

Cornell University Employee Assembly

AGENDA **Employee Assembly Meeting** **2017-11-15** **12:15 -1:30pm** **401 Physical Sciences Building**

“An Active Voice for Cornell Staff”

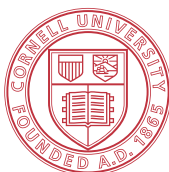
We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or assembly@cornell.edu.

- I. Call to Order -12:15pm
- II. Call for Late Additions to the Agenda
- III. Approval of Minutes
- IV. Committee Reports – 20min
 - a. Communications Committee
 - b. Employee Education & Development Committee
 - c. Employee Welfare Committee
 - d. Elections Committee
 - e. Personnel Policy Committee
 - f. Staff Recognition, Awards & Events
 - g. Transportation Task Force
 - h. Employee-Elected Trustee
 - i. Cornell Retiree Association Liaison
 - j. Executive Committee
- V. Business of the Day – 45min
 - a. Presentation: 2017 Cornell Climate & Sustainability Update (Sarah Brylinsky, *Sustainability & Communications Integration Manager* - 30min)
 - b. EA R4: Approval of the 2017-2018 Operating Budget (K. Fitch – 5 min)
 - c. EA R5: Clarification of Bylaws Section 1.9 (P. Thompson, K. Fitch - 10 min)
- VI. Old Business
 - a. EA R6: Condemning Violence and Hate (J. Kruser - 10 min)
- VII. New Business
 - a. EA R7: Advancing a Comprehensive Transportation Study (K. Mahoney, L. Johnson-Kelly - 5 min)
 - b. EA R8: Furthering the Institutional Commitment to LGBTQ+ Inclusion (U. Smith, M. Carcella – 5 min)
- VIII. Adjournment – 1:30pm

Future Guests:

- Discussion with President Martha E. Pollack and VP Mary Opperman - November 29

Future Events:



Cornell University Employee Assembly

Cornell Employee Assembly Minutes of the November 1, 2017 Meeting 12:15-1:30 PM 401 Physical Sciences Bldg.

- I. Call to Order – U. Smith called the meeting to order at 12:15pm.
 - a. *Members Present:* I, Allen, P. Anderson, C. Dawson, D. Harris, A. Hourigan, A. Howell, T. Grove, L. Johnson-Kelly, J. Kruser, K. Mahoney, B. Nicholson, B. Roebal, K. Shiels, P. Thompson, S. Willcox, C. Sanzone, T. Shapiro, H. Sheldon, U. Smith
 - b. *Members Absent:* B. Ayanfodun, M. Carcella, H. Depew, K. Fitch, A. Haenlin-Mott, M. Mosereiff, S. Vaccaro
- II. Approval of October 18, 2017 minutes – **Approved**
- III. Business of the Day
 - a. Follow-up on 2016-17 EA Resolution 7 “LGBTQ Inclusion in University Benefits” (G. Barger, Senior Director of Benefits)
 - i. G. Barger gave an overview of this resolution that was passed on December 21, 2016 by a vote of 17-0-0.
 1. It requested information on all university benefits programs and plans as related to gender-specific or gender benefits, focusing on any discrepancies or variations in coverage and benefits based on gender.
 2. This presentation was made to present its findings to the EA. It is not meant to be released to the public or present proposals.
 - ii. G. Barger gave an overview of the Health Care grouping findings.
 1. G. Barger explained that for the Health Insurance grouping, the presentation lists plans, major source if worked with outside consultants, gender references (thorough reviews in which gender was used to determine benefits or offerings within the plan), and whether or not there were coverage/service variation with gender-specific ties.
 2. G. Barger said they examined Endowed Coverage programs (Cornell Program for Healthy Living, Weill/Cornell Medicine PPO, Aetna Health Savings Account) and Optum Rx.
 - a. Both AETNA and Optum Rx followed nationwide standard communications with first person pronouns.
 - b. For health care services in particular, there were gender specific healthcare coverage. Across the medical industry there are benefits coded for gender-specific services, and there is not much Cornell can do about it. G. Barger says this can be a potential challenge for transgender situations. For all healthcare providers, Cornell is the source of records and can help individuals transitioning with certain claims.
 - c. On the whole, results did not show a challenge of comparability of benefits in endowed health care plans.
 3. G. Barger explained that Contract College (CC) – HMO Blue – CNY are insured products of New York state. There are certain places where they do have some

differing language, but Cornell is limited until they can get either the industry or the state to move them.

- a. Found similar gender-specific standards in the HMOBlue systems. Again, Cornell can help out individuals with certain claims.
- b. Examples of gender specific coverage include selecting OB/GYN, maternity care, and mammograms and pap smears, and prostate treatment. However, these are pretty standard across the industry.
- c. There is no transsexual surgery coverage in a lot of the state HMO plans and this is a state decision. There are medical necessity clauses, so Cornell can assist those writing appeals, but cannot control the insured plan.
4. G. Barger reviewed MVP Health Care – CNY.
 - a. Gender specific coverage include Well-Women exams, sterilization procedures, prostate screening.
 - b. MVP uses a birthday rule.
 - c. This plan also does not cover sex change operations unless medically necessary.
5. G. Barger reviewed the Empire Plan - both In & Out of Network.
 - a. Plan has very generic uses of communication.
 - b. Civil service determines spouse and domestic partner rules. It is not gender-specific.
 - c. There are certain gender specific services concerning women's health and preventive screening.
 - d. An exclusion that is very gender-specific in this plan is surrogacy. For both same-sex and opposite-sex partners, surrogacy is not covered in state or endowed plans. There is not much movement about this within the medical industry; it is determined by who the individual is covered by. G. Barger says Cornell does not have a solution right now, but there are some consulting firms talking about how to address this.
 - e. There are services in Assisted Reproductive Technology for both genders, and it depends on what plans are covering. For this particular plan, it is gender-based. Looks at both gender and in-and-out of network.
6. G. Barger reviewed Artificially Assisted Fertilization (AAF) and Advanced Reproductive Technology (ART).
 - a. AETNA is very similar in all its current health care coverage offerings.
 - b. AAF and ART technology are covered members of the plan, but there has not been an opportunity to provide this coverage for members not on the plan. Correlated with same-sex males in particular who would need to use a surrogacy program, the program has not been covered.
- iii. G. Barger gave an overview of the Dental Insurance grouping.
 1. Endowed plans have very generic communication. As far as gender-specific coverage, there is no discrepancies.
 2. Emblem Dental (state program) on domestic partner eligibility coverage mentions tax implications but there is no difference in how they handle taxes across them.
 - a. Pertaining the coordination of benefits, it does look at gender of the parent to determine which coverage.
- iv. G. Barger gave an overview of the Flexible Spending Accounts (FSAs) grouping.

1. No gender distinctions noted in review or coverage.
- v. G. Barger gave an overview of the Life Insurance grouping.
 1. No gender distinctions noted in review or coverage.
- vi. G. Barger gave an overview of the Disability Coverage (Short-Term Disability, Long-Term Disability) grouping.
 1. In leave coverage, gender is mentioned in parental leave, citing that if the “birth mother” is a Cornell employee then first Short-Term Disability likely applies before the parental leave kicks in. There are no other gender distinctions noted.
 - a. In Voluntary Benefits, there are no gender distinctions noted in review or coverage.
- vii. G. Barger gave an overview of the Retirement Plans grouping.
 1. No gender distinctions noted in review or coverage.
- viii. G. Barger gave an overview of the Business Travel & Accident Plan grouping.
 1. No gender distinctions noted in review or coverage.
- ix. G. Barger gave an overview of the Long-Term Care grouping.
 1. No gender distinctions noted in review or coverage.
- x. G. Barger gave an overview of the Education Programs grouping, which included the 529 New York State Plan.
 1. No gender distinctions noted in review or coverage.
- xi. G. Barger gave an overview of the Family Support Programs grouping.
 1. Child Care grant: no gender distinctions noted in reference review, but in coverage, any dependents have to be IRS-allowable dependent. We have to follow the IRS rules.
 2. Adoption assistance: no gender-specific language, but currently there is no Cornell provided adoption assistance payment. Not a program that was built into the program.
 3. Elder Care & Child Care: no gender distinctions noted in review or coverage.
 4. Cornell Child Care Center: no gender distinctions noted in review or coverage.
- xii. G. Barger gave an overview of the Family Wellbeing & Perks grouping.
 1. No gender distinctions noted in review or coverage.
- b. Opening mic to questions.
 - i. G. Barger clarified that contract college employees only have access to contract college health benefits per the original arrangement of Cornell being a land-grant institution with contract colleges.
 - ii. U. Smith said this is part of a larger initiative to bolster LGBT+ inclusion, pointing to surrogacy for same-sex male couples as the only option at some point, compared to same-sex female couples who could take advantage of that benefit due to their gender. Regarding adoption, U. Smith noted that G. Barger said helping your spouse adopt your child was never built into the program, and inquired if it was a simple policy change or if it would lead to an arduous process.
 1. G. Barger answered that it was a process that could be requested and the office would evaluate the expense. He clarified that at the time, adoption assistance programs were implemented to get someone health coverage, as having a relationship status to put onto a group plan helped people. That venue wasn’t needed in other areas. Surrogacy usually has a much higher price tag, and does not always result in a positive end result.

2. G. Barger brought up a list of concerns if Cornell does develop something a benefit for surrogacy assistance.
 - a. If it is something only for same-sex male couples, another issue that may be brought up would be that it wouldn't be available for opposite-gender couples.
 - b. Would Cornell be pushing people towards surrogacy instead of adoption?
 - c. Cornell has to consider the cost of the benefit, how many people the benefit can assist, and the value of it, without creating a discriminatory benefit.
- iii. U. Smith asked G. Barger what his top two priorities would be after looking at these results.
 1. G. Barger said looking at the only group of individual that glaringly comes out as not getting the same benefits would be same-sex male couples, but they have to consider the cost and benefits in a \$200 million benefits pool.
- iv. L. Johnson Kelly brought up that this problem doesn't just affect same-sex couples. There are instances where women in opposite-sex relationships cannot maintain pregnancies, citing a broader issue.
 1. G. Barger says he sees the same-sex male partner grouping as having no other alternative while opposite-sex couples may have other options that do not result in surrogacy. However, he agreed that both groups could benefit from such benefit.
- c. Employee Engagement Survey Team Report
 - i. T. Grove said her group focused on the connection to the mission of the university, proposing more communication avenues and reaching out to other members of the university for more transparency as well.
 - ii. EA member said the group was working on promotions and discussions on recognition, focusing on increased communication about recognition and emphasis on supervisor training to make supervisors aware of all the benefits and promotional opportunities for their staff. One concern was a lack of resources across units and colleges and they plan to create more central resources of financial support. They are advocating for a Career Development Center to facilitate planning and pathways.
 1. The group is planning on going before the Steering Committee on Nov. 14.
 - iii. Policy Fairness of Application also focused on communication and training of managers. They plan on being a more cautious in communications about what a policy, program, or perk is and utilizing a constituent policy brief in the Pawprint or career digest. The goal is to train managers on the difference between what a policy states, and the spirit of the policy, leaving room for discretion while uploading the spirit of the policy.
- d. Cornell Retiree Bus Discounts Update (H. Sheldon and P. Anderson)
 - i. P. Anderson says they need more information for retirees about the bus system for better use. They already have access to central campus if they utilize the bus system.
 - ii. K. Mahoney said the Transportation Task Force is working to increase and target communication. Their Facebook page seems to not be so efficient, so the team is working on partnering with Pawprint. One of the concerns they have is that the work the task force is doing is often misunderstood or not communicated.
 - iii. J. Kruser said the email from H. Sheldon in regard to this was a concern that retired staff net-IDs are considered inactive, and thus cannot receive a discount for bus passes. This is something important for Transportation to look at. There is a real value to utilizing the huge body of knowledge that retirees bring to the table.

IV. Old Business: U. Smith clarified that these items are up for full debate, amendments, and motions.

a. EA R5: Clarification of Bylaws Section 1.9 (K. Fitch, P. Thompson)

- i. P. Thompson said she has not received any direct feedback, but the main lead on this resolution was one of the ex-EA members. K. Fitch requested, which she seconds, to move to table the resolution and bring it up next meeting. She encouraged members to review the documents in the box and provide us direct feedback.
- ii. U. Smith said the resolution deals with issues very specific to what they encountered earlier in the term. There is no provision for what happens if the number of extensions far exceeds the number in support, or not, of a resolution, and this resolution seeks to address that.

iii. Motion to table – Tabled until meeting of November 15.

b. EA R6: Condemning Violence and Hate (J. Kruser)

- i. J. Kruser said there is a number of proposed amendments for this resolution, which was written following the acts of violence on campus. This resolution intends to put forth goals and actions to the statement that the EA made earlier. In the “Results” clauses, the EA is asking for action from the administration and the amendments were made to further clarify the roles and responsibilities.

1. J. Kruser added one amendment, adding “it was reported that” on in line 14 after the date “Sept. 6, 2017.” He said this was in response to direct feedback from constituents.

- ii. U. Smith said when the decision for the Presidential Task Force came down, a group of staff was pulled together for a long discussion about the things to prioritize. At the time, the group didn’t know the composition of the staff force, so those recommendations make up the amendment being put forward. These are not things explicitly entered into the charter of the task force, such as actual investment in staff resources and education and development for this task force for staff.

1. J. Kruser said this was not something he wrote himself, and the language came from conversations and collaborations from staff across campus.

2. U. Smith said from the perspective of someone who has had to respond to resolutions, it is incredibly frustrating to see resolutions that do not include specific tasks for the administration. Staffers have almost been entirely left out of this conversation. In the email about the task force that went out regarding original times for open sessions, there was not a time slot reasonable for staff to attend. U. Smith feels the staff are being asked to do a lot with very little resources and this is a way to make sure staffers are firmly inserted into the conversation by giving a list of thing we would like to be considered by the task force.

3. C. Sanzone, referring to line 69 of the marked-up version regarding adding full time positions for the resource centers, said the EA has not seen any concrete data. There is not information outline which resource centers are being referred to, what body of staff they serve, what is underserved, and by how much. C. Sanzone said it sounds as if they would be asking for a blank-check type of commitment to invest in resource centers that haven’t really been identified. She would like more information before asking the administration to invest in here rather than somewhere else.

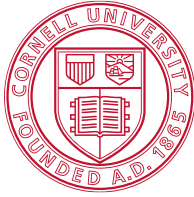
- a. U. Smith said this was not necessarily a blank-check. A year and a half ago, VP Ryan Lombardi was involved in adding full-time termed professional assistant director positions to each of the resource centers. Most of these staffs have actually left due to various reasons. If you look at LGBT, it is the only resource center founded explicitly for students, faculty, and staff. There was a directive in the LGBT resource center to stop supporting staff, and there would be no one for us to turn. There is no position in HR for this.
 - (i) J. Kruser said he wanted to add onto the history of the resource centers. The Women's Resource center is still currently funded by the SA, so women using the resource center who are not students are not given priority. This is one of the things we need to change.
 - (ii) K. Mahoney said she would feel more comfortable if the language of the resolution listed specific priorities to be added into the dialogue. She feels uncomfortable as a member of the EA telling someone that they need to add staff to this space, and does not feel like she has the view into the operations to make that claim.
 - (iii) J. Kruser said he did reach out to the leadership of these organizations and trusted their expertise in what they need.
4. L. Johnson-Kelly brought up reframing the whole document to incorporate the priorities the EA feels the task force should address, and then present it to the president for incorporation into the presidential task force.
 - a. J. Kruser said because they do not know exactly what the task force's objective will be, he does not want to make the task force the focus and instead wants to focus on the administration. Regardless of what the task force does, J. Kruser said this is important and should be what the administration is doing.
 - b. U. Smith said in the email from the president that went out addressing this task force, there was a line included that said the task force was going to consider the recommendations from the group of staff convened by this body. These recommendations are a result of that. He felt it was more appropriate for these recommendations to come from the EA, but wants the EA to know that these additions were made to the resolution after this task force charge became explicit. U. Smith says he fears they will not be meaningfully included and that even if they are, their voices will be stifled by the 40 or so students that wish to sit on this task force.
 - c. J. Kruser made a motion to extend the meeting by 5 minutes – **passed**
5. T. Shapiro raised a concern about the language of the resolution. She said it sounds like the resolution is centralizing a lot of the decision making and wants to focus more on their voice at a more grassroots level. Many have been subjected to initiatives to educate us without a voice to what that should entail. T Shapiro says she needs more information on whether or not we want to advocate for such centralized decision making. She also said this resolution focuses very much so on the relationship of diversity, but there may be more complex issues of dignity and respect worth looking into instead of being simply reduced to a diversity-related problem. The EA could be making a broader statement.

- a. J. Kruser brought up a question of whether the EA should lose this specific request in order to rework for a more general request, or whether it should include this specific request as a step to further improvement and look at further resolutions addressing other areas.
 - b. EA Member said the EA has not heard from the outside individuals involved in the writing of the resolution.
 - c. U. Smith said this resolution went up a month ago for public comment and the EA members were instructed to distribute it to their constituent groups for feedback.
 - d. U. Smith **tabeled** the resolution until the next meeting of November 15. He asked the EA members to get feedback from their constituents.
- V. New Business: U. Smith clarified that items under “New Business” are only open for questions and comments not argumentative in nature. If an EA member wants to move it to “Business of the Day,” it has to be approved by a 2/3rds majority of members present.
- a. EA R7: Advancing a Comprehensive Transportation Plan for the Ithaca Campus (K. Mahoney, L. Johnson-Kelly)
 - i. Ran out of time.
- VI. VII. U. Smith adjourned the meeting at 1:39 pm.

Future Guests:

- 2017 Cornell Climate & Sustainability Update (Sarah Brylinski, Sustainability and Communications Integration Manager) - November 15
- Discussion with President Martha E. Pollack and VP Mary Opperman – November

Respectfully Submitted,
Catherine Tran
Clerk of the Assembly



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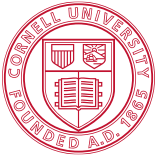
Operating Budget

FY 2018

Income Categories

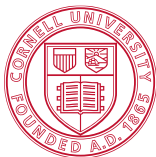
Beginning Balance FY 2018	\$0.00
Transfer from University Relations	\$9,650.00
TOTAL Income	\$9,650.00

Expense Categories		2017-2018 Budget
10000	Administrative (food for meetings)	\$3,000.00
10001	Executive	\$100.00
10002	Communications	\$500.00
10003	Internal Operations	\$100.00
10006	Elections	\$600.00
20001	Personnel Policy	\$100.00
20002	Education	\$100.00
20003	Staff Recognition and Awards	\$2,200.00
30001	President's Address to Staff	\$2,500.00
30002	CARE Fund	\$450.00
TOTAL Expenses		\$9,650.00



EA R4 Amendments

	Expense Categories	R4 2017-2018 Budget	Proposed R4 Revised Budget	Change
10000	Administrative (food for meetings)	\$3,000	\$2,200	(\$800)
10001	Executive	\$100	\$100	\$0
10002	Communications	\$500	\$800	\$300
10003	Employee Welfare	\$100	\$100	\$0
10006	Elections	\$600	\$300	(\$300)
20001	Personnel Policy	\$100	\$100	\$0
20002	Education	\$100	\$100	\$0
20003	Staff Recognition and Awards	\$2,200	\$2,620	\$420
30001	President's Address to Staff	\$2,500	\$3,000	\$500
30002	CARE Fund	\$450	\$330	(\$120)
		\$9,650	\$9,650	



Cornell University
Employee Assembly

EA R4: Approval of the 2017-2018 Operating Budget

Abstract: This is the Operating Budget for the EA 2017-2018 legislative session.

Sponsored by: Kevin Fitch, Vice Chair for Operations, Employee Assembly

Reviewed by: Executive Committee, 08/29/2017

Whereas, Article IV, Section 1 of the Charter of the Employee Assembly grants the Assembly “authority and control over its own policies, operations, and maintenance”; and

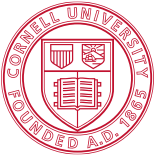
Whereas, The Employee Assembly Vice Chair for Operations and Finance is charged with the responsibility of maintaining and updating the Employee Assembly’s Operating Budget each legislative session; and

Be it therefore resolved, the Employee Assembly approves and adopts the Operating Budget for the 2017-2018 legislative session attached as an appendix to this resolution.

Adopted by Vote of the Assembly (_ - _), _____, 2017.

Respectfully Submitted,

Kevin Fitch, *Vice Chair for Operations and Health & Safety Representative*



Cornell University
Employee Assembly

EA R5: Clarification of Section 1.9 in the Bylaws

Abstract: This resolution clarifies how abstention votes are counted in the EA Bylaws.

Sponsored by: Kevin Fitch, *Health & Safety Representative*; Pilar Thompson, *International Representative*

Reviewed by: Executive Committee, 09/06/2017

Whereas, Article IV, Section 1 of the Charter of the Employee Assembly grants the Assembly “authority and control over its own policies, operations, and maintenance”; and

Whereas, Article I, Section 1.9 of the Bylaws states:

60 Section 1.9: Voting

61 A. The Chair may count any proxy vote that is received before the question to which it pertains is
62 called. Votes submitted by proxy do not count towards quorum.

63 B. Voting may be conducting by electronic means at the discretion of the Chair.

Whereas, this language does not specify how or if abstentions are counted in the vote total, or the effect of abstentions on a pending motion.

Be it therefore resolved, the Assembly adopts the following changes in order to clarify the voting process for better efficiency of the Assembly:

60 Section 1.9: Voting

~~61 A. Collected/Recorded votes must be equal or greater than quorum for the resolution to carry.~~

~~62 B. The Assembly only recognizes ‘Yes’ or ‘No’ votes towards quorum.~~

~~63 C. Abstaining votes will not be counted towards quorum.~~

61 A. The Chair may count any proxy vote that is received before the question to which it pertains is
62 called. Votes submitted by proxy do not count towards quorum.

63 B. Voting may be conducting by electronic means at the discretion of the Chair.

64 C. EA members may abstain from voting at regularly scheduled or special meetings of the

65 Assembly. However, if the total number of abstentions is greater than the total number of votes in
66 favor of a resolution or motion, the resolution or motion fails.

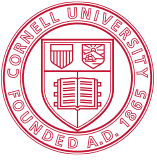
67 D. Abstentions do not count toward quorum.

Adopted by Vote of the Assembly (_ - _), _____, 2017.

Respectfully Submitted,

Kevin Fitch, *Vice Chair for Operations and Health & Safety Representative*

Pilar Thompson, *Parliamentarian and International Representative*



EA R5: Clarification of Section 1.9 in the Bylaws

Abstract: This resolution clarifies voting in the EA Bylaws Section 1.9

Sponsored by: Kevin Fitch, *Health & Safety Representative* and Pilar Thompson, *International Representative*

Reviewed by: Executive Committee, 09/06/2017

Whereas, existing Employee Assembly Bylaws Section 1.9 currently states:

Section 1.9: Voting

A. The Chair may count any proxy vote that is received before the question to which it pertains is called. Votes submitted by proxy do not count towards quorum.

B. Voting may be conducting by electronic means at the discretion of the Chair.

Be it therefore resolved, the Assembly adopts the following changes in order to clarify the voting process for better efficiency of the Assembly:

Section 1.9: Voting

A. Collected/Recorded votes must be equal to or greater than quorum for the resolution to carry.

B. The Assembly only recognizes ‘Yes’ or ‘No’ votes towards quorum.

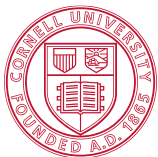
C. Abstaining votes will not be counted towards quorum.

Adopted by Vote of the Assembly _-_-_, _____, 2017.

Respectfully Submitted,

Kevin Fitch, *Vice Chair for Operations and Health & Safety Representative*

Pilar Thompson, *Parliamentarian and International Representative At-Large*



EA R6: Condemning Violence and Hate

Abstract: In response to recent cases of violence and discrimination on campus, the EA makes this statement in opposition and calls on the administration to take specific actions to challenge institutional inequity.

Sponsored by: Jeramy Kruser, Executive Vice Chair, Research, Tech Transfer & Information Technology Representative

Reviewed by: Executive Committee, 09/18/2017

Whereas, over the past year there has been an increase in hate-based incidents reported on college campuses across the country; and

Whereas, the data collected by Cornell's Department of Inclusion and Workforce Diversity shows that Cornell has experienced a similarly steep increase in reports of bias; and

Whereas, on September 6, 2017 it was reported that students from Zeta Psi, a Cornell University fraternity, shouted “build a wall” and “let’s build a wall around the LLC” at the Latino Living Center; and

Whereas, on September 15, 2017 students from the Chi Chapter of Psi Upsilon, a fraternity no longer affiliated with Cornell University, allegedly used racial slurs against a Black Cornell student and violently assaulted him; and

Whereas, later that same day on September 15, 2017, two or more Cornell students were captured on video using racial slurs against another student; and

Whereas, Policy 6.4 states that “Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members”; and

Whereas, it is a violation of the Campus Code of Conduct to “harass another person...by acting toward that person in a manner that is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech;” and

Whereas, it is a violation of the Campus Code of Conduct to “assault or cause any physical injury to another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual orientation or affectional preference;” and

Whereas, pursuant to New York State Penal Law Article 485, hate crimes “do more than threaten the safety and welfare of all citizens” because they “inflict on victims incalculable physical and emotional damage and tear at the very fabric of free society,” “send a powerful message of intolerance and discrimination,” and “disrupt entire communities and vitiate the civility that is essential to healthy democratic processes;” and



Cornell University Employee Assembly

Whereas, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell community, prevent the fulfillment of Cornell's motto "I would found an institution where any person can find instruction in any study," and

Whereas, these acts are contrary to all that we, the representative employees of Cornell, stand for; and

Whereas, these recent events place the onus on Cornell University to establish and justify its members' trust in our community.

Be it therefore resolved, the Cornell Employee Assembly unequivocally condemns these and other violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical safety and the right to express themselves with the expectation of mutual respect from their peers and colleagues; and

Be it further resolved, the administration will include staff, in a regular and meaningful way, in strategic diversity and inclusion planning efforts across the university.

Be it further resolved, the administration will develop a more effective institutional accountability structure for diversity and inclusion efforts across the university by:

- considering the creation of a central office focused on institutional equity and the hiring of an executive to oversee initiatives for all populations; and
- defining the roles of the University Diversity Officers, or implementing a more effective administrative model and more thorough accountability measures for progress on initiatives under Cornell's framework.

Be it further resolved, the administration will bolster its investment in staff resources by:

- increasing investment in the staffing needs of the various resource centers and providing long-term funding for additional full-time positions; and
- investing in staff to support employees and faculty of various identities in the workplace, and forming strategic partnerships with local agencies to support employees and faculty living in the Ithaca and surrounding areas.

Be it further resolved, the administration, in collaboration with the Department of Inclusion and Workforce Diversity and representative staff, will invest in the ongoing education and development of staff and enhance initiatives that build interpersonal skills and promote mutual understanding by:

- developing, on an as-needed basis, programming that is responsive to current events and provides a space for staff to engage in dialogue and collectively process and understand why particular actions take place; and



Cornell University
Employee Assembly

- developing and implementing an ongoing, longitudinal education model for employees that builds awareness of identities, examines the impact of identity on others in the workplace, and provides opportunities for practical application of inclusive strategies in the workplace for the entirety of the employee lifecycle; and
- increasing the frequency of intentional, informal interactions between staff to foster trust, meaningful connections, and innovation.

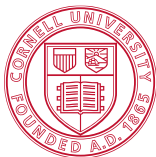
Be it finally resolved, the administration will engage the staff community in discussing and defining any changes to policies around freedom of speech, including:

- clarifying the limits of free speech in the context of the workplace, particularly the ability to participate in faculty and student-led demonstrations or for staff to voice their own concerns and opinions in the workplace; and
- working with the University Assembly to institute a consistent standard of evidence for bias-related/hate crimes under the Campus Code of Conduct and Policy 6.4, and clearly articulating the interaction with and role of HR in assisting in the resolution of these matters.

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

Respectfully Submitted,

Jeramy Kruser, *Executive Vice Chair and Research, Tech Transfer & Information Technology Representative*



EA R6: Condemning Violence and Hate

Abstract: In response to recent cases of violence and discrimination on campus, the EA makes this statement in opposition.

Sponsored by: Jeramy Kruser, Executive Vice Chair, Research, Tech Transfer & Information Technology Representative

Reviewed by: Executive Committee, 09/18/2017

Whereas, over the past year there has been an increase in hate-based incidents reported on college campuses across the country; and

Whereas, the data collected by Cornell's Department of Inclusion and Workforce Diversity shows that Cornell has experienced a similarly steep increase in reports of bias; and

Whereas, on September 6, 2017 students from Zeta Psi, a Cornell University fraternity, shouted “build a wall” and “let’s build a wall around the LLC” at the Latino Living Center; and

Whereas, on September 15, 2017 students from the Chi Chapter of Psi Upsilon, a fraternity no longer affiliated with Cornell University, allegedly used racial slurs against a Black Cornell student and violently assaulted him; and

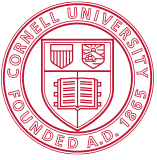
Whereas, later that same day on September 15, 2017, two or more Cornell students were captured on video using racial slurs against another student; and

Whereas, Policy 6.4 states that “Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members”; and

Whereas, it is a violation of the Campus Code of Conduct to “harass another person...by acting toward that person in a manner that is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech;” and

Whereas, it is a violation of the Campus Code of Conduct to “assault or cause any physical injury to another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual orientation or affectional preference;” and

Whereas, pursuant to New York State Penal Law Article 485, hate crimes “do more than threaten the safety and welfare of all citizens” because they “inflict on victims incalculable physical and emotional damage and tear at the very fabric of free society,” “send a powerful message of intolerance and discrimination,” and “disrupt entire communities and vitiate the civility that is essential to healthy democratic processes;” and



Cornell University Employee Assembly

Whereas, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell community, prevent the fulfillment of Cornell's motto "I would found an institution where any person can find instruction in any study," and

Whereas, these acts are contrary to all that we, the representative employees of Cornell, stand for; and

Whereas, these recent events place the onus on Cornell University to establish and justify its members' trust in our community.

Be it therefore resolved, the Cornell Employee Assembly unequivocally condemns these and other violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical safety and the right to express themselves with the expectation of mutual respect from their peers and colleagues; and

Be it further resolved, the administration will:

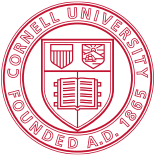
- review funding and staffing for the various resource centers, including support services for staff and faculty of varying identities to ensure that they meet the increasing needs of our community; and
- seek to include staff, in a meaningful way, in strategic diversity and inclusion planning efforts across the university; and
- consider the creation of a central office focused on institutional equity and the hiring of an executive to oversee initiatives for all populations; and
- define the roles of the University Diversity Officers, and more thorough accountability measures for progress on initiatives under Cornell's framework; and

Be it finally resolved, the administration and the University Assembly will consider revisions to the Code of Conduct and Policy 6.4 that reduce the standard of evidence for bias-related/hate crimes to be the same as the standard of evidence for sex/gender discrimination.

Adopted by Vote of the Assembly (_-_-), _____, 2017,

Respectfully Submitted,

Jeramy Kruser, *Executive Vice Chair and Research, Tech Transfer & Information Technology Representative*



EA R7: Advancing a Comprehensive Transportation Plan for the Ithaca Campus

Abstract: This resolution calls upon Transportation Services to advance a Comprehensive Transportation Planning Study.

Sponsored by: Kristie Mahoney, College of Human Ecology Representative; and, Laura Johnson-Kelly, Employee Welfare Committee Chair and Library and Museum Representative

Reviewed by: Employee Welfare Committee, November 9, 2017

Whereas, the 2008 Cornell Master Plan for the Ithaca Campus articulated 10 key objectives related to Transportation and Circulation and detailed several enhancements to campus streets; and

Whereas, many of the objectives set forth in the 2008 Cornell Master Plan have not been advanced in total while the campus population is increasing and available parking is decreasing; and

Whereas, the last comprehensive transportation study occurred in 2008 (t-GEIS); and

Whereas, in 2013 the GPSA adopted Resolution 20: A resolution regarding housing, transportation, and family services; and

Whereas, in 2015 the SA adopted Resolution 55: Improving Bicycle and Pedestrian Strategy at Cornell; and

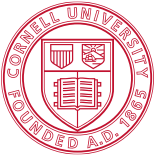
Whereas, in September 2017, Transportation Services released an RFP for a Parking Optimization Study to be completed by Fall 2018; and

Whereas, due to vehicle/pedestrian/bicycle crash data, a number of campus intersections have been identified as high conflict zones; and

Whereas, staff and retirees continue to voice transportation, parking, and campus access concerns to, from, and around the Ithaca campus.

Be it therefore resolved, the Employee Assembly calls upon Transportation Services to advance a Comprehensive Transportation Planning Study beginning in Spring 2019 for the Ithaca campus, including the city of Ithaca and neighboring counties within the employee commuting range, that holistically approaches transportation, circulation, parking, safety and campus access.

Be it further resolved, the Employee Assembly will partner with Transportation Services through the Transportation Taskforce to actively support the study and encourage employee and retiree engagement and feedback to ensure a thorough assessment of employee concerns.



Cornell University Employee Assembly

Be it finally resolved, the results of the study will be shared initially with the Employee Assembly and then publically with the employee community in 2020, and any subsequent recommendations reviewed by the Employee Assembly.

Adopted by Vote of the Assembly (_ - _), _____, 2017.

Respectfully Submitted,

Kristie Mahoney, *Transportation Taskforce Chair and College of Human Ecology Representative*

Laura Johnson-Kelly, *Employee Welfare Committee Chair and Library, Museum & Continuing Education Rep.*

Transportation Taskforce Members

Kristie Mahoney, *Chair*

Dustin Darnell, *Director of Facilities, CALS*

Kevin Fitch, *Vice Chair for Operations & Finance and Health & Safety Representative*

Laura Johnson-Kelly, *Library, Museum & Continuing Education Representative*

Kathy Sheils, *Financial Affairs, Budget & Planning, Audit & Investment Representative*

Sue Wilcox, *Exempt Employees Representative At-Large*

Joey Gates, *Administrative Assistant, Clinical Programs, Cornell Law School*

Terry Mingle, *Undergraduate Student Services Assistant, Human Ecology*

Hei Hei Depew, *Less than Five Years of Service Representative At-Large*

Laurie Miller, *Service Learning Coordinator, CIPA*

Kathy Carpenter, *Human Resources Assistant, Human Ecology*

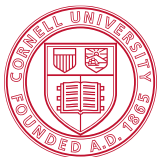
Travis Stelick, *Pharmacy Technician, Cornell Health*

Hurf Sheldon, *Retiree Representative At-Large*

Bridgette Brady, *Senior Director of Transportation and Mail Services*

Gary Cremeens, *Project Associate, Transportation and Mail Services*

Reed Heugrich, *Senior Planner, IPP*



EA R8: Furthering the Institutional Commitment to LGBTQ+ Inclusion

Abstract: This resolution recommends specific actions and strategies to advance workplace protections and to promote LGBTQ+ inclusion.

Sponsored by: Ulysses Smith, *Chair and LGBTQ+ Representative*; Matt Carcella, *Alumni Affairs & Development Representative, Employee Assembly*

Reviewed by: Employee Welfare Committee, 11/09/2017

Whereas, Cornell University employs over 8,000 non-academic, union, and non-professorial academic staff on the Ithaca and Geneva Campuses, with 6 percent of the staff population identifying as LGBTQ+¹; and

Whereas, On July 1, 2014, President Obama signed Executive Order 13672, *On LGBT Workplace Discrimination*, prohibiting federal contractors and subcontractors from discriminating on the basis of sexual orientation or gender identity, effective April 8, 2015; and

Whereas, On November 30, 2015, the University Assembly passed and President Garrett accepted, UA R3: *Adoption of an Inclusive Restroom, Locker Room, and Gender-Specific Facility Usage Policy*²; and

Whereas, On December 6, 2016, the Employee Assembly passed and Interim President Rawlings accepted, EA R6: *LGBTQ Inclusion in Campus Records*³; and

Whereas, On December 20, 2016, the Employee Assembly passed and Interim President Rawlings accepted, EA R7: *LGBTQ Inclusion in University Benefits*⁴; and

Whereas, On October 4, 2017, Attorney General Jeff Sessions issued a memo stating that the prohibition on sex discrimination in Title VII of the Civil Rights Act of 1965, “encompasses discrimination between men and women but does not encompass discrimination based on gender identity, per se, including transgender status,” departing from the Department of Justice’s position on the matter issued in 2014; and

Whereas, The Cornell LGBT Resource Center (LGBTRC), founded in 1994, is the only center founded at Cornell specifically to support students, faculty, and staff across the LGBTQ+ spectrum.

¹ See Cornell Employee Survey 2016: <http://irp.dpb.cornell.edu/wp-content/uploads/2012/03/2016-Employee-Survey-tables.pdf>

² See: <https://www.assembly.cornell.edu/resolutions/ua-r3-adoption-inclusive-restroom-locker-room-and-gender-specific-facility-usage-policy>

³ See: <https://www.assembly.cornell.edu/resolutions/ea-r6-lgbtq-inclusion-campus-records>

⁴ See: <https://www.assembly.cornell.edu/resolutions/ea-r7-lgbtq-inclusion-university-benefits>



Cornell University Employee Assembly

Be it therefore resolved, The Assembly urges the Division of Student & Campus Life and the Office of the Dean of Students to rescind the directive for the LGBTRC to no longer serve the ongoing support and educational needs of staff and faculty.

Be it further resolved, The Divisions of Human Resources and Student & Campus Life shall identify the resources to fully fund and staff (3) additional full-time, long-term professional staff positions in the LGBTRC.

Be it further resolved, The Division of Human Resources, in collaboration with the LGBTRC, shall create and maintain guidance for (trans)gender-related transitioning in the workplace, as well as develop educational opportunities for supervisors to understand their role in supporting transitioning employees.

Be it further resolved, The Division of Human Resources shall consider adding an optional opportunity for prospective employees to self-identify voluntarily as LGBTQ+ in order to begin tracking the progression of LGBTQ+ candidates through the talent acquisition process.

Be it further resolved, The Division of Human Resources shall collaborate with other relevant university units to provide training around cultural norms and to ensure protection for all employees, including those identifying as LGBTQ+, working and traveling internationally on behalf of the university.

Be it further resolved, The Provost's Capital Planning Group⁵ shall include the conversion of all single-occupant facilities to universal facilities in its plan to address deferred maintenance across campus, noting inclusion and accessibility as a priority.

Be it further resolved, The Division of University Relations shall utilize both the Office of State Government Relations and the Federal Government Relations office to lobby Congress and the NYS Legislature to advance workplace protections for LGBTQ+ employees.

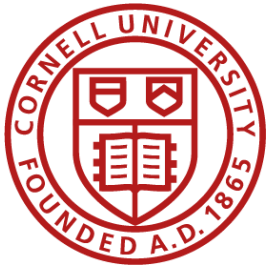
Be it finally resolved, The University administration shall continue to engage meaningfully with the LGBTQ Colleague Network Group (LGBTQ CNG) and provide regular updates to the LGBTQ CNG on the progress of specific initiatives focused on LGBTQ+ inclusion.

Adopted by Vote of the Assembly (_ - _), _____, 2017,

Respectfully Submitted,

Ulysses Smith, *Chair and LGBTQ Representative At-Large*
Matt Carcella, *Alumni Affairs & Development Representative*

⁵ See: <http://dbp.cornell.edu/home/offices/capital-budget-integrated-planning/provosts-capital-planning-group/>



Cornell University

FY 2017

Sustainability Report

President's Sustainable Campus Committee
sustainablecampus.cornell.edu

Table of Contents

- ABOUT CAMPUS SUSTAINABILITY AT CORNELL 4**
 - FOCUS AREAS 4
 - GOVERNANCE & SUPPORT 4
- SUSTAINABILITY PROGRESS METRICS 5**
 - CLIMATE METRICS 5
 - LIVING LABORATORY METRICS 6
 - CAMPUS METRICS 7
 - STARS REPORTING 8
- PSCC UPDATES 9**
 - PSCC STRATEGIES 9
 - 2016 SUSTAINABILITY CHAMPIONS 11
- FOCUS AREA UPDATES 12**
 - CAMPUS SUSTAINABILITY PLAN 12
 - BUILDINGS 12
 - ENERGY 12
 - CLIMATE 12
 - LAND 13
 - FOOD 13
 - PEOPLE 13
 - PURCHASING 13
 - TRANSPORTATION 14
 - WASTE 14
 - WATER 14
- CLIMATE ACTION UPDATES..... 15**
 - CLIMATE ACTION PLAN..... 15
 - GREENHOUSE GAS INVENTORY..... 15
 - UPDATES 15
- APPENDIX A: [QUADRUPLE BOTTOM LINE SUSTAINABILITY FRAMEWORK TOOLS](#)**
- APPENDIX B: [AASHE STARS DETAILED REPORT](#)**

October 10, 2017

Dear President Pollack,

Welcome to Cornell University – a campus leading the world in solutions to climate change and sustainable futures.

Cornell is committed to reaching carbon neutrality by 2035 and developing solutions to 21st century sustainability challenges through our ‘living laboratory approach.’ We see our campus buildings, operations, and people as real-time laboratories for studying and demonstrating innovative approaches to renewable energy, alternative transportation, and human well-being (just to name a few). We achieve this through deep, purposeful collaboration across staff, faculty, students and community partners.

[The President’s Sustainable Campus Committee \(PSCC\)](#) facilitates this work. With 150 cross-campus members, your committee includes undergraduate and graduate students, long-serving staff, and award-winning faculty: all working together to create a more sustainable Cornell.

Highlights on Cornell’s sustainability progress this year:

- Gold Rating in the national [Sustainability Tracking, Assessment, and Rating System](#) for a 6th consecutive year
- Ranked #7 in Princeton Review’s Top Green Schools
- 3 new solar farms (35,000 panels) brought online for a total of 5 solar farms online powering the campus
- 50 Green Offices and 12 Green Labs are now certified across campus
- 88% of incoming students surveyed on sustainability literacy & engagement said a top reason for choosing Cornell was its standing as a sustainable campus and institution
- Achieved successful 33% reduction to carbon emissions in pursuit of our goal to reach neutrality by 2035
- Published [Options for a Carbon Neutral Campus by 2035](#), confirming Earth Source Heat as the most viable and academically aligned option to provide carbon neutral heat to our campus
- Creation of a new [Cornell Guide to Sustainable Living](#) for students
- Launched a [Sustainable Landscape Trail](#) with over 10 locations and a walking trail across campus
- Re-launched [Big Red Bikes](#), a campus-wide bike sharing program
- Launched a [Sustainability Campus & Community Map](#), interactive & online
- Launched the Behavior Change Working Group to advance climate and sustainability literacy, and personal action
- Advanced the integration of a 4-part [Cornell sustainability framework: People, Prosperity, Planet, and Purpose](#) into decision-making and project evaluation (Purpose = supporting Cornell’s academic, research and land-grant mission).

This year, we launch the creation of a new 5-year Campus Sustainability Plan. The plan will create measurable, time-bound goals in areas like waste reduction, land management, and climate literacy for the first time. We hope you will support the PSCC in advancing broad input and collaboration from the Cornell community in creating and meeting these goals, and engage your senior leadership team in the process.

Sincerely,



Co-Chair, Bert Bland
Associate Vice President, Energy & Sustainability
Infrastructure, Properties & Planning



Co-Chair, Mike Hoffmann
Executive Director, [Cornell Institute for Climate Smart Solutions](#), Professor, [Dept. of Entomology](#), Adjunct Professor, [Dept. of Earth and Atmospheric Sciences](#)

About Campus Sustainability at Cornell

Focus Areas

Cornell University organizes sustainability efforts in 10 focus areas:

- | | |
|--------------|---|
| 1) Buildings | 6) Food |
| 2) Energy | 7) Waste |
| 3) Climate | 8) Purchasing |
| 4) Land | 9) People (engagement, diversity, well-being, etc.) |
| 5) Water | 10) Transportation |

Governance & Support

President's Sustainable Campus Committee (PSCC)

Provides high-level oversight on decisions that impact campus and regional sustainability, promotes a culture of sustainability on campus through collaborations, and advocates for policies, projects and programs that enhance Cornell's commitment to serve as a living laboratory. PSCC is comprised of a core Executive committee, and focus teams or working groups which serve as networks to connect partners across campus around each topic:

- | | | |
|-----------------------|-------------------------|----------------------------|
| • Executive Committee | • Water Focus Team | • Transportation Team |
| • Building Focus Team | • Food Focus Team | • Communications Committee |
| • Energy Focus Team | • Waste Focus Team | |
| • Climate Focus Team | • Purchasing Focus Team | |
| • Land Focus Team | • People Focus Team | |

Senior Leaders Climate Action Group (SLCAG)

The Senior Leaders Climate Action Group directs Cornell's role as an international leader and exemplar to the world in addressing climate change and promoting sustainability through research, education, engagement, and operations – using our own campus as a living laboratory. SLCAG is focused on advancing 9 of the key priorities in the Climate Action Plan. Lance Collins, Dean of Engineering & Rick Burgess, Vice President for Infrastructure, Properties and Planning (IPP) Co-Chairs.

Campus Sustainability Office

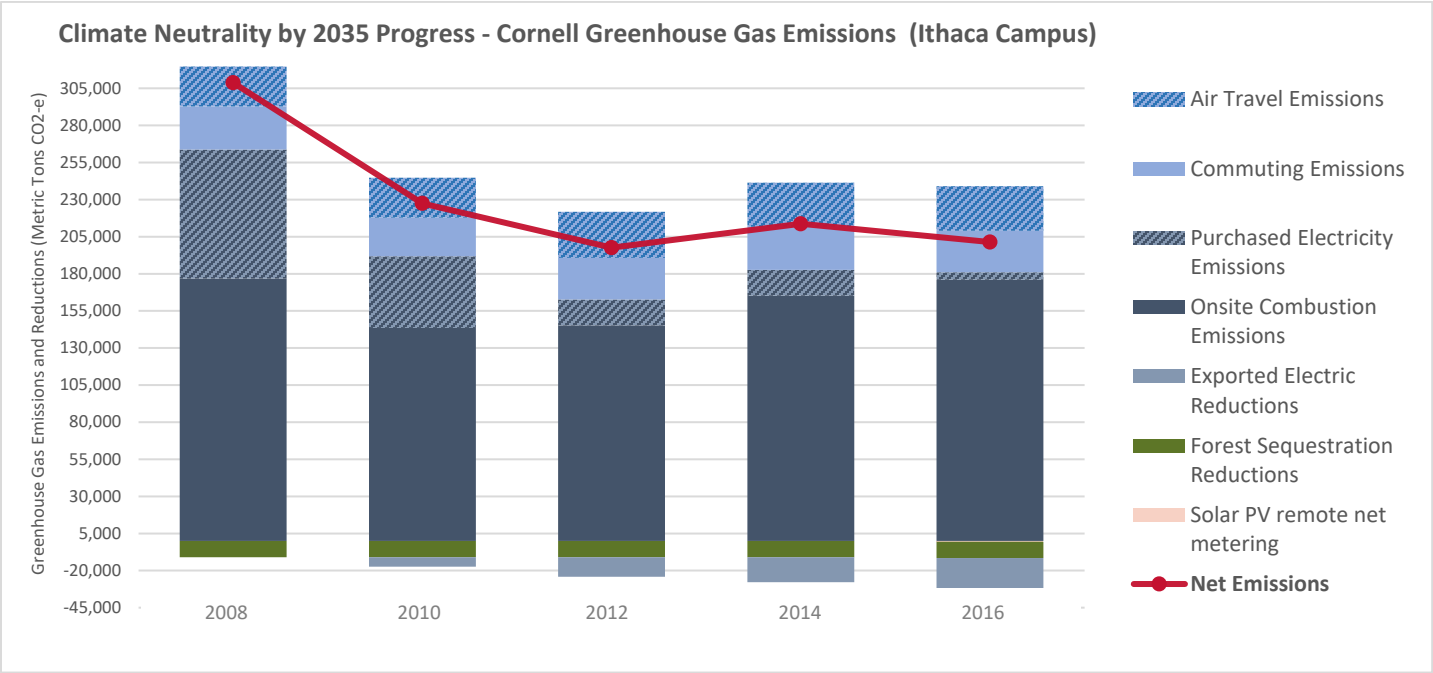
The Campus Sustainability Office (CSO) empowers, equips, and engages the Cornell community to create a sustainable Cornell. CSO's 5 person team is responsible for administering and coordinating the PSCC, its focus teams, the Senior Leaders' Climate Action Group, and numerous other participatory organizational structures and resources related to sustainability. The CSO manages external sustainability reporting, carbon neutrality & sustainability planning, and engagement and leadership programs.

ECO Student Environmental Collaborative (ECO)

ECO serves as an umbrella organization for the >40 sustainability focused student clubs on campus. It receives byline funding from the Student Assembly for this purpose.

Sustainability Progress Metrics

Climate Metrics

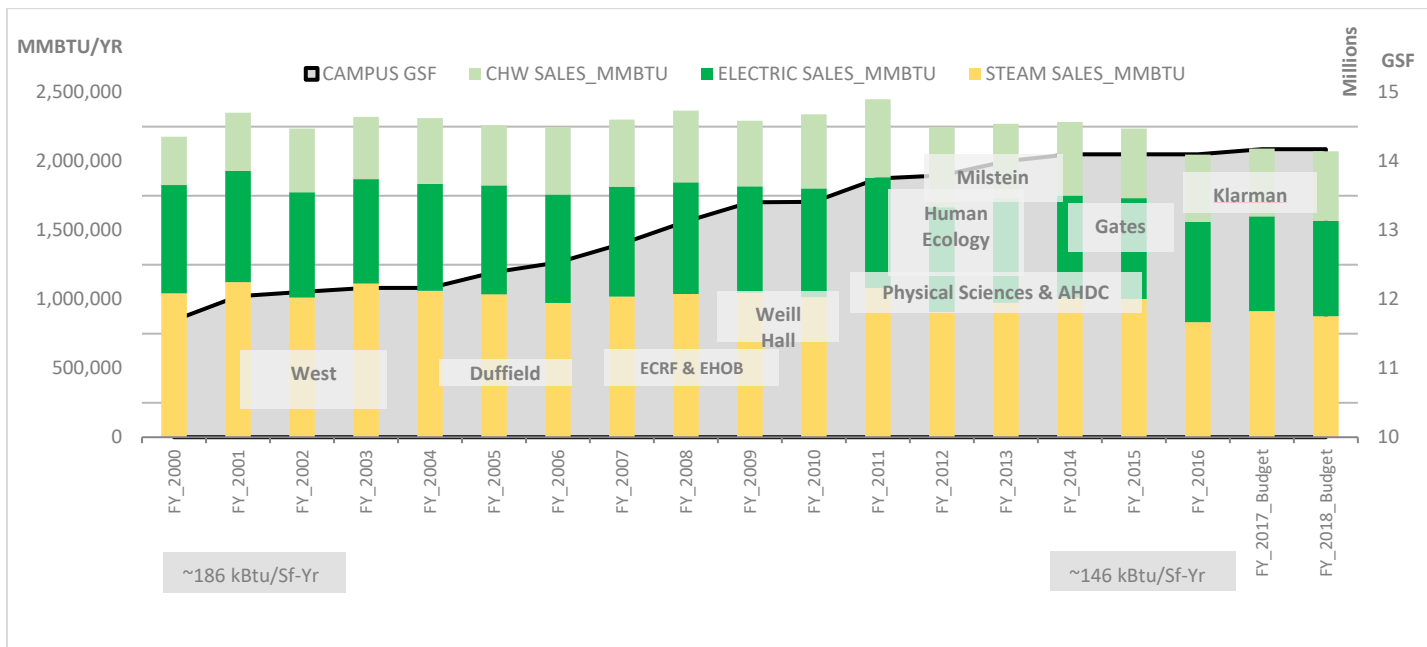


Cornell University is committed to achieving carbon neutrality by 2035. We have successfully reduced overall carbon emissions 33% since 2008 (our baseline), and 50% since 1990 (the original Kyoto Protocol baseline).

Our commitment includes measuring the Ithaca campus only, energy production and use, business travel and commuting, and offsets or carbon sequestration from forest and land management and renewable energy development.

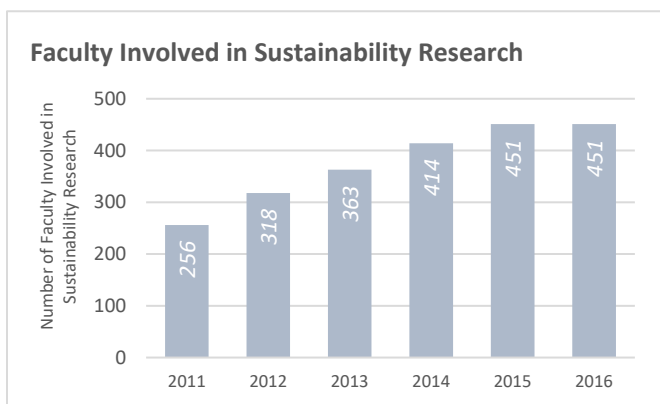
Greenhouse Gas Emissions by Type	2008	2016
Carbon Emissions Total	319,743	239,000
Air Travel Emissions	27,000	30,000
Commuting Emissions	29,000	28,000
Purchased Electricity Emissions	87,037	5,000
Onsite Combustion Emissions	176,706	176,000
Carbon Sequestered / Offset Total	(11,000)	(37,600)
Forest Sequestration Reductions	(11,000)	(11,000)
Exported Electric Reductions	None	(26,000)
Solar PV Remote Net Metering	None	(600)
Net Emissions	308,743	201,400
	33% reduction to date	

Building Energy Use vs. Campus Square Footage



Cornell University's successful Energy Conservation Initiative has held energy use flat despite a 20% growth in square footage since 2000. Measures include renovating, retrofitting, and weatherization of building controls, HVAC equipment, and the building envelope. Continuous recommissioning of buildings keeps building controls in optimal working condition.

Living Laboratory Metrics

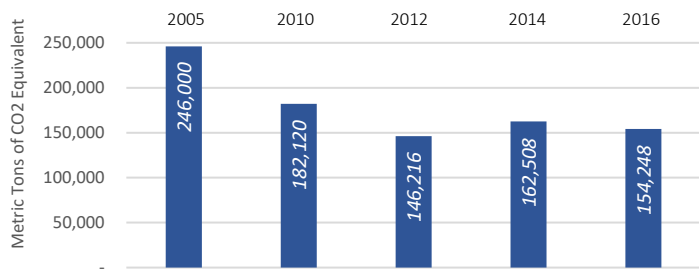


Data collected by the Atkinson Center for a Sustainable Future.

Faculty across disciplines are engaged in teaching and researching sustainability and climate solutions. Notably in 2016 the College of Engineering added sustainability learning outcomes to core education requirements.

Campus Metrics

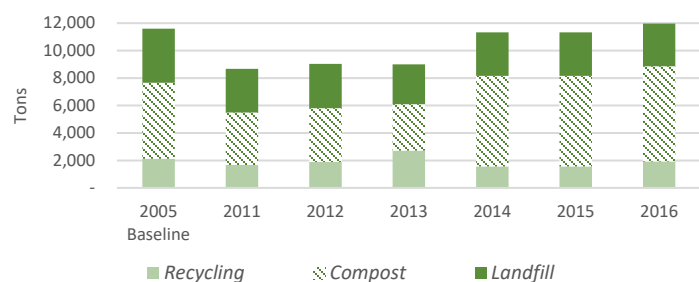
Building-Related Greenhouse Gas Emissions



Overall building-related carbon emissions are down.

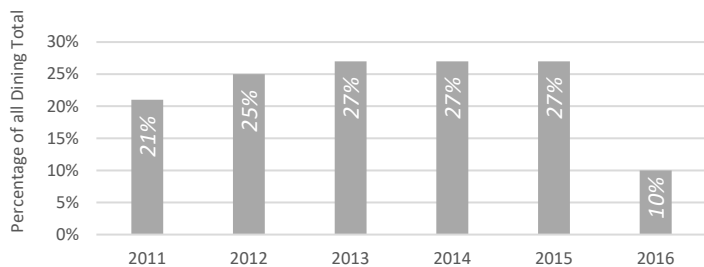
An unusually cold winter in 2014, compared to an unusually warm winter in 2012, led to an increase in net emissions from heating.

Waste Reduction



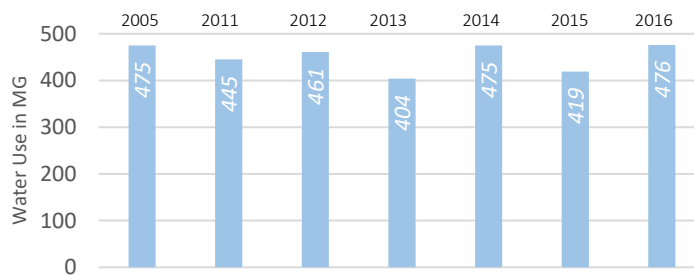
Composting increased in 2014 with the incorporation of manure from the new Teaching Dairy Barn. Recycling overall is down primarily due to a successful campaign to reduce paper waste. The bump in recycling in 2013 is due to recycling large amounts of construction and demolition waste from building renovations.

Locally Sourced Food



2016 did not see a total drop in purchased local food. AASHE STARS, our national sustainability reporting mechanism, significantly changed their standard for what “local food” includes. Much of Cornell’s local purchasing – such as from Cornell Dairy! – could not be included in this year’s accounting.

Overall Water Use



2016 campus water use increased due to an unprecedented need for irrigation during the Summer 2016 because of the Tompkins County and Upstate New York drought.

Residential and other building water use decreased by 20% on average during the drought. The numbers at left reflect total water use, including additional irrigation in use during a dry summer before the drought was declared.

STARS Reporting

Overall Score

It is a goal of the PSCC to help Cornell University achieve STARS Platinum, which requires 85pts or above.

Stanford University achieved STARS Platinum this year – the second in the country to do so. Cornell is the highest ranked Ivy League institution in STARS.



2011

N/A



2012

N/A



2013

N/A



2014

Points: 68.46



2015

Points: 70.27



2016

Points: **68.49**

Detailed Scores

	2015	2016
Total	70.27%	68.49%
Governance & Finance	50.7%	52.5%
Coordination & Planning	100.0%	96.9%
Investment & Finance	1.4%	1.9%
Climate and Air	53.1%	63.3%
Campus	47.6%	48.5%
Buildings	42.9%	33.1%
Energy	27.6%	42.3%
Food & Dining	29.7%	30.1%
Grounds	71.3%	70.0%
Purchasing	58.2%	71.2%
Transportation	65.0%	66.4%
Waste	36.9%	38.8%
Water	66.1%	37.1%
Community	86.9%	76.8%
Campus Engagement	86.2%	78.3%
Public Engagement	86.5%	78.3%
Diversity	96.3%	94.1%
Wellbeing	71.9%	58.0%
Living Laboratory	71.2%	73.0%
Curriculum	63.2%	75.9%
Research	88.9%	88.9%

	2015	2016
Innovation Credits	100%	100%
Energy & Water Conservation Loop		
Open Data for Water Conservation		
Campus-Wide Energy Direct Billing		
Lighting Control Standard		
Exemplary Credits	100%	100%
Sustainability Course Designation		
Green Laboratories		
Sustainable Dining Certification		
Grounds Certification		
Campus Pride Index		

For detailed explanation of the change in credits and suggestions for improvement, see Appendix B: AASHE STARS Detailed Report.

Cornell is one of the lowest scoring Universities in Investment & Finance, and one of the highest in Climate, Diversity, and Coordination & Planning.

PSCC Updates

PSCC Strategies

Accomplishments are organized according to President's Sustainable Campus Committee's outlined strategies for creating an engaged and sustainable campus and include work completed by the PSCC, its Focus Teams, SLCAG, and many other partners across campus.

Partner with units, colleges, and programs that advance sustainability-related initiatives

- PSCC hosted the 6th annual Cornell PSCC Sustainability Leadership Summit, with more than 100 faculty, student, staff, and community leaders in attendance. Provided training on the incorporation of Cornell's new sustainability framework in to decision making and highlighted living laboratory research.
- Added Students as co-chairs to the 10 Focus Teams
- CSO signed MOU with Cornell ECO (Environmental Collaborative), an umbrella for 40+ sustainability organizations, and now funds a paid student coordinator to ensure the success of several key engagement events led and directed by a diverse student population
- Launched student steering committee for Recyclemania waste-reduction competition
- Supported and recertified labs and offices for the Green Office & Green Labs Program
- 4th unit-wide Think Big, Live Green sustainability engagement campaign launched in the Infrastructure, Properties & Planning Division, led by a new Infrastructure , Properties & Planning (IPP) Green Ambassador team
- Taught the ALS 2000 – Leadership for Campus Sustainability course. 14 students completed the class with 8 projects in campus residences, bringing the total number of participants and projects to 1,523 and 86 respectively
- Instructed the Sustainability module for the Cornell Management Academy
- Provided significant support to the Green Revolving Fund class in the Johnson School. Students analyzed the financial benefit for three proposed campus energy efficiency projects
- Supported CALS Communications Department in securing a grant from Engaged Cornell to create an integrated curriculum providing undergraduate students with the tools they need to be effective communicators about environmental and sustainability issues, culminating in an internship with one of our partner organizations. CSO hosted one of the first cohort of interns
- Collaborated with Atkinson Center on topical lunches on distributed renewables, smart cities, climate literacy, and transportation options

Support the 10 Focus Teams and the Executive, and Communications Committees

- Hosted the annual campus sustainability summit with more than 100 faculty, student, staff, and community leaders in attendance.
- Hosted a spring workshop for PSCC teams to develop SMART objectives for campus sustainability focus areas
- Hosted 2 networking and planning events for Focus Team co-chairs

Track sustainability metrics across all areas of sustainable operations, research, education, and public engagement

- Completed annual [AASHE STARS](#) data collection, received [“Gold” rating](#).
 - Completed annual greenhouse gas inventory
 - Completed annual Climate Action Plan Progress Report
 - Completed biannual Ivy+ Sustainability Reporting
-

	<ul style="list-style-type: none"> Completed Sierra Club and Cool Schools and Princeton Review reporting
Increase Cornell's recognition in national media through public sustainability reporting	<ul style="list-style-type: none"> #1 Ivy League school in the country for sustainability in Princeton Review Honor Roll, AASHE STARS, and Second Nature Carbon Commitment Recognized as an AASHE "Top Performer" for Diversity and Affordability and Coordination and Planning #1 ranked Ivy League institution in AASHE STARS 7th on The Princeton Review's New "Top 50 Green Colleges" List overall CSO tracks total media exposure internal and external to the campus, and performed a data analysis of newsletter and listserv efficacy. Total media exposure in FY16-17 expanded 33% internally and 46% externally, and internal communications via the sustainable campus listserv have a 99% success rate in delivery and average 86% open rate, underlining the need for support for communications and outreach on sustainability.
Support implementation of the University-wide sustainability initiatives including, but not limited to, the Ithaca Campus Sustainability Plan, Climate Action Plan, and Campus Master Plan	<ul style="list-style-type: none"> CSO staff achieved significant success at the state policy level by forming a state-wide coalition of like-minded businesses and institutions to petition the Department of Public Service and ensure that the regulatory and tariff environment needed to support renewable energy projects was maintained. CSO staff led projects to install and commission three additional solar farms to serve the campus. Our five farms and five rooftop arrays now generate 7% of campus electric needs. Supported the Senior Leadership Climate Action Group (SLCAG) to complete a cost-benefit analysis of pursuing carbon neutrality by 2035 with positive endorsement from all Assemblies and the Faculty Senate for pursuing recommendations outlined in the report. Formed the Behavior Change Working Group to develop and implement a campus-wide campaign that will bring about a change in culture. PSCC Land Focus Team developed a campus sustainable landscapes trail and received a grant to install informational signage.
Promote recognition and training to encourage and empower sustainability leadership among students, staff, and faculty	<ul style="list-style-type: none"> Student staff coordinated the student sustainability summit leading to the creation of the student Environmental Collaborative Presented 6th annual CU Partners in Sustainability Awards to students, staff, and community leaders

See next page for award-winning campus community sustainability recognition in 2016

2016 Sustainability Champions

Cornell University Partners in Sustainability Awards

The [Cornell University Partners in Sustainability Awards \(CUPSA\)](#) recognize individuals and teams who have exemplified the sustainability values of Cornell, made significant and notable contributions to the sustainable development and social equity of the Cornell campus, or displayed outstanding partnership for advancing sustainability within our campus and community.

Campus Organization

ECO's Environmental Justice Committee: The [Cornell Environmental Collaborative \(ECO\)](#) serves as an umbrella organization for the 40 plus sustainability focused student clubs. ECO's Environmental Justice Committee collaborates with outside partners to organize and host events that have positively contributed to the sustainability movement at Cornell in addition to contributing to the integration of sustainability within other sectors of campus.



Community Partner

Get Your GreenBack Tompkins: [Get Your GreenBack Tompkins \(GYGB\)](#) is a community-initiated and community-supported campaign that works collaboratively to help people and organizations take key steps in the areas of food, transportation, waste, and building energy that simultaneously reduce our community's carbon emissions, save money, and create a socially just local economy.



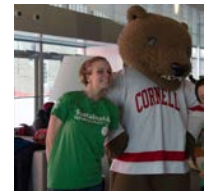
Faculty & Staff

Dr. Bruce Monger : Dr. Monger, is a Senior Lecturer in the Dept. of [Earth and Atmospheric Sciences](#). His [Oceanography, EAS 1540](#) course introduces hundreds of undergraduates at Cornell to issues of climate change, sustainability, and resource depletion each year – and provides students with a framework for creating solutions. He has creatively and continuously found ways to support student civic action, is a [Faculty Fellow](#) with the [Atkinson Center for a Sustainable Future](#), and is an advisor to the [Climate Justice Cornell](#) student organization.



Faculty & Staff

Julie Houston: Julie Houston has worked in building care at Cornell for six years and has helped with her unit's [Green Office Certification](#), was awarded accolades for her role as a "[Composting Crusader](#)," and played a key role in her LED relamping initiative" which was a campus-wide energy conservation program which has saved Cornell over \$4,000.



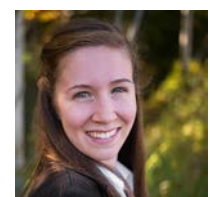
Student (Undergraduate)

Elizabeth Chi: Elizabeth Chi, '18 is an Environmental and Sustainability Sciences major in the College of Agriculture and Life Sciences and has been a true "agent of change". She successfully organized a campaign for a university recommitment to a target of reaching carbon neutrality by 2035. Elizabeth is one of the key organizers for [Climate Justice Cornell](#), [Doris Duke Conservation Scholars Program](#), [Cornell Environmental Collaborative \(ECO\)](#) and an Undergraduate Representative of the Cornell Climate Action Advisory Group.



Student (Graduate)

Katherine Bedding: Kate Bedding '17 received her [Masters in Public Administration \(MPA\)](#) from the [Cornell Institute for Public Affairs \(CIPA\)](#) in May. She was instrumental in advancing Cornell's [Sustainability Tracking Assessment and Rating System \(STARS\)](#) report to ensure the University maintained and achieved a 5th and 6th Gold award rating.



Focus Area Updates

Campus Sustainability Plan

The [Ithaca Campus Sustainability Plan](#) is the overall strategic plan guiding Cornell University's efforts in sustainability leadership (inclusive of climate leadership). Cornell's commitment to, and public reporting of, sustainability spans the core areas of the university – research, teaching, public engagement, and all campus operations.

A five-year update of the plan is underway, scheduled for release in mid-2018. A steering committee of faculty, staff, and students is leading the process to update our visionary goals and to develop measurable, scientifically-relevant, high-level objectives (akin to our 2035 campus carbon neutrality goal) for each area in our sustainability management structure. Having these objectives in place will help the PSCC guide and prioritize our collective work.

Buildings

- Energy conservation work in [Snee Hall](#) and [Barton Lab](#) reduce annual energy expenses by more than \$150k and GHG emissions by more than 200 tons.
- [Johnson Museum](#) energy conservation initiative cut overall energy use by more than 40%.
- [Klarman Hall](#) received LEED Platinum certification, our 4th Platinum space and 19th LEED certification.

Energy

5 solar farms and 5 rooftop arrays now generate 7% of campus electric needs. Cornell University has a goal to achieve 100% renewable energy by 2035, in support of our carbon neutrality goal.

- The Campus Sustainability Office Director led the formation of a New York state-wide coalition to renewable energy regulations which favor continued production and maintenance of renewable energy sources. The group was successful in petitioning the Department of Public Service to ensure continuation of the regulatory and tariff environment needed to support renewable energy projects was maintained when it was under threat this year.
- [Three additional solar farms](#) were successfully installed and brought online to serve the campus this year. Cornell commissioned an [additional 6MW of solar PV](#) (equivalent to about 5% of Cornell's annual electricity use) on Cornell property through power purchase agreements.
- Participated in the 1st international "[Freezer Challenge](#)" throughout the Spring 2017 semester. The combined efforts are estimated to save Cornell \$5,400 in energy costs per year.
- Completed campus-wide LED lamp replacement project (156,000 light bulbs!) saving \$1.8 million in energy costs, and \$290,000 in O&M costs annually.
- Initiated a project to lease about 110 acres of Cornell land to a solar developer to build 18MW of community solar. Unlike existing farms, these systems would operate under a new state program where the power can be sold to residents and businesses in the region. Cornell retains the "renewable energy credits" to offset campus emissions.
- Developed an award-winning new strategy to [extend a building's HVAC controls to also control lighting](#).

Climate

- Developed the Quadruple Bottom Line Sustainability Framework: See [Appendix A to this report available online](#)
- See Climate Action Plan Updates section of this report for details

Land

- PSCC Land Focus Team developed a [sustainable landscapes trail](#) and received a grant to install informational signage.
- Developed Tall Grass, Small Gas signs to make passers-by aware of Grounds Dept initiative to reduce mowing and use of chemicals with naturalized areas around campus.
- Students worked with the Land Focus Team to [tag trees in the Arts Quad](#) with the dollar value of the “ecosystem services” they provide

Food

- Dining halls offered more sustainable “[Plant-Powered Dinners](#)”
- Drop off locations for [Community Supported Agriculture](#) farm share members established on campus
- Undergraduate students working the Food Focus Team are examining the sustainability of Cornell's food purchases by the criteria provided by the Real Food Calculator

People

Think BIG, Live Green Sustainability Engagement Campaign

[Think BIG, Live Green](#) (TBLG) is the university-wide sustainability engagement campaign. It strives to improve resource conservation and community wellbeing in the colleges and administrative units through customized programming. These programs utilize peer to peer education, leadership development strategies, and community-based social marketing to engage the campus community. The campaign is comprised of six programs: [the College and Unit Engagement Program](#), the [Green Office Certification Program](#), the [Green Lab Certification Program](#), the [Cornell Building Dashboard](#), the [Green Ambassadors Program](#), and the student [EcoReps](#) program.

- The Fall 2016 Energy Smackdown competition had over 400 students, staff, faculty, and families actively participate. The on-campus Residential Competition saved an estimated 77,000 kWh of electricity.
- Cornell improved its performance across all RecycleMania categories
- Developed tools and guidance materials for piloting use of a “quadruple bottom line” 4-part Sustainability Framework as a project evaluation tool and decision-making/prioritization framework
- Collaborated with multiple campus partners to coordinate April as [Sustainability Month](#)
- Updated the [sustainability module](#) for Cornell Management Academy program
- CSO staff helped organize buses for undergraduate students to participate in the summers’ [Science March and People’s Climate March](#).
- Collaborated with Get Your Green Back Tompkins to connect Energy Navigators with Cornell's building care and food service workers staff providing them with expert advice and guidance to save energy and money in their homes
- Developed a [climate literacy session](#) for Staff Development Day
- The PSCC People Team completed a successful survey of sustainability literacy and behaviors for incoming first year students, to be used for faculty research and to inform on campus engagement.

Purchasing

- Conducted a recycled paper promotion with supplier W.B. Mason
- Improved reporting on procurement of sustainable goods in campus administrative systems

Transportation

- [Big Red Bikes](#) bike sharing program re-established on campus.
- Supported [National PARKing Day](#), transforming campus parking space to temporary parks, and [Run/Walk to Work/School Day](#) promoting active transportation
- Completed anti-vehicle idling campaign on campus in partnership with Transportation Services, Campus Sustainability Office, Wellness, Campus Police, Cornell Health, and others

Waste

- Recyclemania Competition showed Cornell's results show improvement in all categories compared to the previous year.
- Promoted use of "[minibins](#)" for desk-side waste - pilot buildings had a 39% reduction in overall waste and a 22% improvement in proper waste sorting.
- Collaborated with campus and community partners to identify and promote [changes to composting guidelines](#) on campus to be consistent with community programs and best practice.

Water

- Campus sustainability partners served as key coordinators during summer '16 [drought response](#) engagement, and [led programs](#) resulting in a nearly 30% water use reduction in residence halls during the first four weeks of the semester.
- Facilities Management fabricated [portable water bottle filling stations](#) for use at campus events. Premiered with great success at Slope Day.
- Utilities Department designed an [innovative closed-loop system](#) to replace inefficient open-loop equipment cooling saving \$24k and 475k gallons of water annually.
- The Soil and Water Lab and Water Resource Institute are developing a partnership with the Masters of Engineering program in ECE to develop monitoring networks to track the hydrological and environmental pulse of campus.

Climate Action Updates

Climate Action Plan

The [Climate Action Plan](#) (CAP) is Cornell's overarching plan to move to a low carbon future. The CAP was initially developed in 2009 by Cornell faculty, students, and staff in accordance with Cornell's commitment as a founding signatory of the [President's Climate Leadership Commitments](#). Per the requirements of The Carbon Commitment, the PSCC reviews and updates the CAP at least every five years, and submits an [Annual Progress Evaluation](#) to the [Second Nature reporting system](#).

Cornell's path to neutrality is planned through a four-tiered approach of: 1) avoidance of future energy use, 2) reduction of carbon pollution, 3) replacement of high-carbon fuels with low or zero-carbon sources, and 4) offsetting of unavoidable emissions. Importantly, the CAP also recognizes and incorporates the strength of Cornell's education, research, and public engagement mission, and the need to educate the next generation of thought leaders and to find research-based solutions to global climate challenges while we work to reduce the carbon footprint of our own campus.

Greenhouse Gas Inventory

Per the requirements of the Carbon Commitment, Cornell prepares and submits regular greenhouse gas (GHG) inventory updates. In addition, more detailed annual energy [Fast Facts](#) are published on the Cornell Energy & Sustainability website. The 2016 GHG inventory shows a 33% reduction in inventoried emissions vs our 2008 baseline.

Updates

- Successfully achieved 33% reduction in overall carbon emissions since 2008 baseline (50% since 1990)
- The Senior Leadership Climate Action Group (SLCAG) completed the *Options for a Carbon Neutral Campus by 2035* report, a [cost-benefit analysis of concrete steps and their relative cost needed to pursue carbon neutrality by 2035](#). The report received positive endorsement from all Assemblies, the Faculty Senate, and the Provost for pursuing recommendations outlined in the report. The report serves as the most recent CAP update and better informs decision-making on reaching the campus goal of achieving carbon neutrality by 2035. The report focuses on solutions to reducing energy demands and providing low carbon energy supply. Proposed solutions support the path laid out in the CAP and include:
 - Invest immediately in reducing energy demand through support for and advancement of our energy conservation programs;
 - Make preliminary investments in transitioning to a low-carbon campus energy supply;
 - Set goals and explore options to secure external funding;
 - Pursue energy solutions in partnership with local and regional entities;
 - Adopt rigorous building energy standards and project approval processes during retrofits, deferred maintenance projects, and new construction to create only "high-performance buildings" on campus;
 - Prioritize development of infrastructure to support a campus fleet of clean-fuel vehicles and replace existing fleet accordingly;
 - Evaluate Earth Source Heat and Ground Source Heat pumps as heating solutions;
 - Strive for 100 percent of the campus electric supply to come from renewable sources;
 - Seek campus-wide behavioral change through programs such as Think Big, Live Green and other campus engagement programs; and
 - Ensure all students graduate with a basic understanding of climate literacy.
- Reaffirmed commitment to pursuing [Earth Source Heat](#) as the most viable and academically aligned solution for providing low-carbon, renewable energy heat to the campus.
- Created and charged a new Behavior Change Working Group to develop and implement a broader campus campaign for climate and sustainability literacy, living, and engagement.
- Developed criteria to define and measure "climate literacy" for the Cornell community
- Submitted Climate Action Plan [progress report and greenhouse gas emissions inventory update](#) as required by our public [Carbon Commitment](#).
- Supported senior leadership in [creating and signing a statement](#), along with Ivy peers, affirming Cornell's commitment to progress on climate act
- Advanced the integration of a 4-part Cornell sustainability framework: People, Prosperity, Planet, and Purpose into decision-making and project evaluation (Purpose = supporting Cornell's academic, research and land-grant mission). *See Appendix A: Quadruple Bottom Line Framework and Tools*

Appendix A: Quadruple Bottom Line Sustainability Framework tools

Sustainability Framework Guidance Document

Sustainability is a signature area of excellence at Cornell University. Cornell is committed to achieving carbon neutrality for the Ithaca campus by 2035, and strives to reduce climate impact across operations. All projects must evaluate lifecycle impacts in line with the University's sustainability values and commitment to climate leadership.

The Quadruple Bottom Line – Purpose, People, Prosperity, & Planet

Cornell University uses a matrix for sustainable project implementation which considers four impact areas:

1. How does the project help Cornell fulfill its academic mission and **purpose**?
2. How does it meet the needs of **people** on campus, in the community, New York State, and the world?
3. How will it enhance overall **prosperity** for the university and our region?
4. How does it support a sustainable **planet** including energy, climate, land, water, and ecosystem resources?

Assessment Process

Project assessment should consider impacts, positive and negative, across each area. It can be helpful to segment impact areas into categories, which can be tailored to each project.

1. **Refine categories for Assessment**

Determine appropriate categories for assessment in each of the four impact areas. Will you use sub-categories, or a basic ranking in each bottom line? Categories further refine impact areas into tangible, project-appropriate areas of assessment. Not all projects should have the same assessment categories, but when comparing projects all items should be compared with the same criteria.

2. **Rank**

Assess costs, benefits, opportunities, and impacts in each area. Assign a ranking of positive benefit (1), neutral benefit (0), or detrimental costs (minimum -1). Expectations for maximum and minimum impact should be defined. Take notes on why you chose ranking for the project in each area, if applicable.

Sustainability Framework Worksheet

Example Excel Document



Bottom Lines	Questions to Consider	Your Notes
Purpose	<i>How does the project help Cornell fulfill its academic mission and purpose?</i>	
Mission Alignment	How does the project align with Cornell's educational and land grant mission?	
Reputation	How does it increase Cornell's reputation as a global institution addressing climate change and sustainability solutions?	
Leadership & Innovation	Is Cornell uniquely positioned to demonstrate a new solution? To show leadership by implementation?	
Scaleability	Is the solution a useful, scalable option to share with others?	
Teaching and Research	Does it create research, teaching opportunities? Is it aligned with existing programs? How does the project create living laboratory opportunities for students, faculty, and staff? Will it attract short, long-term research funding?	
People	<i>How does it meet the needs of people on campus, in the community, New York State, and the world?</i>	
Regional Climate Goals	Does it actively advance our regional carbon reduction efforts and Cornell's committed goals?	
Health & Well-Being	Does it impact human health? Happiness? Access to sunlight, clean air, reduced exposure to chemicals, etc.	
Community Character	Does it impact visual, infrastructure, transit or community resource development?	
Quality of Life	Does it increase the quality of life for employees, students, or the surrounding community? Safety & security? Educational attainment? Equity? Happiness & recreation?	
Prosperity		
Economic Impact	Does it create jobs? Long-term? Local base? Living wage?	
Socialized Costs	Does it have socialized costs or benefits associated with the project?	
Reducing Climate Risk	Does it mitigate future costs / uncertainties from resource scarcity, climate change, or other related concerns?	
Climate Resiliency	Does it ensure Cornell's resiliency to climate impacts for the next century? Does it reduce our climate vulnerability?	
Longevity	Does it reduce future costs?	
Overall Cost	Is it a wise investment of University resources?	
Financial Security	What are the first cost, annual cost and lifecycle costs? Does this project minimize life cycle costs?	
Planet		
Environmental Quality	What are the environmental and ecological benefits / risks related to land use, water, biodiversity, air quality or waste?	
Waste	What are the waste impacts from building, maintaining, and disposing of this project?	
Materials	What is the lifecycle impact of materials used in construction and upkeep?	
Carbon Neutrality	Does it actively help advance Cornell's commitment to achieving carbon neutrality by 2035?	
Renewable Energy	Does reduce the demand for fossil fuel and advance the transition to low or no carbon energy supply?	
Energy Efficiency	Does it actively reduce energy waste? Does it help reduce carbon and costs through greater efficiency?	
Sustainability	Does this project actively advance Cornell's campus and resource sustainability? Does it reduce negative impact?	
Ecosystem Services	What are the impacts on surrounding ecosystem provisioning, (e.g. production of food and water); regulating, (e.g. control of climate and disease); supporting, (e.g. nutrient cycles and crop pollination); and cultural, (e.g. spiritual and recreational) benefits.	

Project Rankings

Use rating -1 (negative impact), 0 (neutral impact), 1 (positive impact)

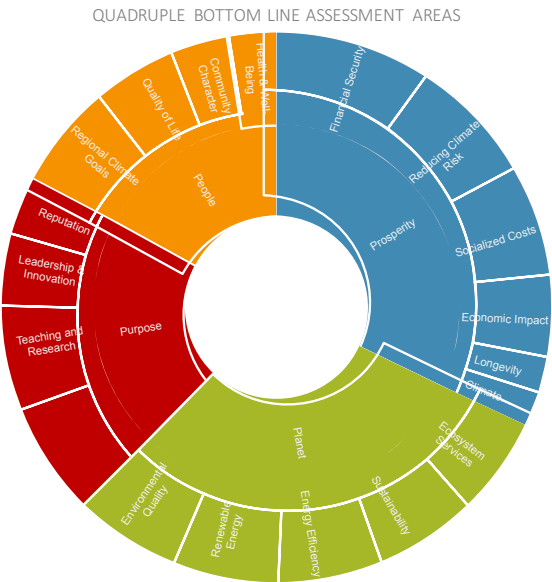
	Purpose	People	Planet	Prosperity
Sample Project	-1	-1	1	0
Project Name				
Project Name				
Project Name				
Project Name				

Automatic Project Evaluation

This list will populate automatically

	Total
Sample Project	
0	
0	
0	
0	

Automatically Generated Project Categories Diagram



Appendix B: AASHE STARS Detailed Report



Cornell University STARS Report 2016		Version 2.0	Version 2.0	Version 2.1	2015 - 2016			
		2014	2015	2016	Changes	Stars Awarded	Notes on Changes	Areas of Improvement
Total		68.46%	70.27%	68.49%	-1.78%			
Governance and Finance		50.8%	50.7%	52.5%	▲ 1.8%		Small percentage increase due to change in credit rating. Cornell did not substantially improve in this area.	
	Coordination & Planning	100.0%	100.0%	96.9%	▼ -3.1%	✓	We lost .25 points under PA-2 Sustainability Planning due to lack of measurable sustainability objectives that address Investment and Finance.	Set sustainable investment goals in the 2018 CSP
	Investment & Finance	1.6%	1.4%	1.9%	▲ 0.5%		We are one of the lowest scored campuses in investment and finance credits.	Create a committee on Investor Responsibility, increasing Sustainable Investment, and making annual investment holdings snapshots publically available.
Climate	Climate and Air	51.2%	53.1%	63.3%	▲ 10.2%		Data were last updated in 2014, score reflects 2 years of improvement. Cornell has reduced carbon emissions 33% since 2007 and 50% since 1990 levels, on track to meet our neutrality goal by 2035.	
Campus		44.3%	47.6%	48.5%	▲ 0.9%			
	Buildings	41.1%	42.9%	33.1%	▼ -9.8%	✓	LEED EBOM which we do not pursue, changed from being worth 4 to being worth 5 points due to it now incorporating the old Indoor Air Quality credit. We gained points in Building Design and Construction due to LEED certification increase.	LEED for existing buildings or another similar system for existing buildings.
	Energy	27.6%	27.6%	42.3%	▲ 14.7%		Our Energy data was last updated in STARS in 2014, so this change reflects 2 years of improvement.	Increase amount of clean and renewable energy generated
	Food & Dining	29.7%	29.7%	30.1%	▲ 0.4%	✓	New criteria. We did lose points in a section in which we perform well; companies which profit over a certain amount no longer count as 'local,' additionally the source for all producer materials must be within 250 miles. Eliminated much of our dairy.	Work with AASHE to adapt this criteria. Increase local food & beverage purchases w/in 250 mile radius.
	Grounds	66.3%	71.3%	70.0%	▼ -1.3%	✓	Credit weighting changed	Update IPM / Sustainable Landscape Management Plan. Inventory sustainable sites (SITES).
	Purchasing	53.0%	58.2%	71.2%	▲ 13.0%		Cornell overall spent 22% less on office paper and increased expenditures on office paper with 70-89 percent post-consumer recycled, agricultural residue, and/or FSC certified content. With Electronics Purchasing, we've continued to increase our EPEAT expenditures. Although we've increased our expenditures on cleaning and janitorial products that are third party certified to meet recognized sustainability standards, the weighting of the Cleaning and Janitorial Purchasing credit has changed, and we received slightly fewer points here.	Adopt a Green Seal or "green" clean program in future or increase expenditures that are certified "green" seal. Reduce paper use overall and increase expenditures for 30% post consumable recycled paper.
	Transportation	66.1%	65.0%	66.4%	▲ 1.4%	✓	Percentage of students that used more sustainable commuting options as their primary means of transportation increased (although it decreased slightly for employees). Additionally, the weighting for Support for Sustainable Transportation changed and we are now receiving full points although the data has not changed	New transportation demand survey, and comprehensive transportation plan.
	Waste	41.0%	36.9%	38.8%	▲ 1.9%		Percentage of construction and demolition materials diverted from the landfill or incinerator through recycling, donation and/or other forms of recovery increased.	Need to increase materials recycled, composted, reused and decrease materials disposed in a solid waste landfill or incinerator as well as decrease construction and demolition materials landfilled or incinerated.
	Water	38.0%	66.1%	37.1%	▼ -29.0%	✓	Water use substantially increased due to the drought and more irrigation. Additionally, the credit was updated such that water use was weighted more heavily. Methodology updates also caused a 1 point loss on rainwater; category now measures impact, previous credit only whether program existed.	Regarding rainwater management, develop comprehensive policies that require LID practices for all new projects, improve outreach regarding behavior changes
		87.8%	86.9%	76.8%	▼ -10.1%			
Community							We decreased slightly in the Student Educators Program, Employee Educators Program, and Staff Professional Development credits due to better reporting as well as changes in questions asked in the credits. Assessing Sustainability Culture was a new credit this year that we only receive half credit for since we only measure a subset of the population.	Areas of Improvement: Increase student and employee peer-to-peer sustainability outreach and education programs, give cultural sustainability assessment to entire campus community or representative sample, encourage/incentivize more staff to participate in sustainability professional development/trainings
	Campus Engagement	79.5%	86.2%	78.3%	▼ -7.9%	✓	The percentage of students engaged in community service decreased (42% in 2015 to 31% in 2016) although the total number of community service hours contributed increased (187,450 hours in 2015 to 229,060 in 2016).	Collect service data from students who are not affiliated with the Public Service Center.
	Public Engagement	85.0%	86.5%	78.3%	▼ -8.1%		Methodology changed: To further improve, we should increase the proportion of staff and faculty participating in cultural competence trainings and activities	Increase proportion of staff and faculty participating in cultural competence trainings and activities
	Diversity	96.9%	96.3%	94.1%	▼ -2.2%	✓	New question added asking the compensation provided to the institution's lowest paid regular (i.e., permanent) employee meets or exceeds what percentage of the living wage. We have not made a formal commitment to pay a living wage, and do not have proof that contract workers receive a living wage.	More equitable pay
Living Laboratory								
	Total	71.3%	71.2%	73.0%	▲ 1.8%			
	Curriculum	63.3%	63.2%	75.9%	▲ 12.7%		For the first time the College of Engineering published learning outcomes that included sustainability, increased sustainability learning outcomes credit. We did not get points for AC-6 Sustainability Literacy Assessment because our incoming student survey did not have enough literacy questions (too behavior focused).	Encourage schools other than CALS, Vet, and Engineering to develop and publish sustainability learning outcomes. Revise incoming student sustainability survey to focus on literacy.
Innovation								
	Research	88.9%	88.9%	88.9%	0.0%		No change.	Develop an Open Access Policy(e.g. free availability on the internet, permitting any user to read, download, copy, distribute, print, search or link to the full texts of articles).
	Innovation A						Cornell Energy & Water Cooling Conservation Loop	Previously Cornell's on-site energy plant created waste heat and used un-reclaimed potable water to prevent generator overheating. Utilities engineer Garret Quist redesigned the system using heat exchanger-based water-cooling from the campus chilled-water network. By creating this feedback loop with existing systems, previously wasted energy is a part of a closed loop energy system. The new system, built for about \$42,000, saves the university \$24,000 annually in water, sewer and treatment costs, and reduces an annual 475,000-gallon water loss to zero.
Innovation								
	Innovation B						Open Data for Water Conservation	During a 2016 drought, Cornell quickly developed an open-source data tool to share daily water use & comparisons to historic baselines for 160 buildings on campus. Deployed with an engagement campaign, the campus was able to set and achieve a goal of reducing water use 20% over the duration of the drought. The tool can be used alongside existing metering in the campus Energy Dashboard, allowing community members to explore how personal behaviors and operational choices impact resource use at the energy-water nexus.
Innovation								
	Innovation C						Campus-Wide Energy Direct Billing	Cornell's new budget model, which went into effect FY 2014, makes each college/unit on campus responsible for its own utility bill. This model provides a compelling incentive for colleges and units to reduce their energy consumption and increase cost-saving measures, allowing users and energy staff to engage with data for campus engagement and behavior change programs. For example, an energy reduction competition in one college achieved an overall 17.1% energy reduction, and participating residence halls achieved a 16.2% reduction.
		100.0%	100.0%	100.0%	Cornell consistently receives full points in this area			

Innovation D					Lighting Control Standard		Cornell now uses the building automation (controls) to do lighting control instead of the industry standard of a separate, more expensive and harder to maintain proprietary lighting control system. A true paradigm change, this shift has won Cornell and our automated logic controls dealer Logical Control Solutions 'project of the year' international award for the recent redesign of Klarman Hall. This lighting solution has proved to be lower cost and more effective than traditional lighting control solutions and is now standard for all current and future project designs.
Exemplary Practice	Credit 1				Cornell consistently receives full points in this area	Sustainability Course Designation Green Laboratories Sustainable Dining Certification Grounds Certification Campus Pride Index	
	Credit 2	100.0%	100.0%	100.0%			
	Credit 3						
	Credit 4						
	Credit 5						

2016 Low Scores & Decreases

Investment & Finance	Create a committee on Investor Responsibility, increasing Sustainable Investment, and making annual investment holdings snapshots publically available.
Buildings	LEED for existing buildings or another similar system for existing buildings.
Water	Regarding rainwater management, develop comprehensive policies that require LID practices for all new projects, improve outreach regarding behavior changes
Wellbeing	More equitable pay

2016 High Scores & Accomplishments

Climate and Air	Data were last updated in 2014, score reflects 2 years of improvement. Cornell has reduced carbon emissions 33% since 2007 and 50% since 1990 levels, on track to meet our neutrality goal by 2035.
Energy	Our Energy data was last updated in STARS in 2014, so this change reflects 2 years of improvement.
Purchasing	Cornell overall spent 22% less on office paper and increased expenditures on office paper with 70-89 percent post-consumer recycled, agricultural residue, and/or FSC certified content. With Electronics Purchasing, we've continued to increase our EPEAT expenditures. Although we've increased our expenditures on cleaning and janitorial products that are third party certified to meet recognized sustainability standards, the weighting of the Cleaning and Janitorial Purchasing credit has changed, and we received slightly fewer points here.
Curriculum	For the first time the College of Engineering published learning outcomes that included sustainability, increased sustainability learning outcomes credit. We did not get points for AC-6 Sustainability Literacy Assessment because our incoming student survey did not have enough literacy questions (too behavior focused).

The following chart enumerates Cornell's performance compared to our Ivy+ peers reporting under STARS v2.1 (scoring varies dramatically from version to version). Of our peer institutions Columbia, Penn, and Princeton also report to STARS but have not updated to v2.1. They score substantially lower than Cornell did in those older versions.

School	Stanford University	Cornell University	Yale University
Rating	Platinum	Gold	Silver
Total Score	85.74	68.49	62.54
Curriculum	34.77	26.35	27.09
Research	17	16	14
Campus Engagement	20.5	15.13	12.33
Public Engagement	18.86	16.99	11.72
Coordination & Planning	7.25	7.75	5.5
Diversity & Affordability	9.84	9.41	8.96
Investment & Finance	3.33	0.13	3
Wellbeing & Work	5.71	4.06	4.2
Air & Climate	8.07	6.96	4.88
Buildings	3.79	2.65	3.34
Energy	6.47	4.23	2.46
Food & Dining	3.78	2.41	3.11
Grounds	3	2.8	3
Purchasing	5.04	4.27	4.16
Transportation	5.15	4.65	4.8
Waste	5.37	3.88	4.71
Water	8	2.6	1
Exemplary Practice	2.5	2.5	0
Innovation	2	4	4