

Employee Assembly

EA R2: Staff Inclusion on University Committees and Reviews

Abstract: This Resolution petitions University Leadership to include Staff in the current and future makeup of committees and reviews that have direct influence on the staff community of Cornell University including non-academic affairs and the life of the University.

Sponsored by: Rose Howard, Parliamentarian; Wendy Treat, Chair; Iván Solís Cruz, Executive Vice Chair; Victoria Aloe Bell, Vice Chair Communications; Danyel Wierson, Vice Chair of Operations and Finance

Reviewed by: Employee Assembly Executive Committee, 10/10/2025

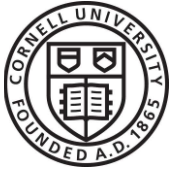
Whereas, the assemblies serve as advisory bodies to the administration, representing matters of concern and constituent interests to University leadership, and;

Whereas, the three constituent assemblies—representing undergraduate students, graduate and professional students, and staff—and the all-constituency University Assembly, along with the Faculty Senate, comprise shared governance at Cornell, and;

Whereas, the fundamental mission of the assemblies is to obtain extensive involvement of community members in the formulation and review of non-academic policies, recommendations and decisions impacting daily lives on campus, and;

Whereas, in Article II: Section A, Object of the Employee Assembly Charter states, “The object of this Assembly shall be to ensure a direct focus for the continued involvement of exempt and non-exempt staff members in the governance of non-academic affairs and in the life of the University.” and;

Whereas, in Article II: Section B, Object of the Employee Assembly Charter states, “The Assembly will bring about a higher visibility for employees as community members, more equal participation with faculty and students in the policy-making process, and an increased sense of community among all constituencies through shared responsibilities. This is accomplished by charging the Assembly 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



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32 make proposals concerning those issues to the appropriate officers or decision-making bodies of
33 the University.”

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35 **Whereas**, there have now been two committees and a review announced this calendar year that
36 have no Employee Assembly Staff inclusion, despite having direct influence on the staff
37 community of Cornell University including non-academic affairs and the life of the University,
38 and;

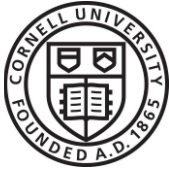
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40 **Whereas**, (then) Interim President Michael I. Kotlikoff and Provost Kavita Bala announced the
41 formation of The Task Force on Institutional Voice on March 11th of 2025. Per the email, ‘A new
42 Cornell task force will develop guidance for how and when the university should exercise its
43 “institutional voice” to speak officially on issues of social and political significance.’ and;

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45 **Whereas**, The Task Force on Institutional Voice has no Employee Assembly Staff
46 representation, and;

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48 **Whereas**, The Office of the Provost announced the formation of The Committee on the Future of
49 the American University on October 1st of 2025. Per the email, ‘This committee is charged with
50 envisioning the long-term future of Cornell as an American university pursuing its core missions
51 of education, scholarship, public impact, and community engagement. It will explore the
52 challenges and opportunities of this moment, engaging thoughtfully with both supporters and
53 skeptics — within our university and beyond.’ and;

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55 **Whereas**, The Committee on the Future of the American University has no Employee Assembly
56 Staff representation.

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58 **Whereas**, Ryan Lombardi, Vice President for Student and Campus Life announced the Student
59 Code of Conduct and Procedures review on August 26th of 2025. Per the email, ‘In keeping with
60 the intent for ongoing, systematic evaluation, the university is launching a formal review process
61 during the 2025–26 academic year. The revised Code and Procedures are expected to take effect
62 by the start of the fall 2026 semester... This committee will review current policies, solicit input
63 from stakeholders, and propose amendments that reflect best practices, legal compliance, and the
64 guiding principles of the Cornell community.’ and;



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66 **Whereas,** The Student Code of Conduct and Procedures review has no Employee Assembly
67 Staff representation.

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69 **Be it therefore resolved,** that the Employee Assembly petitions the Administration to include
70 Employee Assembly Staff representation to The Task Force on Institutional Voice, The
71 Committee on the Future of the American University, and The Student Code of Conduct and
72 Procedures review as quickly as possible.

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74 **Be it further resolved,** that without staff representation on these committees and reviews, the
75 intention of the Employee Assembly Charter ‘for staff to be able to effect direct and continued
76 involvement in the governance of non-academic affairs and in the life of the university’ is not
77 being honored.

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79 **Be it finally resolved,** that the Employee Assembly petitions the Administration to include
80 Employee Assembly Staff in all future committees and reviews whenever those have direct
81 influence on the staff community of Cornell University including non-academic affairs and the
82 life of the University.

83

84 **Respectfully Submitted,**

85 Rose Howard, Engineering and CIS Representative, Employee Assembly Parliamentarian

86 Wendy Treat, Exempt Representative At-Large; Employee Assembly Chair

87 Iván Solís Cruz, Representative At-Large; Employee Assembly Executive Vice Chair

88 Danyel Wierson, Representative At-Large; Employee Assembly Vice Chair of Operations and
89 Finance

90 Victoria Aloe Bell, Graduate and Law School Representative, Vice Chair of Communications