

**Cornell University**  
**Employee Assembly**

**AGENDA**

**Employee Assembly Meeting**  
**Wednesday, September 7, 2016**  
**12:15 -1:30pm**  
**401 Physical Sciences Building**

**“An Active Voice for Cornell Staff”**

- I. Call to Order - 12:15pm**
- II. Call for Late Additions to the Agenda**
- III. Approval of Minutes**
- IV. Moment of Silence for Anthony Nazaire and Darryl Wu ‘18**
- V. Committee Reports**
  - a. Executive Committee – BJ Siasoco
  - b. Internal Operations Committee – Pilar Thompson
  - c. Elections Committee – BJ Siasoco
  - d. Communications Committee – Liz Field
  - e. Personnel Policy Committee – Matt Carcella
  - f. Employee Education Committee – Tunde Ayanfodun
  - g. Staff Recognition & Awards Committee – Tanya Grove
- VI. Report from the Chair**
  - a. UA Staffing Update
  - b. Campus-wide Breaking Bread and Other Initiatives
- VII. Business of the Day**
  - a. Launch of New HR Website - Ashley Fazio, Director of HR Communications (10 min)
  - b. Staff Resilience in Light of Campus Climate – Greg Eells, Director of Counseling & Psychological Services (20 min)
  - c. Adoption of Standing Rules (5 min)
  - d. Assignment of Committee Tasks (10 min)
- VIII. Old Business**
  - a. Resolution 2: Advocating an Inclusive Rebranding
- IX. New Business**
- X. Adjournment**

**Future Guests:**

**Future Events:**

President’s Address to Staff - Oct 11, 2016, 12:00pm to 1:00pm



# Cornell University Employee Assembly

## Cornell University Employee Assembly

Minutes of the Wednesday, August 17, 2016 Meeting  
12:15pm – 1:30pm in Clark Hall 701

- I. Call to Order
  - U. Smith called the meeting to order at 12:15pm.
  - *Members Present:* BJ Siasoco, Brandee Nicholson, Carrie Sanzone, Hazel Hall, Jeremy Kruser, Kathy Shiels, Kevin Fitch, Kristine Mahoney, Laura Johnson-Kelly, Liz Field, Matthew Carcella, Michelle Stefanski Seymour, Pilar Thompson, Shelly Cowles, Suzanne Willcox, Tamara Payne, Tammy Shapiro, Tanya Grove, Ulysses Smith
  - *Members Absent:* Atu Darko, Babatunde Ayanfodun, Kristy Long, Linda Majani, Robert Morris, Imani Allen (excused)
  - There was one addition to the agenda: Gary Cremeens from Transporation.
- II. Approval of the June 29, 2016 Employee Assembly Minutes
  - The minutes were approved, without revision, by unanimous consent.
- III. Announcements
  - Staff Form (U. Smith) – The staff form entitled “#BlackLivesMatter #BlueLivesMatter #AllLivesMatter: What does it all mean? A forum for the staff community” had a very large registration turnout and is currently at capacity. The Employee Assembly is a cosponsor.
  - Committees Update (U. Smith) – Committees should start meeting. There will be an email over the Staffing Committee list serve with more information. If chairs have administrators that are tied to their committee, find time to meet with them. Finally, U. Smith strongly suggested meeting during the Assembly’s off-week time block.
- IV. Business of the Day
  - **Employee Climate Survey Planning** – Marin Clarkberg, Director of Institutional Research and Planning (IRP)
    - IRP is responsible for survey and analysis of data related to the University.
    - The Employee Climate Survey was last conducted in Fall 2011 as a result of the Employee Assembly and the Division of Human Resources.
    - The last survey had a 70% response rate, which is a very high level for this type of survey. It is generally short, about 60 items, and very straight forward. The survey was administrated by the Survey Research Institute online and by paper. Supervisors were instructed to make time for their employees to take the survey.
    - This round of survey the Employee and Faculty survey will be aligned in terms of timeline for better communications: all University employees will be taking a survey, regardless of type of employee. The survey will be going out in October.
    - Analyses by IRP was done at the Unit/College level. Leaders of these units were given custom reports and analysis so that the data could be more meaningful and insightful. Unit leaders owned the results and were responsible for communication the results, if they chose to do that.



## Cornell University Employee Assembly

- Generally, IRP likes to keep the survey the same over time to show change effectively. New questions will be centered around diversity, inclusion, and organizational change.
- IRP is looking to have analysis results in December/January.
- U. Smith said that the Assembly will use the results to create a five-year strategic plan for the greater University staff community.
- L. Field asked about tracking the of employees over time. M. Clarkberg said that the survey is confidential but not anonymous. IRP connects surveys completed by the same individual and also connects surveys to institutional data in Workday.
- L. Field asked about employees who have been in more than one position with very different experiences. M. Clarkberg explained that it is difficult to track changes in employees over time especially when they move positions. It is difficult to understand why employees move – promotions, dysfunctional unit, etc.
- K. Fitch asked why the survey is not anonymous. M. Clarkberg explained that the survey is shorter because IRP can connect institutional data to survey responses.
- K. Fitch asked why the survey cannot ask if an employee has moved positions. M. Clarkberg explained that it is good practice to not ask questions about the past. The goal of the survey is to capture the present status of the employee climate.
- U. Smith noted that some units have surveys for their employees in addition to the University-wide one. These surveys address more specific issues in those units.
- M. Stefanski Seymour suggested adding one question about the Employee Assembly. U. Smith and M. Clarkberg agreed that this was a good question.
- Submit additional comments to M. Clarkberg (netID) by August 24, 2016.
- **TCAT Update** – Gary Creemans
  - There are no major changes to TCAT service for Fall 2016. Please contact [transportation@cornell.edu](mailto:transportation@cornell.edu) with any questions.
- **Committee Staffing** – U. Smith
  - U. Smith presented the slate of applicants to each of the Assembly committees.
    - Education Committee Approved – Approved by vote of 17-0-0
    - Communications Committee Approved – Approved by vote of 17-0-0
    - Staff Recognition and Awards Committee – Approved by vote of 17-0-0
  - U. Smith sat in on the Retirement Plan oversight committee, but it needs a permanent representative from the Assembly. The committee meets quarterly. H. Hall volunteered for the committee.



## Cornell University Employee Assembly

- There are still three University Assembly voting positions for non-Assembly staff members that need to be filled.
- **Staff Representatives to the University Assembly** - U. Smith
  - There are two candidates for the non-Assembly Staff recognition to the University Assembly: Linda Copman and Marie de Roos.
  - The representatives were approved by a vote of 17-0-0.
- **Introduction of the Standing Rules** – H. Hall
  - U. Smith will distribute a copy of the standing rules following the meeting.
  - The goal of the document is to provide order for how the meeting will be held. They are working agreements for how the business of the Assembly will be conducted. The Standing Rules will also establish basically parliamentary procedure for the Assembly.
  - H. Hall would like to include an attendance policy.
  - The Executive Committee will review the draft and present a final version for approval at the next meeting.
- **Meeting Guest Scheduling** – B.J. Siasoco
  - The Assembly often talks about issues without the decision-makers in the room. B.J. Siasoco recommends inviting the appropriate administrators or other figures in order to facilitate better security.
  - H. Hall recommended inviting the president of the UAW or other union leaders.
  - L. Field recommended inviting the director of IT security, which is a big issue on campus right now.
  - P. Thompson recommended inviting leaders of Transportation, which is a perennial issue.
  - L. Field also recommended inviting the University Diversity Officers.
  - G. Giambattista recommended inviting the Presidential Search Committee.
  - K. Fitch recommended a discussion about trimming unnecessary regulations, especially with regard to Faculty. U. Smith recommended inviting the Dean of Faculty for discussion of this.
  - K. Fitch suggested a discussion about pay bands and the policy of compensation and how it breaks out across different groups of employees.
- **Communication Procedure and Update** – L. Field
  - There is a template for Assembly members to use an introduction to constituents.
  - The Office of the Assemblies is working on how to distribute those communications.

### V. New Business

- **Resolution 2: Advocating an Inclusive Rebranding** – B.J. Siasoco
  - B.J. Siasoco explained that Cornell Plantations are in the process of advocating for a name change.
  - L. Field asked who came up with the name suggestion. U. Smith said it was not the Assembly, the name came from the staff of the Cornell Plantations.



## Cornell University Employee Assembly

- L. Johnson-Kelly said that she is not clear how the current draft of the resolution represents the interests of Cornell staff.
- M. Carcella noted that it is not just the staff of the Cornell Plantations that is affected – it is all staff members.
- K. Fitch asked about who initiated this change. U. Smith said that there have been several reviews of the Cornell Plantations in general, and about the entire branding and positioning of the Plantations. This is the most recent review and there are people viewing the name change from a variety of angles.
- K. Fitch said that if this is a sensitive issue, there should be a process to go through this.
- M. Stefanski Seymour wanted clarification about who was included in the focus groups mentioned in the resolution.
- G. Giambattista clarified that this resolution is not new to the Assembly and that the process has a lot of integrity.
- M. Stefanski Seymour said that there are a lot of individuals who prefer to keep the name as is, but that the discussion should be continued next meeting.
- This resolution is new business and will automatically be carried to the agenda of the next meeting.

U. Smith adjourned the meeting at 1:36pm.

# Building More Resilient Individuals and Communities

GREGORY T. EELLS, PH.D.

---

DIRECTOR, COUNSELING & PSYCHOLOGICAL SERVICES  
GANNETT HEALTH SERVICES, CORNELL UNIVERSITY

# First Nobel Truth of Buddhism

---

*Life is Dukkha, pain that seeps at some level into all finite existence. An axle which is off-center with respect to the wheel, A bone slipped out of it's socket.*

# Resilience - Defined

---

Resilience can be described by :

- Good outcomes despite high-risk status
- Competence under stress
- Recovery from trauma
- Using challenges for growth that makes future hardships more manageable.



# Resilience - Quotes

---

“If your heart is broken, make art with the pieces.” - Shawn Koyczan

“She has fouled off the curves that life had thrown at her.” - W.P. Kinsella, *The Thrill of the grass*

# Components of Resilience

---

- Resilience in the face of stress can be taught. - Southwick and Charney, 2012
- Teaching resilience as part of the process of learning can become part of the learning environment.

# SAVES

---

## Components of Resilience

Social Connection

Attitude

Values

Emotional Acceptance

Silliness, Humor

# Social Connection

---

- We are social creatures, part of the superorganism of human society.
- An important component of resilience; protective against mental illness.
- Biologically, isolation is toxic.
- Learning the Tap Code

Intimacy-----Control  
(Love) (Fear)

# Social Connection - Altruism

---

- Mental health and resilience are related to helping others.
- When we help others our brain is rewarded with Dopamine.
- **Happiest Girl in The World-You** need your community and they need **you!**

# Surround Yourself with Resilient Role Models

---



# Social identities

---

There are many components to our social identities.

Some of these components have been shown to have considerable impacts on economic stability, health and mental health.

Two of the most visible of these components, in American society have been race/ethnicity and gender.

---

That Justice is a blind goddess  
Is a thing to which we black are wise:  
Her bandage hides two festering sores  
That once perhaps were eyes.

-Langston Hughes-

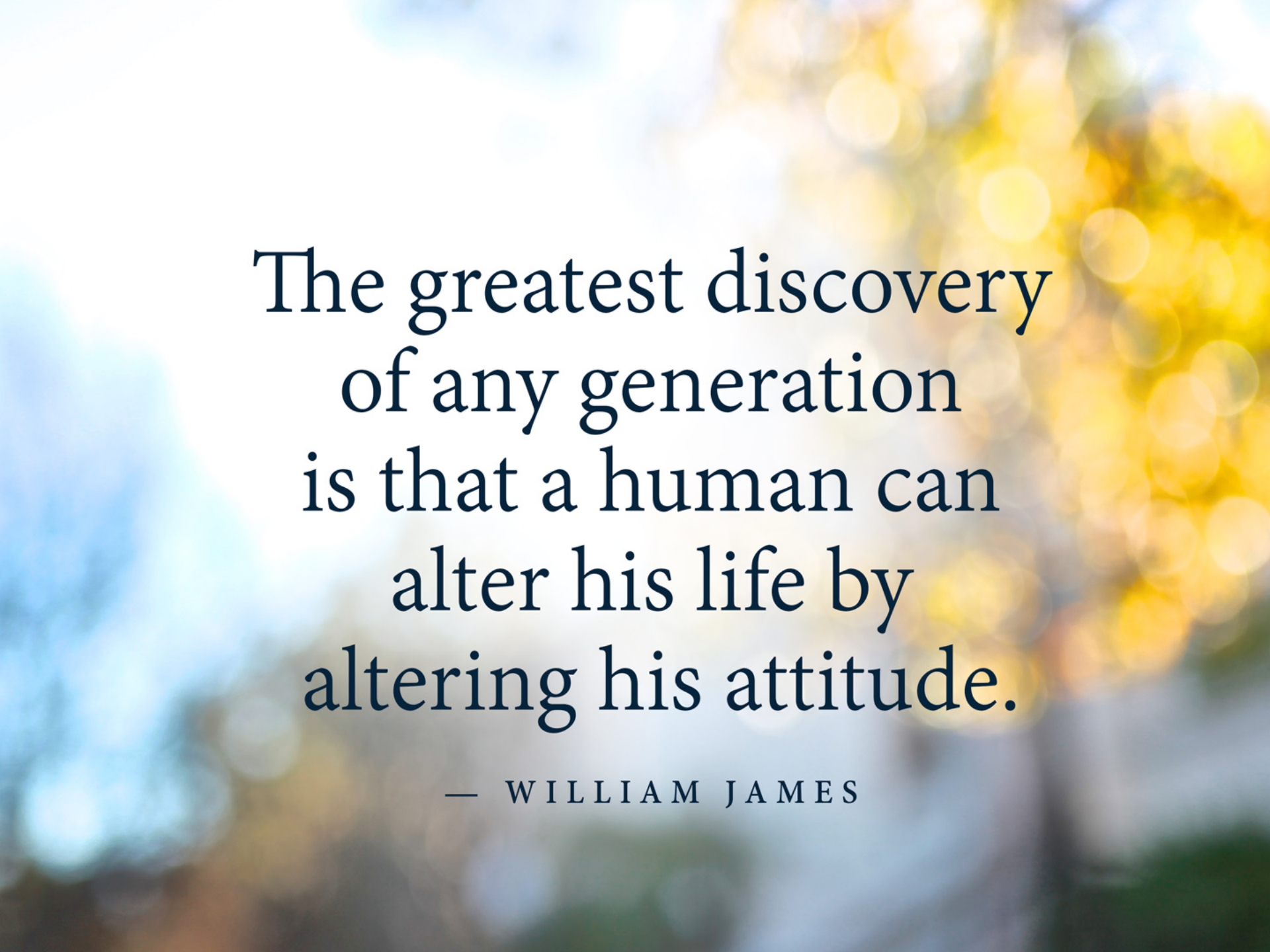


# GOALS

---

Conversations embedded with  
grace

Brave Spaces



The greatest discovery  
of any generation  
is that a human can  
alter his life by  
altering his attitude.

— WILLIAM JAMES

# Attitude – Fixed Mindset

---

- Doesn't make mistakes; Finishes tasks quickly, with ease.
- Potential is innate; “you're a natural”
- Being smart defined as special or better than others.
- Sense of urgency to succeed.
- Failure is intolerable and provides no future direction. Fear-scarcity

# Attitude – Growth Mindset

- The harder the better.
- 
- Potential is developed over time.
  - Luxury of becoming.
  - Improving individually, no different than others. Success is cultivated.
  - Failure hurts but isn't defining.
  - Inherent value known.
  - Love-abundance

# Values – Spirituality and Faith

---

“Keep two truths in your pocket and take them out according to the need of the moment. Let one be *for my sake the world was created* and the other *I am dust and ashes.*”

- -Rabbi Simcha Bunam

# Values – Meaning and Purpose

---

Victor Frankel- Man's Search for Meaning.

- After choosing not to escape the concentration camp to stay with his patients he “gained an inward peace” he had never experienced before.
- Pursue what matters  
What are you willing to suffer for?

# Value of Gratitude

---

## Three types of recognition:

- Recognize the benefit of the gift
- Recognize the value of the gift
- Recognize not being entitled to the gift

# Value of Gratitude

## Five ways to stay grateful:

---

1. Keep a gratitude journal
2. Remember the bad while vowing to practice gratitude
3. Make a “what I take for granted” list
4. Identify ungrateful thoughts
5. Come to your senses



# Keeping Things in Perspective

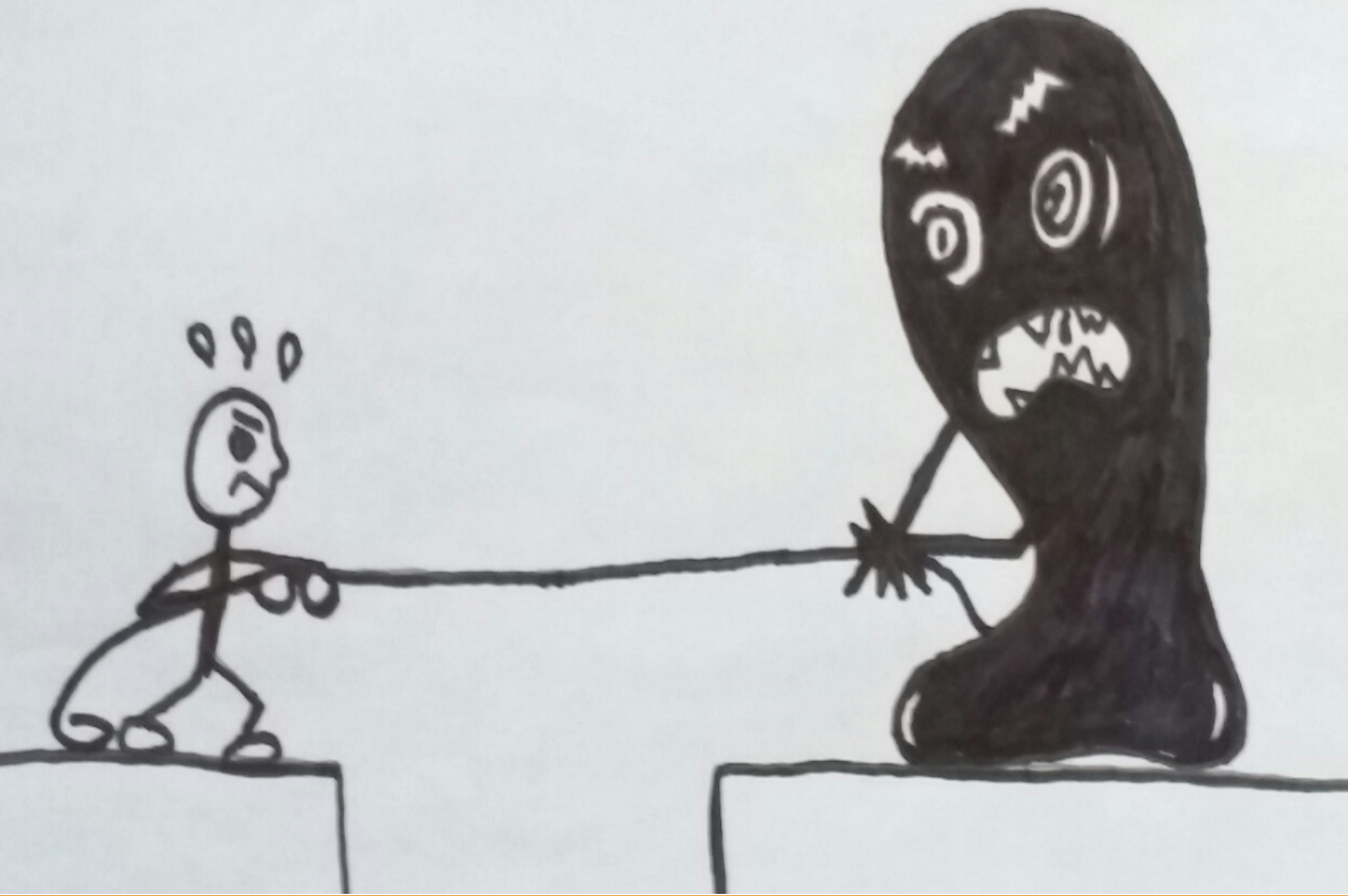
“I believe that life is not always fair. It has certainly been true in my case. It is not fair that I should have wonderful, caring, supportive parents who raised me right, and brothers and sisters that are there when I need them. It’s not fair that I should be blessed with a beautiful, talented wife and together we should have two equally, beautiful, talented daughters who make us proud daily. No, life is not fair. Why should I have had so many years of good health and energy and good friends to camp and backpack with through the years... ALS is a terrible disease, but it does not negate the rest of my life.”

# Emotional Avoidance

## What traps us?

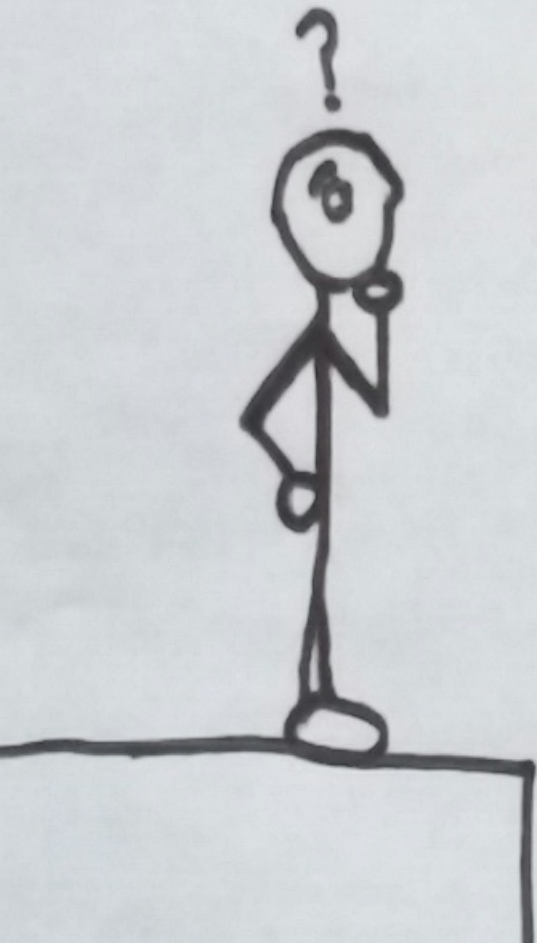
---

- Psychological problems can be defined as the presence of unpleasant feelings, thoughts, memories, bodily sensations.
- Undesirable experiences are signals that something is wrong and has to change.
- Healthy living won't occur until negative experiences are resolved.



# Emotional Acceptance

- Alternative to avoidance
- Active and aware; embraces what's going on inside
- Creative Hopelessness
- Accept what is



# Silliness, Humor

---

“We are all here on earth to help others;  
What on earth the others are here for I  
don’t know.” - W.H. Auden

“Laughter is the anesthesia for living.”  
– Greg Eells

Oh Shit!  
was that  
today?





**DOING A GOOD JOB HERE**

*Is Like Wetting Your Pants  
In A Dark Suit*

**YOU GET A WARM FEELING  
BUT NO ONE ELSE NOTICES**







Which of the following is the largest?

•A: A Peanut

•B: An Elephant

•C: The Moon

•D: A Kettle

# ELEPHANTS

Larger than the moon

# Silliness - Humor

- Our work can be incredibly serious and sad in so many different ways.
- Humor allows us to integrate opposing perspectives and make meaning of suffering.
- Studies have shown that laughter helps relieve pain, increase happiness and strengthen the immune response.
- Laugh- Your own stories

# SAVES

---

Social Connection – You need your community and they need you.

Attitude – Seek a growth mindset

Values – Pursue what matters most

Emotional Acceptance – Accept what is

Silliness, Humor - Laugh

---

**Get out there and make art  
with the pieces and foul off the  
curveballs.**





## Career Development

How much do you agree or disagree with the following statements?

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My performance reviews are conducted on a regular basis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My performance reviews provide me with useful feedback on my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor fairly evaluates my work performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have regular opportunities to provide feedback about my supervisor's performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor supports me in pursuing learning and professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department or unit is doing a good job of retaining its most talented employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my opportunities for promotion within Cornell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I had an opportunity to get a similar job outside Cornell, I would stay with Cornell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Respect & Fairness

How much do you agree or disagree with the following statements?

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
Staff are treated with respect at Cornell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treats me with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cornell does a good job of recognizing the contributions of staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my involvement in decisions that affect my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Within my department or unit,</b> workforce policies are usually administered fairly and consistently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Across departments or units at Cornell,</b> workforce policies are usually administered fairly and consistently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated fairly at Cornell without regard to my race, ethnic background, gender, religion, disability or sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cornell makes a strong effort to attract employees from diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>







## Life Outside the University

To what extent are the following a source of stress for you?

	Not at all	A little	Some	A great deal	Not applicable
Finances and/or debt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concern about your own health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Care of someone who is ill, disabled, or aging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concern about the security of your position at Cornell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much do you agree or disagree with the following statements?

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
The university provides support to help staff balance work and personal responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides support to help staff balance work and personal responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can easily find reliable information concerning the policies and benefits that apply to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university's benefit programs (health, retirement, etc.) meet my needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## About You

Do you have supervisory responsibilities (excluding student employees)?

I do not directly supervise employees

I directly supervise 5 or fewer employees

I directly supervise 6 to 10 employees

I directly supervise more than 10 employees

Do you have a disability?

Yes

No

What is your gender?

Male

Female

Transgender/gender-variant

What is your sexual orientation?

Straight/heterosexual

Gay, lesbian or bisexual

Questioning

Not specified

Are you Hispanic or Latino?

Yes

No

Regardless of your answer to the previous question, please check **one or more** of the following groups in which you consider yourself to be a member:

American Indian or Alaskan Native

Asian

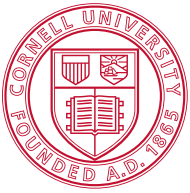
Black or African American

Native Hawaiian or Other Pacific Islander

White

Thank you for completing the Cornell Employee Survey!

Please use the envelope provided to return your survey and any comments to: Cornell Employee Survey, 391 Pine Tree Road, Rm. 118, Ithaca, NY 14850



# Cornell University Employee Assembly

## E.A. Resolution #2

### **Advocating an Inclusive Rebranding**

1  
2  
3 Sponsored by: B.J. Siasoco

4 **Whereas,** In 2004 Leaders at Cornell Plantations questioned the appropriateness of the name  
5 “Cornell Plantations” and whether a different, more descriptive name was needed; and

6 **Whereas,** In 2009 and 2010 Plantations went through a rebranding process in an effort to better  
7 define themselves, working with outside firm Lipman Hearne, to develop marketing tag lines that  
8 captured the essence of experiences at Plantations and to redesign their logo to try and visually  
9 depict what and who they are more clearly; and

10 **Whereas,** In 2014, Dr. Christopher Dunn started as the E. N. Wilds Director of Cornell Plantations  
11 and was tasked by Dean Kathryn Boor to take an in-depth look at Plantations, their mission and  
12 vision, and to see if it should be adapted to inform modern needs. She noted that one possible result  
13 of this examination is the Plantations that we know today could end up looking somewhat different  
14 in the future and that prospective changes could include rebranding; and

15 **Whereas,** From April 2014 through April 2015, Dr. Dunn met with Plantations’ staff, the advisory  
16 council, university leadership, CALS leadership, and other community stakeholders to better  
17 understand Plantations’ brand within the College and greater University context; and

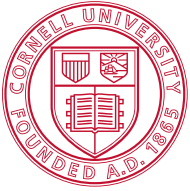
18 **Whereas,** In October of 2015 Cornell Plantations began a strategic planning process and hired  
19 Beacon Associates to lead them through the process; and

20 **Whereas,** In November of 2015, Black Students United provided the Cornell University  
21 administration a list of demands that they felt needed immediate addressing, which included the  
22 changing of the name of the Cornell Plantations; and

23 **Whereas,** In December of 2015 Beacon held a series of focus groups amongst Plantations brand  
24 fans both on the Ithaca campus and in New York City and conducted a follow-up survey to better  
25 understand how they related to the mission, the vision and brand, which showed that 70-75% of  
26 respondents felt the name Cornell Plantations did not fit with who they are, and what they actually  
27 do; and

28 **Be it therefore resolved,** that the Employee Assembly encourages the Board of Trustees to include  
29 the proposed name change of Cornell Plantations on their October 2016 board meeting agenda.  
30

31 **Be it finally resolved,** that the Employee Assembly encourages the Board of Trustees to approve  
32 the proposed name change to “Cornell Botanic Gardens”, so that Cornell’s botanic gardens,  
33 arboretum and natural areas may better represent what they do, and reach broader audiences.  
34



**Cornell University**  
**Employee Assembly**

35

36 **Respectfully Submitted,**

37

38 *B.J. Siasoco*

39 Executive Vice Chair, Employee Assembly