costs and risks associated with becoming carbon neutral. The report is not a plan but an opportunity for dialogue.



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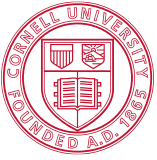
- iv. There will be a community forum on October 31st from 5-6 PM in Goldwin Smith Hall. There is also an online comment and feedback form.
 - v. The report introduced three tools to evaluate the cost of carbon: the social cost, the quadruple bottom line and measuring the upstream impact from using natural gas.
 - vi. BJ. Siasoco said that adding the “purpose” piece is huge and the culture shift is the hard part in making changes like this for the whole community. A purpose would allow people to latch on to something and be part of a greater mission.
 - vii. BJ. Siasoco asked what the costs are to get from where we are now to where we want to be.
 - 1. S. Brylinsky said there is a potential timeline of page 4 of the report as well as a 5-10-year phasing goal.
 - viii. BJ. Siasoco said that it would be helpful for people to clearly see where the changes will be hard and then see where it pays off.
 - ix. G. Giambatistta said that there was a university assembly resolution passed last year that spoke to each constituent assembly to take up this issue with their constituent group and that it was a high level report with lots of information. Asked if there are steps that can be taken in groups or divisions to make small changes now that will eventually support the culture changes.
 - x. U. Smith said that the staff needs to feel engaged and not like the changes are geared towards faculty and students with staff only meant to implement the changes.
- V. Committee Reports
- a. Staff Recognition
 - i. T. Grove said nothing new has occurred since the last Employee Assembly meeting, the recipient of the AWARD will receive the award in the Big Red Barn. The committee will be working on publicity for the next round of awards and all nominees are in the box using the email list.
 - ii. P. Thompson said that she will be reaching out shortly to all of the committee chairs to make sure that emails are being sent out and that the committees have clear aims and goals.
 - b. University Assembly Report
 - i. U. Smith said that University Assembly is redoing part of its charter and there was discussion on the process of appointments and removals from the University Assembly. One concern was that this gives the University Assembly the authority the terms of membership of other constituent



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assemblies. The goal is to try to present amendments that do not inhibit the work of the University Assembly but give the assemblies flexibility.

- VI. Report from the Chair
 - a. Second Staff Forum – U. Smith
 - i. U. Smith said that it was very well attended and good feedback has already been received.
 - ii. BJ. Siasoco said that if there are general themes from the two forums, let BJ. Siasoco know.
 - b. Employee Assembly Retreat
 - i. BJ. Siasoco said the retreat will be on October 27th and that the basic agenda will be in box. The retreat will take place 8AM to 1PM, location to be announced. Breakfast and lunch will be provided.
 - ii. T. Shapiro asked to think about start time and parking to ensure everyone can get there.
 1. BJ. Siasoco said that gathering time was built into the schedules.
- VII. Business of the Day Part II
 - a. Resolution Commemorating Franklin N. Henry, Sr.,
 - i. G. Giambattista sponsored resolution as a staff member at large.
 - ii. G. Giambattista said that Franklin N Henry, Sr. did a lot for the university, served as an employee elected trustee, mentored members of the community and passed away this summer.
 - iii. G. Giambattista said that there is not a mechanism to recognize staff members for their contributions and this resolution would help.
 - iv. H. Hall asked if this resolution could be presented and voted on in the same Employee Assembly meeting.
 1. G. Giambattista said yes.
 - v. N. Doolittle suggested taking out lines 25-26 from the resolution as proof that the scholarship existed was not found.
 1. Motion was made to **amend resolution** and omit lines 25-26.
 2. Amendment **passed**, 14-0-1.
 - vi. U. Smith called the question on the resolution.
 1. Resolution **passed** 15-0-0.
 - b. Standing Rules
 - i. Motion to **table** standing rules until the November 2nd meeting.
 1. Motion **passed**.
 - ii. U. Smith said that the most updated version will be emailed to everyone so that a vote can occur on November 2nd.
 - c. Discussion of Resignation of L. Fields



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- i. U. Smith said that the resignation leaves a vacancy on executive committee as well as the general body. The recommendation is to not fill vacated membership seats until the next election cycles.
 1. L. Majani said she agrees with this decision.
 2. S. Cowles said that if there were more people applying it would make sense to hold elections but since there are still vacant seats from the first round of elections it makes sense to wait.
 3. U. Smith said that individuals are welcome to participate as ex-officio members until the next election cycle.
 4. BJ. Siasoco said that there is one individual from hotel that will still be seated.
 5. K. Fitch suggested that the vacancies can be represented by the chair in their absence of representation.
 6. U. Smith motioned on whether or not to have an election
 - a. Motion **passed** 13-0-1 in favor of not filling vacancies until the next election cycle.
- ii. U. Smith said that there is now a vacancy is available on executive committee and that there is now an open floor for nominations.
 1. H. Hall motioned to extend the meeting by five minutes.
 - a. Motion **passed** by unanimous consent.
 2. G. Giambasitta said that the communications chair works closely with the Office of Assemblies so there is a lot of support for the position.
 3. T. Shapiro said that nominations should wait until the next meeting due to absences and to give everyone time to consider.
 - a. General agreement.

The meeting was adjourned at 1:35 PM.

Respectfully Submitted,
Amanda Robinson
Clerk of the Assembly