

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

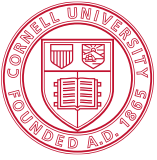
**AGENDA**  
**Employee Assembly Meeting**  
**February 1, 2017**  
**12:15 -1:30pm**  
**401 Physical Sciences Building**

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

- I. Call to Order -12:15
- II. Call for Late Additions to the Agenda
- III. Approval of Minutes
- IV. Committee Reports
- V. Report from the Chair
- VI. Business of the Day
  - a. Discussion: Ithaca Plan (Mayor’s Office Representative) 12:20 – 12:50 PM
  - b. R5 Endorsing The Ithaca Plan: A Public Health and Safety Approach to Drugs and Drug Policy 12:50 – 1:00 PM
  - c. R9 In Recognition and Appreciation of Leon Lawrence 1:00 – 1:10 PM
  - d. For Referral: Contract Employees 1:10-1:30 PM
- VII. Old Business
- VIII. New Business
- IX. Adjournment

Future Guests:

Future Events:



# Cornell University Employee Assembly

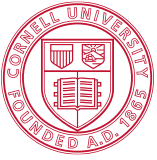
## Cornell Employee Assembly

Minutes of the January 18, 2017 Meeting

12:15 PM – 1:30PM

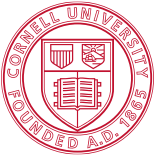
401 Physical Sciences Building

- I. Call to Order
  - a. J. Kruser called the meeting to order at 12:19 PM.
  - b. *Members Present:* J. Kruser, H. Hall, P. Thompson, S. Willcox, L. Johnson-Kelly, K. Mahoney, K. Fitch, C. Sanzone, I. Allen, T. Shapiro, R. Moris
  - c. *Members Absent:* U. Smith (excused), L. Majani (excused), M. Stefanski-Seymour (excused), T. Grove (excused), S. Vaccaro (excused), B. Nicholson (excused), B. Ayanfodun (excused), K. Long (unexcused), T. Payne (excused), M. Carcella (unexcused), K. Shiels (excused), A. Darko (unexcused)
  - d. *Also Present:* N. Doolittle (Editor of Pawprint), G. Giambattista, A. Robinson,
- II. Committee Reports
  - a. University Assembly
    - i. K. Fitch said that the University Assembly put forth a petition which said that they put in over 2000 staff, students and faculty had provided input yet a lot of people did not know about it until it was in the newspaper.
    - ii. K. Fitch said that it was put up for a vote but due to a lot of debate, the vote ended up being via email which some had reservations about. The executive committee had said that the vote could be held via email because it was urgent.
      1. P. Thompson asked what the urgency of holding the vote was.
      2. K. Fitch said that the only explanation of the urgency was to hold the vote before the Inauguration.
    - iii. Campus Planning Committee
      1. I. Allen said that Transportation came to talk about transportation plans similar to those discussed at the forum as well as to talk about repairs that will be done in the Arts Quad to expand fire access walks.
        - a. I. Allen said that the plans have not been scheduled yet but that they will occur during the summer.
      2. I. Allen said that Transportation is also working with the city on Forest Homes Drive and hope to have it opened by August 2017.
- III. Business of the Day
  - a. Resolution VIII: Sanctuary Campus



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- i. K. Fitch said that when it comes to having a sanctuary campus, part of the worst case scenario is that the University will not get anymore federal funding and that there would be layoffs if we lose grants.
  1. K. Fitch said that we could also be overlooked for future grants if being one of the sanctuary campuses hurts our reputation.
- ii. P. Thompson said that for those who work on campus to process visas, the process has to be sanctioned by the federal government and they have the ability to null and void any visas that the campus can approve, which applies to thousands of people on campus.
  1. P. Thompson said that changes made to the resolution and added in line 54 include how employees can understand the process, reasoning and how as employees there should be access to tools to guide DACA concerns.
  2. P. Thompson said that these tools should be highly visible and employees should know what is going on.
- iii. K. Fitch said that what we support are the sentiments behind being a sanctuary campus but that we should also acknowledge the concerns on the impact on employees.
- iv. C. Sanzone said that there are many people who do not support the sentiment fully that was expressed in the petition, especially the idea of resisting the federal government and individuals who are unwilling to break the law or enable it to happen.
  1. C. Sanzone said that the resolution reads as an endorsement of the petition, but that most of the individuals she has talked to said that they support the spirit of it and understand the concern and need to provide legal and staff support to DACA students as well as to denounce any violence and not the full petition.
- v. P. Thompson said that a sanctuary campus is just a name and that there is nothing legal behind it. She said that what we need to do is understand what the University can and cannot do under DACA.
- vi. J. Kruser said that rather than referencing the whole petition, instead use it as a resource to talk about the concerns that we have facing these challenges and here is our resolution. He said that we can use the statements we have control over or want control over, rather than using the entire document.
- vii. N. Doolittle said that she would agree that the resolution should outline employee concerns and what employees stand for, but not the petition.



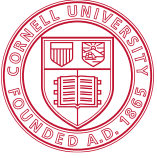
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- viii. I. Allen said that these are valid points, but that it is important to not lose the sentiment of support and resources available does not get lost as Cornell is a large community and misinformation puts someone else in jeopardy.
- ix. N. Doolittle said that we need to continue supporting DACA students.
- x. R. Morris said that we support the decree made by the president and stated action from the administration but we are short of endorsing the overall mindset.
- xi. T. Shapiro said that we support the DACA students not a petition.
- xii. L. Johnson-Kelly said that ICE officers can make it hard for employees even if we do not have access to the documents that ICE officers are looking for.
- xiii. P. Thompson said that we need the guidance and points of contact for staff members to do everything correctly.
- xiv. G. Giambattista clarified that Interim President Rawlings said in his statement that the University commits financial support to students already here and ones incoming this year and he has also affirmed a very strong, positive position on the campus petition.
  - 1. G. Giambattista said that the statement made by Interim President Rawlings and the petition are not mutually exclusive, and that the Assembly could look at what points in both are statements that the Assembly would want to endorse. She said it is important to be as specific as possible.
- xv. K. Fitch said that supporting DACA students is great but that it needs to be noted that there are concerns as well, therefore it is important to be clear what we are supporting and what our concerns are.
- xvi. J. Kruser said that the Assembly should not focus on what the petition is and focus on what employees are asking for.
- xvii. L. Johnson-Kelly said that there are a lot of foreign employees that work at Cornell under visas that are not under attack right now but asked if we want to support them under a different resolution as well.
  - 1. P. Thompson said that the process will probably become more cumbersome and might lead to hiring departments less willing to hire or sponsor foreign nationals and asked for clarification of the concern.
  - 2. L. Johnson-Kelly said that there are people who are living here permanently, like some that work in dining, who feel threatened under a Trump presidency and that we should make a statement supporting the rights of all employees and staff.



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- xviii. J. Kruser closed this conversation and encouraged everyone to check box for updated versions and to stay in touch with any changes and ideas that come up.
- b. Transportation Forum Debrief
  - i. K. Mahoney said that it would be a good idea to follow up from the Transportation Forum and vet the comments that were made.
  - ii. J. Kruser said that the top of the list with transportation is usually parking.
  - iii. K. Mahoney said that employees largely feel as if parking should be part of the employee package and Transportation sees it more as a commodity that is sold.
  - iv. K. Fitch said that part of this is because their budget is funded by permits and tickets and that if the University contributed more to their budget, it might not be as big of an issue.
  - v. K. Mahoney said that facility services does get money from the University and that it just is not going to where it could be helpful.
  - vi. J. Kruser said that the explanation he has received is that a lot of the money from the parking fees goes towards the debt on the parking garage.
  - vii. K. Mahoney said that there is a lot of overhead that goes into establishing and maintaining parking structures and that if they are trying to simplify that then there could be opportunity to reduce some of this overhead.
    - 1. K. Mahoney said that some of their decision making feels like its more about the business of transportation and less about the community.
  - viii. J. Kruser said that it is also important to think of employees that are paid hourly and about the distance and time it takes them to get from free parking spots to where they work on campus.
  - ix. L. Johnson-Kelly asked if they are considering putting in more parking lots.
    - 1. G. Giambattista said that there is not more parking coming in and that they want central campus to be more car free.
  - x. K. Mahoney said that there could be greater thought to a partnership with TCAT that could increase satisfaction but right now there is an imbalance. There is not enough encouragement or incentive to use public transportation.
  - xi. J. Kruser said that there is a big disconnect in that the individuals handling parking do not also handle public transportation and that the two are not connected enough. He said that adjustments need to be made together and they are not.

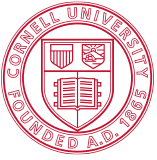


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1. J. Kruser also said that 'TCAT' is underfunded and that the University has not raised what we pay them in years but their costs of operating have increased.
  - xii. N. Doolittle said that no one is looking at the hidden expenses that employees absorb in the time that it takes to get from parking to offices on campus.
  - xiii. J. Kruser said that the focus is regulations on students and then they get applied to staff and that perhaps the systems should be different.
  - xiv. L. Johnson Kelly said that the Assembly could do a mini survey to address parking and find out how many do not use public transportation because it is not servicing their area or is restricted.
- c. J. Kruser closed the discussion.

The meeting was adjourned at 1:33.

Respectfully Submitted,  
Amanda Robinson  
Clerk of the Assembly



1       **EA R5: Endorsing “The Ithaca Plan: A Public Health and**  
2       **Safety Approach to Drugs and Drug Policy”**

3       **Abstract:** This resolution is a show of community support and UA endorsement for the proposed  
4       “Ithaca Plan” to address opiate addiction in Ithaca, NY.

5       **Sponsored by:** Jeramy Kruser, Research and Technology Transfer Representative, Employee  
6       Assembly; Linda Copman, Employee; University Assembly;

7       **Reviewed by:** Executive Committee, 11/02/2016

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8       **Whereas,** the University community recognizes the critical need to address issues of campus safety,  
9       in the wake of separate stabbing incidents on or near campus this semester, at least one of which  
10      involved the sale of drugs; and

11  
12      **Whereas,** in fall 2015, the Office of Institutional Research and Planning recorded that there were a  
13      total of 32,076 people working or studying at Cornell, which is slightly more than the total  
14      population of the City of Ithaca (30,788 persons), and nearly one third of the total population of  
15      Tompkins County (104,926 persons) according to U.S. Census data for July 2015; and

16  
17      **Whereas,** the vast majority of Cornell students, faculty, and staff live off-campus in the City of  
18      Ithaca and in surrounding communities, where they utilize and depend upon the healthcare and  
19      criminal justice services and systems provided by these communities; and

20  
21      **Whereas,** members of the Cornell community are suffering from drug addiction and it often falls to  
22      the staff of the University, including medical, counseling, student affairs, and custodial staff, to cope  
23      with the impacts of drug use—such as overdose, problems with academics, and missed days of school  
24      or work; and

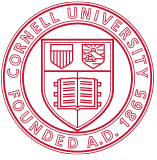
25  
26      **Whereas,** the University administration has expressed support for strengthening our relationships  
27      with the public safety and law enforcement agencies in the City of Ithaca and surrounding  
28      communities, as one important means to bolster campus health and safety; and

29  
30      **Whereas,** in April 2014, City of Ithaca Mayor Svante Myrick convened the Municipal Drug Policy  
31      Community and charged this group with recommending policies and practices we could adopt to  
32      improve our local response to drug use and related policies; and

33  
34      **Whereas,** in February 2016, the Municipal Drug Policy Community, comprised of experts and  
35      leaders from the various sectors that respond to drug use in our community, including representatives  
36      from the University, released its report outlining a coordinated drug strategy which is rooted in  
37      public health and safety; and

38  
39      **Whereas,** it is the opinion of these experts that if the Ithaca Plan is fully implemented, then recovery  
40      rates will increase, fatal overdoses will decrease, and public health and safety in our community will  
41      improve; and

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43 **Whereas**, the Campus Welfare Committee of the University Assembly formally considered the  
44 findings and recommendations of the Municipal Drug Policy Community on October 25, 2016, and it  
45 was the consensus of the group to endorse these finding and recommendations; therefore  
46

47 **Be it resolved**, that the University Assembly formally endorses the goals and recommendations  
48 outlined in the Executive Summary of “The Ithaca Plan: A Public Health and Safety Approach to  
49 Drugs and Drug Policy,” namely:  
50

- 51 • **Governance and Leadership**  
52 *Create a mayoral-level office tasked to reduce the morbidity, mortality, cost, and inequities*  
53 *associated with illicit drugs and our current responses to them.*
- 54 • **Education**  
55 *Key stakeholders and all Ithacans should have access to evidence-based practices and*  
56 *education around drugs, preventing problematic use, reducing harms associated with drug*  
57 *use, and helping oneself or others who have a drug use problem.*
- 58 • **Recovery-Oriented Treatment, Harm Reduction, and Ancillary Services**  
59 *Create a recovery-oriented treatment continuum that offers access to timely, individualized,*  
60 *and evidence-based, effective care, through services that are people-centered and able to*  
61 *meet the needs of individuals no matter their current relationship to drug use or recovery.*
- 62 • **Community and Economic Development**  
63 *Support and expand existing efforts to improve youth and family development, economic*  
64 *opportunity, and public health of communities, targeting vulnerable communities as*  
65 *immediate beneficiaries and ensuring that all Ithacans have the same access to resources*  
66 *and investments.*
- 67 • **Public Safety**  
68 *Redirect law enforcement and community resources from criminalization to increasing*  
69 *access to services. Encourage a shared responsibility for community health and safety that*  
70 *extends beyond the Ithaca Police Department.*

71  
72 **Resolved**, that the University administration should partner with the City of Ithaca to advocate for  
73 approval of The Ithaca Plan in the upcoming 2017 legislative session and to support the  
74 implementation of the recommendations outlined in the Plan; and  
75

76 **Be it Finally Resolved**, that the University administration and the City of Ithaca should formally  
77 present a status update on progress made toward achieving the goals of The Ithaca Plan to the  
78 University Assembly by October 2017, and on an annual basis every October thereafter until the  
79 goals outlined above been achieved.  
80

81 **Adopted by Vote of the Assembly** (\_\_\_-\_\_-\_\_), \_\_\_\_\_, 2016,

82 **Respectfully Submitted,**

83 **Linda Copman**, Employee; University Assembly;

84 **Jeramy Kruser**, Research and Technology Transfer Representative, Employee Assembly;





## EA R9: In Recognition and Appreciation of Leon Lawrence

**Abstract:** This resolution recognizes the passing of Leon Lawrence, and honors him for his contributions to Cornell University as a dedicated employee and chair of the Employee Assembly.

**Sponsored by:** Ulysses J. Smith, LGBTQ Representative and Chair Employee Assembly

**Reviewed by:** Executive Committee, 1/30/2017

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**Whereas,** the assemblies are shared governance bodies chartered by the Trustees of the University with delegated authority from the president; and are established to serve as vehicles of communication between the administration of the university and broader campus community; and

**Whereas,** the Employee Assembly (hereinafter, “the Assembly”) is charged with the authority and the responsibility to examine any matters which involve the interests or concern the welfare of the non-academic employee community and to make proposals concerning those issues to the appropriate officers or decision-making bodies of the University. The Assembly also provides a mechanism for the informal exchange of information and views between employees and the university president; and

**Whereas,** Leon Lawrence passed away peacefully at the age of 74 on January 20, 2017; and

**Whereas,** Lawrence came to Cornell as the director of multicultural affairs in the College of Architecture, Art, and Planning in 2001 and directed the college’s Office of Diversity and Inclusiveness for eight years; and

**Whereas,** Lawrence continued his passions for creating a welcoming environment for all and for mentoring students by becoming the associate director of Cornell’s Office of Minority Educational Affairs (OMEA) and serving as the director of the State Programs Office; and

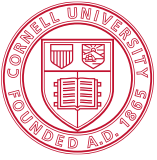
**Whereas,** Lawrence was a beloved advisor and advocate for minority students as demonstrated through his time as advisor to the National Organization of Minority Architect Students and as a co-leader on the pilot of Scholars Working Ambitiously to Graduate (SWAG); and

**Whereas,** Lawrence served as a division deputy for the Cornell United Way Campaign and served as chair of the Employee Assembly for the 2009-10 term; and

**Whereas,** Lawrence retired from Cornell in 2011 and remained active in the Ithaca community by serving as chair of the Tompkins County Human Rights Commission and most recently becoming the executive director of Ithaca’s Southside Community Center in July 2016.

**Be it therefore resolved,** the Assembly hereby publicly recognizes and thanks Leon Lawrence for his support of, and participation in, shared governance at Cornell University, as a member and chair of the Assembly, and for his extensive work in advising, mentoring, and advocating for underrepresented students and staff in an effort to create a welcoming and inclusive campus and community.

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44 **Be it further resolved**, the Assembly and the Cornell community extend to Lawrence's family its  
45 sincere sympathy upon his passing.

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47 **Be it finally resolved**, a copy of this resolution be forwarded to Interim President Rawlings, Vice  
48 President and Chief Human Resources Officer Opperman, Dean Kent Klienman, and the family of  
49 Leon Lawrence.

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51 **Adopted by Vote of the Assembly** ( \_ - \_ - ), \_\_\_\_\_, **2017**,

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53 **Respectfully Submitted**,

54 Ulysses Smith, *LGBTQ+ Representative and Chair*

55