

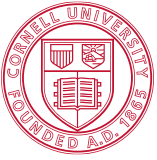
Cornell University Employee Assembly

Employee Assembly Meeting Agenda November 2, 2022 12:15-1:30pm

[Zoom](#)

“An Active Voice for Cornell Staff”

1. Call to Order
 - Roll Call
 - Land Acknowledgment of the Gayogohono (Cayuga Nation)
2. Approval of the [minutes from October 19](#)
3. Business of the Day
 - Brandon Fortenberry: United Way Campaign Update
 - Julie Edwards, Director of Skorton Center for Health Initiatives
4. Presidents Address to Staff December 12
5. Priorities Poll Update
6. Committee Reports
 - Executive Committee – Marcella Benda
 - Communications and Awards Committee – Jackie Creque
 - Education Committee – Matthew Davis
 - Welfare Committee – Kristine Mahoney
 - Benefits and Policy Committee – Kit Tannenbaum
 - Elections Committee – Annyce Schafft
7. Liaison Reports
8. Open Discussion
9. Adjournment – 1:30pm



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Cornell Employee Assembly

Minutes of the October 19th, 2022 Meeting

12:15 PM – 1:30 PM

Zoom

I. Call to Order

- a. A. Haenlin-Mott called the meeting to order at 12:17 PM.

II. Roll Call

- a. *Members Present:*
- b. *Members Absent:*
- c. *Also Present:*

III. Land Acknowledgment of the Gayogoho:no (Cayuga Nation)

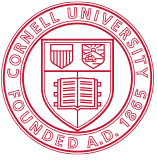
- a. A. Haenlin-Mott stated the Land Acknowledgement.

IV. Approval of the minutes from September 7th, September 24th, and October 12th

- a. A. Haenlin-Mott motioned to approve the minutes from September 7th, September 24th, and October 12th minutes by unanimous consent
- b. A. Schafft approved, M. Benda seconded, and the motion was approved by unanimous consent.

V. Business of the Day

- a. D. Howell provided a presentation on the Cornell Veterans Colleague Network Group
 - i. D. Howell introduced the team of the Network Group, including her position as both Chair and Employee Assembly representative. She also stated the Group's mission is to raise awareness for veteran and military personnel issues at Cornell, provide a forum on for veterans to discuss these issues, and aid Cornell in its recruitment and retention of veterans.
 - ii. D. Howell sated that the Group follows the GEAR Up model; this model includes giving through mentoring students and tabling, engagement through tours and sharing resources with the community, achievement through EA representation and family reintegration, and recruitment through Welcome for New Hires videos and veterans job fairs.
 - iii. D. Howell stated that Cornell's celebration of Veteran's day will take place on Friday, November 11th at 11:00am at Auditorium 230 of Anabel Taylor Hall, which will include an address from Mark Minton, President of the



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- Cornell Undergraduate Veterans and a Cornell Chimes concert of service songs.
- iv. D. Howell stated that the Group will be offering the Cornell Veterans Continuation of Service Award, with the first round of nominations due October 28th.
 - v. A. Haenlin-Mott expressed support of the Group, that the Employee Assembly is there to support them, and expressed interest in making the Veterans House accessible.
 - vi. D. Howell stated that the Veterans House is located at 625 University Ave.
- b. Announcement of Jessica Withers as Director of the Assemblies
- i. A. Haenlin-Mott announced J. Withers as the new Director of the Assemblies.
 - ii. J. Withers stated that she will begin the position on November 1st.
- c. Discussion of President Pollack's Visit
- i. A. Haenlin-Mott stated that President Pollack will attend the Assembly's meeting on November 16th and that questions from the Assembly will be sent to the Office of the President before the meeting.
 - ii. E. Kalweit stated that questions can be emailed to him or to the Employee Assembly executives.
 - iii. A. Haenlin-Mott stated that questions will be due by Monday, November 7th
- d. Discussion of President's Address to Staff
- i. A. Haenlin-Mott stated that the President's Address to Staff will be December 12th and asked J. Creque if she had any news to share with the Assembly on the address. She also stated the event will likely be in-person and livestreamed, and that a location is currently being identified.
- e. Discussion of Priorities Poll
- i. A. Haenlin-Mott asked J. Creque about the status of the Priorities Poll.
 - ii. J. Creque stated that the Assembly's Executive Meeting discussed extending the deadline to October 28th. She also shared a flyer with the Assembly and that the flyer will be sent out to Assembly members upon feedback from the Assembly of the flyer.
 - iii. M. Davis expressed interest in including a catchphrase like "Your Voice Counts" to emphasize that the Poll benefits employees.
 - iv. H. Depew asked about the response to the Priorities Poll. J. Creque stated that there are 203 responses to the poll and that the timing of the initial announcement of the Poll may have disrupted response.

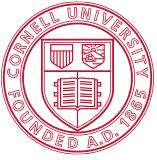


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- v. A. Haenlin-Mott stated that because the Assembly has not followed up with employees following the initial launch of the poll, it would be good to distribute the flyer as soon as possible.
- vi. M. LoParco suggested the title “Employee Assembly’s Priorities Poll: Your Voice Matters” for the flyer and stated that she can distribute the Poll to the screens of the Law School and send the flyer to the Dean of the Graduate and Professional School in the College of Business.
- vii. J. Creque asked whether the Office of the Assembly would be planning on sending the poll out to all employees again and whether the Assembly might be more successful with individuals reaching out to their constituents as opposed to broad-base communication.
- viii. J. Withers stated that it would be best for the Assembly to pursue both methods of communication.
- ix. J. Creque asked whether there will be a message only related to the Priorities Poll in October or whether the Poll would simply be included in an October newsletter. She stated her concern that individuals who received the last EA Voice may not have seen the Poll within the newsletter.
- x. A. Haenlin-Mott stated that the Assembly should choose the former option and focus solely on communication about the Priorities Poll for October.
- xi. M. Benda seconded A. Haenlin-Mott’s opinion and expressed interest in getting the message out tomorrow (October 20th).
- xii. A. Haenlin-Mott expressed interest in verbiage on how the Priorities Poll and the survey sent out by Human Resources allow employees to be heard in different ways.
- xiii. J. Creque stated a custom message increases engagement and that she would add this verbiage to the newsletter template.

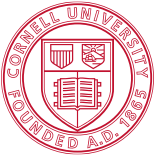
VI. Committee Reports

- a. Executive Committee – Marcella Benda
 - i. M. Benda stated that Sonja Rucker, Vice President for the Department of Inclusion, will be attending the Committee’s November 30th meeting and that Julie Edwards, Director of the Skorton Center of Health Initiatives, will be attending a future meeting.
 - ii. A. Haenlin-Mott stated that there will be an informal meet-and-greet with Christine Lovely on Saturday, October 7th at 8:30 at the Statler Hotel.
- b. Communications and Awards Committee – Jackie Creque
 - i. Nothing to report
- c. Education Committee – Matthew Davis



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- i. M. Davis stated that the Committee met on October 18th and came up with an action plan for obtaining data on degree programs that employees have successfully enrolled in the past. He also stated that the Committee also discussed whether they had time to send out a notice of the deadline for public service loan forgiveness on October 31st.
 - ii. M. LoParco stated that the student loan debt relief application has been released and that if public service loan forgiveness does not apply to an employee, they can qualify for this application instead.
 - iii. M. Davis stated that all full-time employees of Cornell are eligible for public service loan forgiveness.
 - iv. M. LoParco stated that if employees have pursued loan consolidation recently and were informed, they had insufficient payments for loans, they may need to go through extra steps to secure this loan forgiveness.
 - v. J. Kruser stated that it is likely that more payments will be accepted than if you chose not to submit during this period.
 - vi. K. Tannenbaum stated that when applying for public service loan forgiveness, employees should first consolidate and then payments started counting and that there would be credits for loan payments prior to consolidation.
 - vii. J. Creque expressed interest in an Assembly member drafting this information for the EA Voice.
 - viii. J. Kruser expressed interest in ensuring that employees are directed to central Human Resources for information.
 - ix. J. Creque asked whether Human Resources would have a problem with the Assembly directing employees to them for information on student loan forgiveness.
 - x. K. Tannenbaum stated that this would be HR's job and that they should expect a rush to get applications filled out.
 - xi. J. Kruser stated that he could email the person he worked with for his application to get feedback on whether HR would have a problem with the Assembly directing employees to them.
- d. Welfare Committee – Kristine Mahoney
- i. J. Withers stated that Julie Edwards and Laura Santacruz, the Director and Assistant Director of the Skorton Center of Health Initiatives, attended the October 19th meeting of the committee.
- e. Benefits and Policy Committee – Kit Tannenbaum
- i. K. Tannenbaum stated that the Committee wishes to continue the discussion on how the University can continue to support the Care Fund.



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- f. Elections Committee – Annyce Schafft
 - i. Nothing to report

VII. Liaison Reports

- a. Faculty Senate – J. Creque
 - i. J. Creque stated that the Faculty Senate discussed faculty titles and the recent work-life survey at their last meeting.
- b. University Assembly – M. Benda
 - i. M. Benda stated that the University Assembly had a presentation from Bruce Lewenstein, Director of the Ombuds, that they will have their visit with President Pollack soon, and that they discussed having a larger-scale Campus Safety Forum.
 - ii. M. Benda provided an overview of the University Assembly's duties and presence on campus. She also stated that there are openings on the Committee on Infrastructure, Technology, and the Environment; Welfare Committee; and the Codes and Judicial Committee.
 - iii. M. LoParco asked whether there were descriptions of what each Committee is responsible for within the Assembly.
 - iv. J. Withers provided descriptions of the Committees to the Assembly.
 - v. E. Krumm stated that she would be interested in occupying the seat on the Welfare Committee.
 - vi. A. Haenlin-Mott stated that if members are interested to please let her know as soon as possible.

VIII. New Business

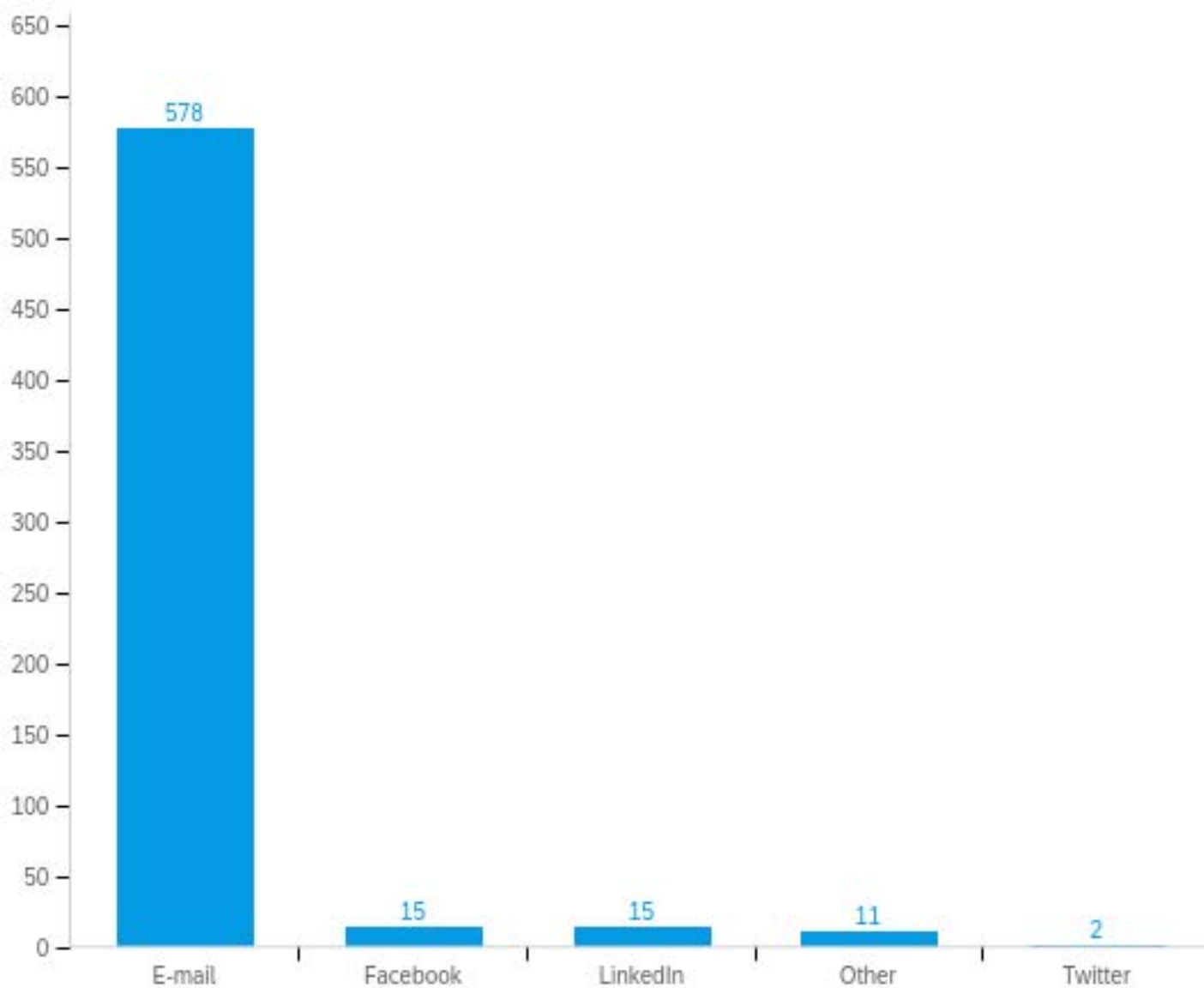
- a. Open Discussion
 - i. No discussion

IX. Adjournment

- a. M. Benda motioned to adjourn the meeting, J. Kruser seconded the motion, and the meeting was adjourned at 1:30PM.

Respectfully Submitted,

Clerk of the Assembly



#	Field	1	2	3	4	5	6	7	Total
1	Benefits	24.47% 151	20.42% 126	20.75% 128	15.72% 97	10.37% 64	6.97% 43	1.30% 8	617
4	Employee health and wellness	22.20% 137	23.01% 142	22.20% 137	16.69% 103	9.40% 58	5.83% 36	0.65% 4	617
6	Parking and transit	15.72% 97	14.75% 91	11.18% 69	12.32% 76	18.80% 116	23.50% 145	3.73% 23	617
2	Diversity and inclusion	11.99% 74	14.75% 91	14.91% 92	16.86% 104	17.34% 107	19.29% 119	4.86% 30	617
3	Employee education and professional development	10.21% 63	12.80% 79	19.29% 119	19.77% 122	22.69% 140	12.64% 78	2.59% 16	617
5	Employee recognition	8.59% 53	11.35% 70	10.86% 67	17.67% 109	20.10% 124	27.88% 172	3.57% 22	617
7	OTHER (as named and described in previous question)	6.81% 42	2.92% 18	0.81% 5	0.97% 6	1.30% 8	3.89% 24	83.31% 514	617

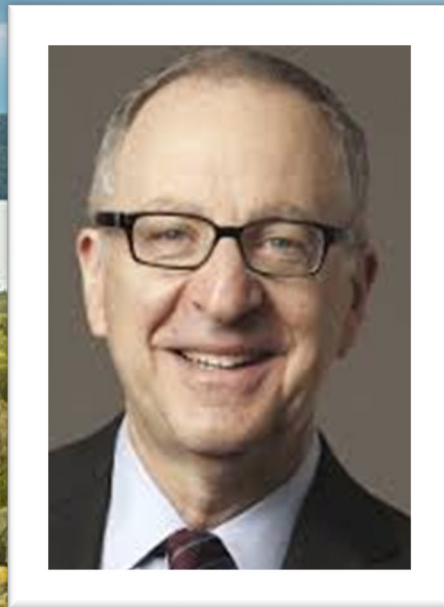
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#	Field	Mean	Count
4	Employee health and wellness	2.88	617
1	Benefits	2.93	617
3	Employee education and professional development	3.80	617
6	Parking and transit	3.89	617
2	Diversity and inclusion	3.90	617
5	Employee recognition	4.27	617
7	OTHER (as named and described in previous question)	6.32	617



Skorton Center for Health Initiatives Overview

Julie Edwards, MHA



Who We Are



Julie Edwards, MHA
Director, Skorton Center



Catherine Thrasher-Carroll, MA
Mental Health Promotion
Program Director



Abigail Dubovi, PhD
Mental Health Promotion
Program Coordinator



Anna Pirog, MF
Barbara Altman Bruno and Joe
Bruno Cornell Health Program
and Outreach Coordinator



Laura Santacrose, MPH
Assistant Director
Skorton Center



Laura Weiss, MSW
Sexual Violence Prevention
Program Director



Janet Shortall
Sexual Violence Prevention
Program Coordinator

What We Do

- **Promote student and campus health** through:
 - Institutional leadership
 - Education & training
 - Research and evaluation
 - Public engagement

College health focus areas

- Alcohol and other drug misuse prevention
- Hazing prevention
- Mental health promotion and suicide prevention
- Anti-racism and bias prevention
- Sexual violence prevention
- Victim Advocacy services

Alcohol and Other Drug Prevention and Hazing Prevention

- **AOD education:** required online program for all incoming undergraduate students
- **Communication strategies:** signs of alcohol poisoning, social norms campaigns, information for parents/families
- **Policy initiatives:** Good Samaritan Protocol, Hazing Policy
- Slope Day: harm-reduction strategies
- **Hazing education:** trainings for social and pre-professional Greek chapters and residential student staff on how to recognize and respond to hazing

Mental Health Promotion and Suicide Prevention

- Mental health promotion initiatives
- Trainings on recognizing and responding to students in distress
- Means restriction
- Mental Health Review (MHR)
 - Facilitate campus community strategies
- Research and Evaluation
 - MHR evaluation
 - Campus surveys (e.g., Fall 2020 Mental Health & Well-Being Survey)

Educational Trainings Available

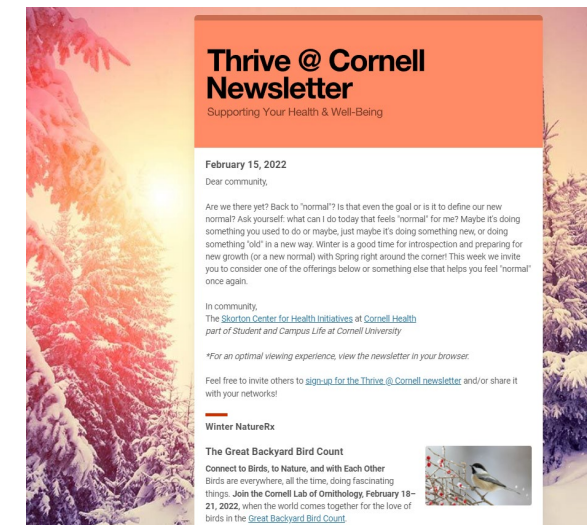
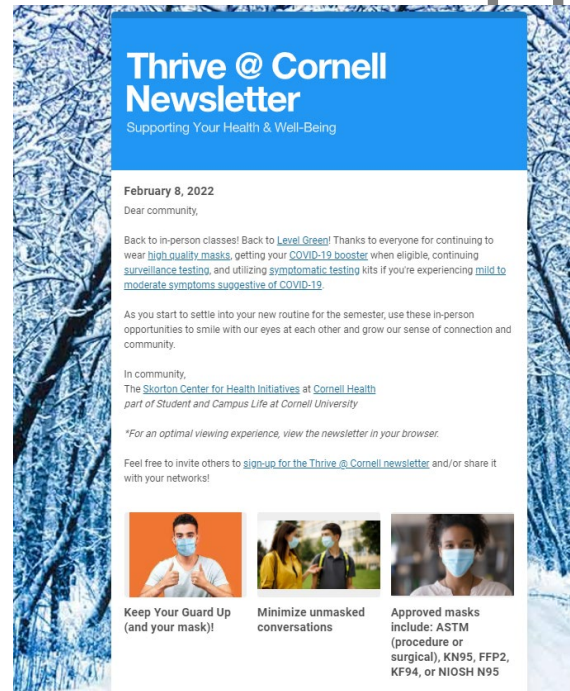
- Thrive (don't just survive) at Cornell
- Friend 2 Friend (for students)
- Notice & Respond: Assisting Students in Distress (*for staff & faculty*)
- Refresh: Cornell's sleep program
- Alcohol and Other Drug Education
- How to Recognize & Respond to Hazing
- How to Support Survivors
- Embedding Student Well-being in Teaching and Advising Practices (*for faculty*)



**Make sleep your
super power!**

REFRESH:
Cornell's Sleep Program

Thrive @ Cornell Newsletter: Weekly Newsletter to Support Well-Being



Anti-racism and Bias Prevention

- Racism as a public health crisis
 - Webinar presentations and webpage content
- Incorporated into all educational trainings
 - Choice of images in trainings/animated videos, etc.
 - Attributional bias in COVID-19 bystander trainings
 - Acknowledge differential experiences of students with marginalized identities
- Intervene: racial bias scenario
 - Sexual orientation and ability scenarios
- 2020-2021 QI Project: Mental Health & Well-Being Survey
 - Mental health disparities
 - Use this data to inform our programming, outreach messaging, etc.



SHARE: Sexual Violence Prevention

- Strategic planning and programming
 - Student leader training
 - Training for residential professional and student staff
 - Advising student organizations
 - Consultation with campus partners
 - Leadership on theory-driven prevention initiatives
- SHARE website: share.cornell.edu
- Coalition on Sexual Violence Prevention
- Collaborate on Sexual Assault and Related Misconduct Survey (next survey 2023)



Support for Victims/Survivors

- The Victim Advocacy Program
 - Provides confidential support, advocacy, referral and accompaniment to services after harms caused by sexual assault, harassment, stalking, dating violence, and bias.
 - Serves students, staff and faculty.
 - Monday-Friday, 9-5pm (not a crisis line)
 - Contact: victimadvocate@cornell.edu
- “Moving Forward” Support Group
- Co-facilitated with CAPS colleague
 - Open group
 - Referrals available throughout the semester
 - Offered in Fall and Spring

Student Engagement Strategies



EARS Peer Mentoring Drop-In Hours
@ Willard Straight Rm 604/605

Monday	12.00 - 6.00 PM
Tuesday	12.00 - 8.00 PM
Wednesday	12.00 - 8.00 PM
Thursday	12.00 - 8.00 PM
Friday	2.00 - 4.00 PM
Saturday	Closed
Sunday	4.00 - 8.00 PM

see ears Cornell.org/peermentorschedule
for Peer Mentors on shift

EARS Peer Mentoring Drop-In Hours

How are you feeling? Need someone to talk to? We are peers that are here for you! Drop into EARS Peer Mentoring Drop-In Hours at Willard Straight Hall Rm 604/605 (6th floor)! EARS Peer Mentors provide active listening, empathy, mentorship, and referrals on topics common to the student experience.



Connection Well-Being Support

ears Cornell.org/peermentors ears@Cornell.edu [cornell_ears](https://www.instagram.com/cornell_ears)

