

Cornell University Employee Assembly

AGENDA **Employee Assembly Meeting** **January 4, 2017** **12:15 -1:30pm** **401 Physical Sciences Building**

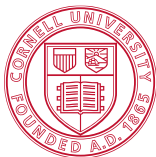
“An Active Voice for Cornell Staff”

- I. Call to Order -12:15
- II. Call for Late Additions to the Agenda
- III. Approval of Minutes
 - a. December 21, 2016
 - b. December 7, 2016
- IV. Committee Reports
- V. Report from the Chair
- VI. Business of the Day
 - a. Presentation: Retiree representation on the EA (Linda Croll-Howell and Michelle Artibee)
 - b. Discussion: General reminders and expectations, Committee Meeting Schedule and expectations, and Using the Dashboard
 - c. Resolution 8: In Support of Making Cornell a Sanctuary Campus
- VII. Old Business
- VIII. New Business
- IX. Adjournment

Future Guests:

- February 1, 2017: Marin Clarkberg – Employee Survey Results Overview

Future Events:



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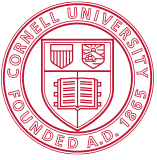
Cornell Employee Assembly

Minutes of the December 7, 2016 Meeting

12:15 PM – 1:30 PM

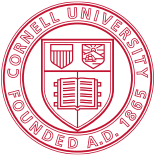
401, Plant Sciences

- 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. Shields
 - 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.



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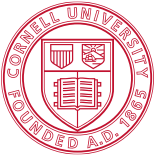
- b. J. Kruser said that he has been meeting with groups across campus, has found that in general the websites are initially in line with standards but there is no follow up to ensure that they stay that way.
- c. J. Kruser said that he wanted to address concern about staffing and available resources 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



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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.



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- 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



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Minutes of the December 21, 2016 Meeting

12:15 PM – 1:30 PM

401 Physical Sciences

- I. Call to Order
 - a. U. Smith called the meeting to order at 12:15.
 - b. *Members Present:* [List First Initial
 - c. *Members Absent:*
 - d. *Also Present:*
- II. Housing Master Plan and Addressing Capital Needs (Vice President R. Lombardi and Provost M. Kotlikoff)
 - a. Provost M. Kotlikoff said that there has been discussion about how do we think forward about address our student housing program and launching a capital program around student housing, including how the program is funded without exacerbating deferred maintenance on other buildings.
 - i. There is sophomore demand that exceeds capacity, which forces sophomores into Collegetown.
 - b. Vice President R. Lombardi said that we guaranteed housing for first and second year as well as transfers but we do not have enough housing to meet this, they are sound principles we need to get to the point of fulfilling them.
 - i. Vice President R. Lombardi said about 800 non first year students live on North campus, which does not fit public perception because most think first years only live on North.
 - ii. Vice President R. Lombardi said more students want a community experience, want to give more students the opportunity to do so beyond first year on campus.
 - iii. Vice President R. Lombardi said that the first two years should be on campus, up to us to provide more of that experience for them and then junior and sophomore year more off campus.
 - iv. Vice President R. Lombardi said we need to address deferred maintenance because we cannot displace any current housing capacity to build new facilities as there is not enough space.
 - c. Vice President R. Lombardi said that we have looked into areas we can build and have divided areas into ones that are easier to build on versus ones that are harder to build, ultimately points to north campus as the most developable space.



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- d. Provost M. Kotlikoff said that there is an academic case for having more freshman students on this campus, but currently there is not enough space for these students in terms of budget as well as space.
 - i. Provost M. Kotlikoff said that there is no path to solving the budget, space and facilities problem for more first years through the systems that we currently have and therefore we need a responsible and creative solution that balances these without picking one objective over another.
 - ii. Provost M. Kotlikoff said that we are looking to increase freshman class by 250-275 students but we need to do a better job on our class sizes and gateway courses.
 - iii. Provost M. Kotlikoff said that we have two years before we would increase the class size and we need to use that time to make sure we do not exacerbate the housing and capacity problem.
 - iv. Provost M. Kotlikoff said that the main issue to address is class size and we have an opportunity to address some of our rankings as well in terms of expenditures per student.
- e. Provost M. Kotlikoff said there have been numerous meetings across campus about this plan, including the board of trustees and there is a consensus that we need to solve these problems, the how we do it is not solved but the what needs to be done is agreed on.
- f. H. Hall asked what is the future for the low-rises.
 - i. Vice President R. Lombardi said that they do not look the best but infrastructure wise they are in better shape and are not in the first phase of fixes.
- g. H. Hall said that if you add triples to the building, you have more people in the building but the same amount of staff and therefore there needs to be an increase in staff to provide the same level of service.
 - i. Provost M. Kotlikoff said that this is taken into account in the new financial model for adding new students, it
- h. U. Smith said that if there are further questions, please email them to him and they will compile them to send to the Provost and Vice President.

III. Resolution IV

- a. J. Kruser said that he has not met anyone that is opposed to the idea of what we are trying to accomplish with increased accessibility to the web at Cornell, the only difference is how do we accomplish this.
 - i. J. Kruser said that some concerns are gathering all the resources that we need before we do this, but he thinks that the policy should be set as a goal



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and use it to inform the process and assess the resources that we need to continually achieve this goal.

- ii. J. Kruser said that this cannot be solved overnight and that this is a goal and a change that will take time but that this is a good place to start.
- iii. J. Kruser said that another concern is that guidelines should be created instead of a policy but he said that our goals need to be really clear as a university and that we need to start making progress now for the next several years and a policy would support that.
- b. J. Kruser said that he would like to add an amendment that the assessment of resources would be an ongoing process and an individual or persons will monitor this.
 - i. U. Smith made a motion to add this amendment to the resolution for consideration of the resolution.
 - 1. Amendment **passes** 14-0-0.
- c. U. Smith said there is a motion to **call resolution to question**.
 - i. Motion **passes** 15-0-0

IV. Resolution V: Endorsing the Ithaca Plan

- a. J. Kruser said that whole purpose behind this increasing the focus on making drug addiction a medical issue and decriminalizing the process.
- b. G. Giambattista asked for clarification on whether or not this is considered state or federal in line 73.
 - i. U. Smith said it will be considered by the state legislature.
- c. U. Smith moved **to table** the resolution until the mayor or other sponsors of the committee can attend a meeting.
 - i. Motion **passed** unanimously.

V. Resolution VII

- a. U. Smith said that this resolution is asking to see what benefits are offered and whether or not they are gendered in nature, this is not a request for change, just a resolution requesting for more information about why the benefits are written the way they are.
 - i. Michelle asked if this is supporting fact finding as opposed to what other options exist.
 - ii. U. Smith said that we do not know what any of the solutions are at this point, we just want to see what the benefits are and see if it can be made equitable across genders, not specifically for the LGBTQ community.
- b. U. Smith **calls the question** to vote on the resolution.
- c. J. Kruser calls the motion to vote.
 - i. Motion **passes** 17-0-0.



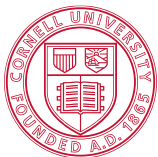
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VI. Resolution VIII: Sanctuary Campus

- a. U. Smith said that we are introducing this resolution in making Cornell a sanctuary campus.
 - i. Only change that is made in line 21, another “whereas” has been added stating the the University Assembly has passed their resolution making the University a sanctuary campus.
 - ii. Amendments wanted to bring this into the perspective of employee or staff, you do not necessarily know if you have an undocumented student working with you and want staff to be comfortable knowing how to help and direct the student to the appropriate resources and provide timely support.
- b. G. Giambattista asked if there are undocumented staff persons.
 - i. Staff persons no, but student employees maybe because they can be both employee and student.
- c. The resolution said that it will support the petition but that the petition is a lot more than just the sanctuary campus.
 - i. The petition and resolution are not breaking the law but creating a scenario where the funding could continue.
- d. The sanctuary campus is a sentiment that legally means little if Immigration officers do come onto campus.
- e. U. Smith said that this resolution is only being introduced now and to please take time to talk to constituents and come with questions at the next meeting.

The meeting was adjourned at 1:30.

Respectfully Submitted,
Amanda Robinson
Clerk of the Assembly



EA R8: In Support of Making Cornell a Sanctuary Campus

Abstract: This resolution is a formal endorsement by the Employee Assembly of the petition made public on Friday, November 18, 2016 calling for the Cornell administration to declare Cornell University a “Sanctuary Campus” and to declare its intent to protect and support undocumented persons at the university.

Sponsored by: Imani Allen, Student & Campus Life Representative; Linda Majani, Diversity Representative; Pilar A. Thompson, International Representative

Reviewed by: Executive Committee, 12/21/2016

Whereas, Cornell students, faculty, staff, and alumni have circulated a petition to make Cornell a sanctuary campus; and

Whereas, More than 2,000 Cornell students, faculty, staff, and alumni have already signed and shown their support for the Cornell petition; and

Whereas, Such petitions are also circulating at over 100 other colleges and universities across the country; and

Whereas, More than 90 college and university presidents and chancellors from across the U.S. have already signed a statement calling for the continuation and expansion of the Deferred Action for Childhood Action (DACA) program; and

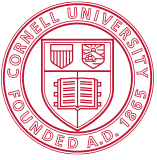
Whereas, Following the United States presidential election on November 8, 2016, there has been an increase in the frequency of recorded events of discriminatory and hateful action against people of color, queer people, immigrants, Muslims, and other historically marginalized people on and off college campuses across the U.S.; and

Whereas, The University’s Equal Education and Employment Opportunity Statement declares that, “No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, marital status, citizenship, sex, sexual orientation, gender identity or expression, age, disability, or protected veteran status”; and

Whereas, Interim President Rawlings has also announced continued support of DACA students currently on Financial Aid, and a commitment to protect and enhance diversity on campus in a campus-wide message on November 22, 2016; and

Whereas, The Graduate and Professional Student Assembly unanimously passed Resolution 7: In Support of Making Cornell a Sanctuary Campus on November 21, 2016; and

Whereas, The Student Assembly passed Resolution 23: Declaring Cornell University a Sanctuary Campus on December 12, 2016.



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Whereas, The University Assembly passed Resolution 5: In Support of Making Cornell a Sanctuary Campus on December 18, 2016.

Be it therefore resolved, that the Employee Assembly endorses the sentiments expressed in the petition, "Make Cornell a Sanctuary Campus," and asks for the requests made in the petition to be considered individually by the administration.

Be it further resolved, that the Employee Assembly calls on the Cornell Administration to name and or identify person(s) or office as a point of contact on campus that would assist with DACA policies, procedures, and resources; to better assist Staff in providing support to DACA students at Cornell University.

Adopted by Vote of the Assembly (_ - _ -), _____, 2016,

Respectfully Submitted,

Imani Allen, *Student & Campus Life Representative*

Linda Majani, *Diversity Representative*

Pilar A. Thompson, *International Representative*