

Cornell University  
Employee Assembly

## Cornell University Employee Assembly

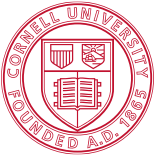
Agenda for March 15, 2023

12:15-1:30pm

[Zoom](#)

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

1. Call to Order
  - Roll Call
  - Land Acknowledgment of the Gayogho:nq̓ (Cayuga Nation)
  
2. Approval of the [minutes from March 1, 2023](#)
  
3. Business of the Day:
  - Laura Rugless, Associate Vice President, Equal Opportunity Program Director, Catherine Muskin, Deputy Title IX Coordinator and Equity/Title IX Investigator: *Bias, Discrimination, Harassment and Sexual and Related Misconduct*
  
4. Committee Reports
  - Executive Committee – Marcella Benda
  - Communications, Outreach and Recognition Committee – Jackie Creque
  - Education Committee – Matthew Davis
  - Welfare Committee – Kristine Mahoney
  - Benefits and Policy Committee – Kit Tannenbaum
  - Elections Committee – Annyce Shaft
  
5. Liaison Reports
  
6. Open Discussion
  
7. Adjournment – 1:30pm



# Cornell University Employee Assembly

## Cornell Employee Assembly

Minutes of the March 1<sup>st</sup>, 2023 Meeting

12:15pm-1:30pm

Zoom

### I. Call to Order

- a. A. Haenlin-Mott called the meeting to order at 12:15pm.
  - i. *Members Present:* M. Benda, D. Borders, J. Chandler, S. Coil, C. Cornell, J. Creque, M. Davis, B. Dixon, A. Haenlin-Mott, E. Krumm, J. Kruser, K. Mahoney, A. O'Connor, A. Schafft, K. Supron, W. Treat, L. Zacharias
  - ii. *Members Absent:* M. Brooks, A. Durant, B. Fisher, D. Howell, M. LoParco, A. Mittman, K. Phipps, S. Resue, K. Tannenbaum
  - iii. *Also Present:* F. Ardon, H. Depew, L. Frederick, E. Kalweit, D. Krahmer, A. Miller, B. Mohlke, E. Sember-Chase, J. Withers

### II. Land Acknowledgement of the Gayogohono (Cayuga Nation)

- a. A. Haenlin-Mott stated the EA's acknowledgment of the Cayuga Nation.

### III. Business of the Day

- a. Presentation: Appreciation Portal with Ashley Miller, Employee Recognition Programs Manager in the Office of Human Resources
  - i. A. Miller provided a presentation on employee recognition at Cornell and an overview of the Employee Appreciation Portal for employees to recognize their colleagues for an achievement.
  - ii. Questions for A. Miller led to a discussion on group recognition using the Appreciation Portal and how managers are notified of employee recognition.
  - iii. A. Haenlin-Mott stated that any further questions/inquiries for A. Miller can be sent to [amp87@cornell.edu](mailto:amp87@cornell.edu).
- b. Presentation: Neurodivergent Community at Cornell with Florencia Ardon, Study Skills Lecturer and Neurodivergent Student Support Program Manager
  - i. F. Ardon provided a presentation on neurodiversity on campus and the upcoming [Neurodiversity Celebration Week](#) taking place March 13<sup>th</sup>-17<sup>th</sup>.
  - ii. A. Haenlin-Mott noted that further questions/inquiries for F. Ardon can be sent to [faa227@cornell.edu](mailto:faa227@cornell.edu).
- c. Update on Elections Procedures and Rules for Spring 2023 from A. Schafft.
  - i. A. Schafft stated that the [elections calendar](#) has been distributed as approved by the Elections Committee.



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- ii. A. Haenlin-Mott noted the presence of a quorum and that she would like to approve the election rules by a vote of the Assembly.
- iii. A. Schafft provided an overview of the [election rules](#) and [communications](#) for Spring 2023 as amended and approved by the Elections Committee.
- iv. A. Haenlin-Mott called for a vote to approve the election rules.
  1. The election rules were **approved** by a vote of 15-0-2.

### IV. Approval of the Minutes from February 15<sup>th</sup>, 2023.

- a. A. Schafft put forward a motion to approve the minutes from February 15<sup>th</sup>.
  - i. W. Treat seconded the motion.
  - ii. The motion **passed** with unanimous consent.

### V. Committee Reports

- a. Executive Committee – M. Benda
  - i. A. Haenlin-Mott noted that a meeting with the Executive Committee of the Board of Trustees will be held on March 22<sup>nd</sup>.
  - ii. M. Benda stated that the Title IX office will be presenting the Assembly's March 15<sup>th</sup> meeting and that a future meeting will have a presentation from transportation.
  - iii. A. Haenlin-Mott stated that the finance office will be presenting at an Assembly meeting in April.
- b. Communications and Awards Committee – J. Creque
  - i. J. Creque stated that she has been working on the awards process and that an issue of the EA Voice in March including updates from the President's Address to Staff, the President's visit to the Employee Assembly, and today's meeting. She also stated that she will be revisiting the Priorities Poll for a report soon.
- c. Education Committee – M. Davis
  - i. Nothing to report
- d. Employee Welfare Committee – K. Mahoney
  - i. K. Mahoney stated at the Committee's last meeting included an inclusive wellness series lecture and that a future lecture will be held on March 10<sup>th</sup>. She also stated that WorkLife at Cornell will be holding a series of events, including an annual service of remembrance, a suicide awareness and prevention walk, and the Inclusive Excellence Summit. She also stated that the Committee's next meeting will include a discussion on reviewing leave for inclusivity.
- e. Benefits and Policy Committee – K. Tannenbaum



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- i. A. Haenlin-Mott stated that the Committee has discussed navigation of the HR policy website, putting together a resolution for employee Assembly and committee participation, and putting together a resolution to encourage Summer Appreciation Days for 2023.
- f. Elections Committee – A. Schafft
  - i. Nothing to report

### VI. Liaison Reports

- a. University Assembly – M. Benda
  - i. M. Benda stated that the President attended the University Assembly's last meeting, that discussion occurred over fraternities, and that the University Assembly passed a few resolutions.
  - ii. A. Haenlin-Mott stated that the Employee Assembly may be considering a resolution supporting the institution of a permanent OB-GYN at Cornell Health at a future meeting.

### VII. Adjournment

- a. M. Benda put forward a motion to adjourn the meeting.
  - i. W. Treat seconded the motion.
  - ii. The motion **passed** by unanimous consent.

This meeting was adjourned at 1:28 pm.

Respectfully Submitted,  
*P.J. Brown*  
Clerk of the Assembly