

Cornell University Employee Assembly

AGENDA
Employee Assembly Meeting
February 19, 2020
12:15 -1:30pm
701 Clark Hall

“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.

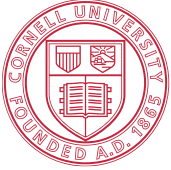
- I. Call to Order 12:15pm
- II. Roll Call
- III. Approval of Minutes
- IV. Business of the Day (50 Minutes)
 - a. Resolution 4: Amendment to the Employee Assembly Charter Expanding Membership to Include a Seat for a Representative from Cornell Tech
 - b. Approve Election Plan
 - c. Resolution 5: Divestment From Fossil Fuels
 - d. University Handling of Inclement Weather and Closure Notifications
- V. Committee Reports (10 Minutes)
 - a. Executive Committee
 - b. Communications and Awards Committee
 - c. Education Committee
 - d. Welfare Committee
 - e. Benefits and Policy Committee
 - f. Elections Committee
- VI. New Business (15 Minutes)
 - a. Open Discussion
- VII. Adjournment – 1:30pm

Note:

You may join via Zoom. Here is the link: Join URL: <https://cornell.zoom.us/j/258604492>

Upcoming Meeting:

- March 4, 2020 – Paul Streeter will present on the budget
- March 18, 2020 – CCET Trustee Candidate Forum/Debate



Cornell University Employee Assembly

Cornell Employee Assembly
Minutes of the February 5, 2019 Meeting
12:15-1:30 PM
Physical Science Building 401

I. Call to Order & Roll Call

- a. Chair Howell called the meeting to order at 12:18pm.
- b. *Members Present:* S. Barry, K. Barth, M. Benda, A. Brooks, J. Cooley, J. Creque, H. Depew, J. Duong, B. Fortenberry, G. Giambattista, B. Goodell, A. Haenlin-Mott, A. Howell, E. Ivory, R. Lochner, K. LoParco, K. Mahoney, A. McCabe, J. Michael, R. Mieg, E. Miller, A. Miller, M. Newhart, C. Sanzone, H. Sheldon, K. Supron, L. Taylor, W. Treat, J. Townley, C. Wiggers, J. Withers
- c. *Members Absent:* T. Chams, D. Hiner

II. Approval of Minutes

- a. Motion to approve the minutes of the January 15, 2020 meeting – **approved** with no dissent

III. Business of the Day

- a. Chair Howell noted that former Cornell President Frank H.T. Rhodes passed away on February 3, 2020. On behalf of the EA, he offered his condolences and asked members to keep his family and friends in their thoughts. Memorial contributions can be made to the Frank H.T. Rhodes Memorial Fund.
- b. G. Giambattista announced that Campus-Constituency-Elected Trustee candidate forms will be due by 12:00pm on Friday, February 21, 2020. She asked EA members to spread the word to colleagues as well. Application information is on the Assemblies website under “Elections.”

IV. Open Discussion

- a. K. Barth noted that during the EA Staff Conversations last year, many employees stated they would like to have lunch together but do not have spots to do so. While it is unlikely an employee cafeteria will be built, an idea is to have a monthly lunch forum somewhere on campus, such as an underutilized dining hall. He mentioned this to B. Fortenberry who noted it is something that is possible as there are a variety of sites on campus. This is not something that requires a resolution, but he asked if it is an idea the EA would support pursuing.

V. Business of the Day (Continued)

- a. President Martha Pollack & VP Mary Opperman
 - i. President Pollack gave a few updates at Cornell. Professor of Physics Georg Hoffstaetter achieved a goal over 50 years in the making to develop an energy-conserving particle accelerator that will open pathbreaking forms of research. Alumni Susan Choi '95 received the National Book award for her novel “Trust Exercise.” In addition, Weill Cornell Medicine researchers used AI to look at early-stage embryos. They were able to use an algorithm, dubbed “Stork,” to detect with great precision which embryo will likely be implanted in a woman and lead to a healthy pregnancy.
 - ii. President Pollack also gave an update on Greek Life at Cornell. Her belief is that fraternities are important, providing social outlets to students as well as leadership and philanthropy opportunities. However, there have been a series of bad episodes in the past years, particularly related to hazing, which is not unique to Cornell. Two years ago, she put out a set of policies but the problems continued. In that period, there were six fraternities that have been suspended. In addition, Freshman Antonio Tsialas who disappeared after attending an unauthorized party died

last November and they still do not know how he died. The Greek System took serious steps, such as banning all social activities for the remainder of last semester and imposing strict sanctions and reforms. There has been stricter enforcement of policies, such as having a roving security force. VP Ryan Lombardi is also looking into changing the recruitment process.

- iii. President Pollack also gave an update on sustainability. She suggested inviting VP of Facilities and Campus Services Rick Burgess to present. Cornell was the first university to sign the Kyoto Protocol in 2011, which has a goal for carbon neutrality by 2035. The campus has already reduced emissions by 37% in the past 10 years despite the growth in number of buildings. This was possible due to retrofitting in highly efficient new buildings, and investing in alternative renewable energy sources. Cornell is now working on a major solar project with the SUNY schools. 528 faculty members are also fellows at the Atkinson Center for Sustainability. Professor Bob Howarth was also recently named to the 22-member New York State Climate Action Council, which is a group aimed at figuring out how the state can implement its goal for net-zero greenhouse gas emissions by 2050. The Atkinson Center for Sustainability also joined the Sustainability Consortium, a global nonprofit developing greener supply chains. Regarding the Cornell endowment, about 70% of the funds are associated with the environmental, social, and governance (ESG) principles.
- b. Chair Howell asked committee chairs for updates.
 - i. H. Depew gave an update on behalf of the Executive Committee. In Fall 2019, the EA conducted a poll to staff members asking for their opinions on what the EA's top priorities should be for the year. The top concern was "employee health and wellbeing," which was closely followed by "parking and transportation." She and C. Sanzone worked to bring the data in the report together. Overall, employees reported feeling stress from job demands, external factors, and attrition. Staff reported feeling as if they were being asked to do more with less. In addition, utilization of fitness centers are hampered by proximity, transportation, and available time. Parking issues have also not gone away and are worsening, with staff reporting that parking is costly and the TCAT system unreliable. Staff also want career development and work opportunities, which is impacted by supervisor support. Regarding benefits, responses widely varied. Some staff responded wanting more opportunities to train across campus and for community engagement. The Executive Committee has shared results with all committee chairs for committees to review in the issues and work through them. Committees can also work with campus partners and community members. H. Depew also reported that Chair Howell is working on an upcoming opportunity to honor former CAPS Executive Director Gregory Eells.
 - ii. C. Sanzone gave an update from the Communications, Outreach, and Recognition Committee. The committee has been working to show the staff what the EA does and to raise the visibility of the EA. Her committee this year worked to support and promote the Priorities Poll. In one instance, they printed promotions near time clocks to attempt to get the poll in front of staff members who do not normally sit in front of computer screens all day. The committee has also been trying to be more active in staff events. E. Miller is their volunteer coordinator and has been partnering with Events Manager for HR Cheryl McGraw. They are gearing up for annual tabling events and ordering EA merchandise to give away. C. Sanzone reported seeing an improvement in interaction this year, especially with staff more willing to write to EA members and come up to them. In addition, the committee is also involved in sending out a periodic newsletter and supporting J. Withers' Elections Committee for spring elections. The committee will also award the George Peter Award this spring.
 - iii. M. Benda gave an update from the Employee Education Committee. In the Priorities Poll, education was the #3 most important priority. From the comments, it seemed staff members may not be aware of many benefits, but there are also some supervisory concerns as well. The committee met with representatives from the Community Learning and Service Partnership (CLASP) program who discussed challenges, such as getting volunteers and keeping the program running. CLASP representatives will also be coming to the EA as well. In addition, the

committee met with representatives from the Health & Welfare Benefits Team in the Fall and is looking at ways to promote their programs.

1. President Pollack asked whether people prefer online or face-to-face opportunities.
 2. M. Benda responded that the response is fairly even. A lot of the technical staff may not have time and want online programs, but there are others who want the in-class perspective.
- iv. K. Mahoney gave an update from the Employee Welfare Committee. The committee continued its partnership with Director of Transportation Services Bridgette Brady and looked at supporting the department's initiatives as well as K. Barth's Cornell Circulator initiative. The committee also worked to follow up on some of their more recent engagements regarding pedestrian safety. In addition, they have reached out to Director of HR Analytics Linda Croll Howell to prepare for engagement with her and her office for a staff survey in the coming year. The committee also spent some time speaking with Director of Workforce Wellbeing Michelle Artibee on the CARE fund and how the committee can encourage more support for the fund, as well as increasing awareness of benefits that exist for nicotine.
- v. B. Goodell gave an update from the Employee Benefits Committee. Last meeting, the committee spoke with VP of HR Allan Bishop and Director of Compensation Kim Babuka, who provided information about career movement at Cornell. In addition, Director of Benefit Services and Administration Gordon Barger spoke on the two-year wait for exempt employees. The committee is having an ongoing discussion about bereavement policies.
- vi. J. Withers gave an update from the Elections Committee. In the fall, the EA had nine open seats but is now down to two incidental vacancies. The committee is meeting tomorrow to begin planning for spring elections and to discuss a joint resolution with Chair Howell to recommend a Cornell Tech seat on the EA.
- c. Chair Howell opened the floor to questions for President Pollack and VP Opperman.
- i. H. Depew asked for an update on the social sciences reform project.
 1. President Pollack said the report had two recommendations: transforming the College of Human Ecology to a college of public policy and creating a new school of public policy. Since the release of the report, the Provost has been talking with people across campus and alumni. A decision will be made sometime this semester. There is no solution that everyone will be happy with, but the goals are for a strong social sciences and public policy presence. President Pollack stressed that every area of study will be protected. There is no intention nor plans to cut off any staff. It is not a consolidation effort, but rather to make curricular opportunities more robust for students and better coordinate hiring.
 - ii. A. McCabe noted that the Climate Survey was conducted in 2016 and asked whether there were plans for another survey
 1. VP Opperman noted that they do a survey in conjunction with the EA every five years. There are now conversations surrounding whether the way it has been conducted in the past is the best way. Research is showing that shorter, more focused poll surveys may be a better way to hone in on key issues. They did not find much shift from the 2010 to 2016 data. Her office is looking into it and she acknowledged that the issues of experience under a manager is pivotal to someone's sense of wellbeing and connection. They are trying to focus on giving the skills to managers so they can experience the workforce in a more supportive way.
 - iii. B. Fortenberry asked for the thinking behind shifting eCornell from a private to a Cornell organization and asked whether it would be an available resource to staff members.
 1. President Pollack stated that when she arrived at Cornell, she found eCornell disconnected from the university and its incentives and goals. At the same time, the number of executive education programs across Cornell were at different levels of maturity and doing different things. They brought the effort together and aligned the strategy across campus for coordination. At the moment, priorities are having eCornell continue to do operate in that way, getting in place fund flows to faculty, and opening the Verizon Executive Education

Center in Cornell Tech in a couple of months. However, there will be opportunities to think about employee opportunities.

2. VP Opperman added that they want to look at funding for that. HR has had a longstanding relationship with eCornell and there are models that work. They are excited about opportunities to bring staff development programs through eCornell.
- d. K. Barth: Resolution 3: Support of the Development and Implementation of a Cornell Campus Circulator
- i. K. Barth announced that he introduced the resolution to the GPSA two weeks ago and members were happy with it. It is currently tabled in the GPSA and UA. He asked the Assemblies to gather and provide feedback to him. At around the end of the session, he will collect all the feedback and make edits. At the end of the discussion today, he will make a motion to table the resolution and further collect feedback. He hopes to make an amendment with as many assemblies' language in it as possible. K. Barth noted that this is a long-term project.
 - ii. C. Sanzone expressed thoughts that the resolution was not staff-specific enough, especially knowing about the very acute problems affecting staff members every day.
 1. C. Wiggers noted that this is a staff issue, but also a larger issue for the community. If the language is narrowed to the EA's perspective, it might weaken the overall voice of all the assemblies. At this starting point, he pushed for more generic language that would allow for the flexibility in refinements to address C. Sanzone's concerns later on.
 2. C. Sanzone noted that putting language in the resolution illustrating the staff problem would help. To her, it does not read as if it has enough of staff concerns in mind. In addition, five years seems too long and she questioned why a timeline was put in the resolution. The resolution could instead call for some proposal, plan, or pilot program.
 - iii. K. Barth noted that the current time is the best time to possibly pass this resolution. TCAT is at the end of their RFP for overall transit development plan and the Transportation Department is working on the plan. This resolution is a statement of support conveying that they want this to be a part of the planning.
 - iv. A. Haenlin-Mott stated she had some conversations with Senior Director of Facilities and Campus Services Bridgette Brady and Assistant Director of Transportation Services Reed Huegerich about implementation. She expressed disability and accessibility concerns and wants to include the concerns in the circulator initiative. For example, one area of campus that is not served currently by any transportation system is Garden Avenue around Bailey Hall.
 - v. K. LoParco noted she would like to see the timetable scaled down to three years instead of five years. It is an important issue that needs to be addressed now.
 1. K. Barth responded that the circulator is a massive project that would require the city to change its entire transit place. If the timetable is changed and not in alignment with the people doing the work, it may not be feasible. There is also the question of where funding will come from. K. Barth noted that simply getting the language in front of everyone took him almost two years. This is the first time of trying to request it with an end goal that is reasonable. There is no project plan on how they are going to implement this so the timeline is arbitrary.
 - vi. K. Barth thanked everyone and stated he would continue amending the resolution before the end of the session. He is interested in hearing more ideas and asked for a motion to table the resolution indefinitely.
 1. Motion to table Resolution 3: Support of the Development and Implementation of a Cornell Campus Circulator System
 2. Resolution 3 – seconded
 3. Resolution 3 – **tabled** indefinitely
- e. Chair Howell noted that the EA is not required to utilize two meetings to pass a resolution. If the EA is unable to vote on a measure at one meeting, it can be placed under Business of the Day in the future. Resolution 3 will be placed under Business of the Day until K. Barth decides to bring it to a vote. He asked EA members to reach out to K. Barth for questions and to offer amendments. EA

members can also put suggestions and comments in Box.

VI. **New Business**

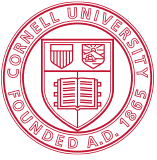
- a. Open Discussion
 - i. B. Fortenberry stated that regarding the employee club, he has spoken with his leadership. They are in full support of providing a venue to have the gathering. It is not something that needs a resolution, but rather an initiative that the EA can say they want to partner with Cornell Dining.
 1. E. Miller suggested partnering with the Cornell Recreation Connection (CRC). In addition, she suggested having reserved tables to make the event more inviting.
 2. K. Barth asked for anyone interested in being a part of a rotation of volunteers to reach out to him.
 - ii. J. Creque announced she is participating in a bake-off benefit for wildlife rescue in Australia on February 13, 2020 at 12:00-1:30pm. The event will be open to everyone and will be held at the Vet School.
 - iii. E. Miller noted there are a few events coming up with CRC. During the February student break, there will be a lunchtime skating event, lunchtime bowling event, and an evening cornhole tournament. All of the events will feature a donation request for the emergency Employee Care Fund.

VII. **Adjournment**

- a. Chair Howell adjourned the meeting at 1:30pm.

Respectfully Submitted,
Catherine Tran

Clerk of the Assembly



Cornell University
Employee Assembly

EA R4: Amendment to the Employee Assembly Charter Expanding Membership to Include a Seat for a Representative from Cornell Tech

1 **Abstract:** This resolution amends the Employee Assembly Charter to add a voting-member seat for a
2 staff member whose work location is the Cornell Tech campus in New York City.

3
4 **Sponsored by:** Adam Howell, Chair of the Employee Assembly and CALS Representative, Jessica
5 Withers, Chair of the Elections Committee and Library and Museum Representative

6 **Reviewed by:** Elections Committee (February 6, 2020)

7 **Whereas,** according to the Employee Assembly Charter, staff employed at Cornell Tech have not been
8 eligible to serve on the Employee Assembly and currently there is no voting-member seat dedicated to
9 Cornell Tech staff.

10
11 **Whereas,** Cornell Tech employees are full Cornell University staff members afforded the same rights and
12 privileges of all other Cornell staff.

13
14 **Whereas,** the Employee Assembly seeks representation from all segments of the Cornell staff community
15 and this charge is laid out in the Employee Assembly Charter, §II.A which states:

16
17 “The object of this Assembly shall be to ensure a direct focus for the continued involvement of
18 exempt and non-exempt staff members in the governance of non-academic affairs and in the life
19 of the University.”

20 and

21 “The Assembly will actively seek to involve all segments of Cornell’s diverse employee population
22 in the Assembly’s decision-making activities.”

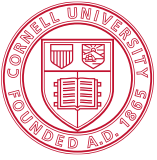
23
24 **Whereas,** the staff of Cornell Tech have expressly requested representation for Cornell Tech staff
25 members on the Cornell Employee Assembly in a formal letter (attached as an addendum to this
26 resolution).

27
28 **Whereas,** the establishment of a voting member seat on the Employee Assembly representing Cornell
29 Tech campus employees in New York City aligns with the university presidential priority dedicated to the
30 concept of “One Cornell” which states:

31
32 “..... As Cornell’s presence in New York City expands, President Pollack is upholding the
33 university’s synergistic tradition by developing opportunities for One Cornell that build on, and
34 benefit from, the complementary strengths of the university’s vibrant rural and urban campuses.”

35
36 **Whereas,** EAR 10 from the AY 2016-2017 term of the Employee Assembly sought to establish a
37 permanent Cornell Tech representative seat on the Employee Assembly which led to Cornell University
38 President Rawling’s response stating that:

39
40 “Currently, the University Bylaws (§11.5 iii; top of page 5) define “employees” as being employed
41 at Ithaca and Geneva. Until such time as the Bylaws are amended to include employees in New



Cornell University Employee Assembly

42 York City, either at Cornell Tech or at other non-Weill Cornell Medicine units, the staff at Cornell
43 Tech fall outside of the purview and representative authority of the Employee Assembly.”

44
45 however, §II.5.iii of the Cornell university bylaws has since been amended to include Cornell Tech staff
46 and currently states:

47
48 “... (iii) the employees of the University shall consist of those persons employed full-time at the
49 University at Ithaca (including Geneva and Cornell Tech) ...”.

50
51 **Be it therefore resolved**, the Charter of the Employee Assembly shall be amended to include a seat for a
52 representative from Cornell Tech as a full voting-member by amending §Article 5, Section 2A of the
53 Employee Assembly Charter to state:

54
55 1. **Ten** voting members shall be elected to represent the following academic colleges and schools
56 with one representative each: College of Agriculture & Life Sciences; College of Architecture, Art,
57 & Planning; College of Arts & Sciences; College of Engineering / Computer & Information
58 Science; The Graduate School / Law School / Johnson Graduate School of Management; School
59 of Hotel Administration; College of Human Ecology; School of Industrial and Labor Relations;
60 College of Veterinary Medicine; **Cornell Tech**.

61
62 **Be it further resolved**, Cornell Tech be added to the definition of eligible employee populations that may
63 be represented on the Employee Assembly by amending Article III, Section 1 of the Cornell Employee
64 Assembly Charter to state:

65
66 For the purposes of this Charter, employees are any regular full-time and part-time staff members
67 in non-exempt, exempt, or academic non-professorial staff categories who are employed at the
68 Ithaca, Geneva, **or Cornell Tech** campuses of the university.

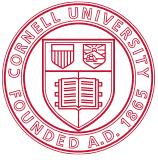
69
70 **Be it further resolved**, that in order to align with the staggered terms of the assembly, the first term of
71 the Cornell Tech seat shall be extended to a three-year term, beginning on June 1st, 2020 and expiring on
72 May 31, 2023. All of the subsequent terms shall be for two years, expiring in odd-numbered years.

73
74 **Be it finally resolved**, that this resolution be submitted to the President of the University, the Vice
75 President and Chief Human Resources Officer, and the Dean of Cornell Tech.

76
77
78 **Adopted by Vote of the Assembly (X-X-X), {Date},**

79
80
81 **Respectfully Submitted,**
82 Adam Howell
83 Chair, Employee Assembly
84 CALS Representative Employee Assembly

85



Cornell University Employee Assembly

- 86 Jessica Withers
- 87 Chair, Employee Assembly Elections Committee
- 88 Library and Museum Representative
- 89
- 90 **Addendum:**
- 91 Cornell Tech Staff Representation Request Letter
- 92
- 93 Red-Lined Copy, Cornell Employee Assembly Charter

Seats up for election in 2020

	Member	Email	Position Title	Term Year End
1	Adam Howell	ah959@cornell.edu	College of Agriculture & Life Sciences Representative	2020
2	Kristine Mahoney	km285@cornell.edu	College of Human Ecology Representative	2020
3	Brandon Fortenberry	bf52@cornell.edu	Division of Student and Campus Life	2020
4	Kate Supron	kds95@cornell.edu	Division of University Relations Representative	2020
5	Tarek Chams	tchams@cornell.edu	Exempt Employees Representative At-Large	2020
6	Karen LoParco	k.loparco@cornell.edu	Graduate School, Law School, and Johnson School Representative	2020
7	Anthony McCabe	atm78@cornell.edu	Facilities and Campus Services (formerly IPP)	2020
8	Hei Hei Depew	hhc48@cornell.edu	Less than 5 Years of Service Representative At- Large	2020
9	David Hiner	david.hiner@cornell.edu	LGBTQ+ Representative At-Large	2020
10	Ellen Miller	etm54@cornell.edu	Non-Exempt Employee Representative At- Large	2020
11	Kristopher Barth	kb599@cornell.edu	Research & Technology Transfer Representative At-Large	2020
12	VACANT POSITION		School of Industrial & Labor Relations Representative	2020
13	Craig Wiggers	cww67@cornell.edu	Veteran's Representative At-Large	2020
14	Marcy Benda	mb265@cornell.edu	Women's Representative At-Large	2020
15	Andrew Brooks	ahb35@cornell.edu	Representative At-Large	2020
16	Carrie Sanzone	cms92@cornell.edu	Representative At-Large	2020
17	Brian Goodell	btg2@cornell.edu	Representative At-Large	2020
18	Joshua Cooley	jmc274@cornell.edu	Representative At-Large	2020
19	Jackie Creque	jackie.creque@cornell.edu	College of Veterinary Medicine Representative	2020
20	Rob Miegl	rfm238@cornell.edu	Alumni Affairs and Development	2020
21	Jamie Duong	jd239@cornell.edu	School of Hotel Administration	2020
22	VACANT POSITION		Financial Affairs, Budget & Planning, Audit & Investment Representative	2020

18-seats (22 reps)
 6 college seats
 6 administrative units
 6 Affinity seats
 4 reps at large (not Chartered)
 22

Members of the EA Elections Committee

	Member	Email	Position Title	Term Year End
23	Susan Barry	st237@cornell.edu	Retiree Representative At-Large (Shared Seat)	2021
25	Andrea Haenlin-Mott	ah45@cornell.edu	Disability Representative At-Large	2021
26	Emily Ivory	eft24@cornell.edu	College of Engineering/Computer Information Sciences Representative	2021
27	Rigel Lochner	rfl67@cornell.edu	Health & Safety Representative At-Large	2021
29	Jenn Michael	jlm497@cornell.edu	College of Architecture, Art & Planning Representative	2021
30	Ashley Miller	amp87@cornell.edu	Division of Human Resources Representative	2021
31	Mary Newhart	mjn3@cornell.edu	College of Arts and Sciences Representative	2021
32	Hurf Sheldon	hurf.sheldon@cornell.edu	Retiree Representative At-Large (Shared Seat)	2021
33	Laura Taylor	lbt1@cornell.edu	International Representative At-Large	2021
34	Jessica Townley	jet239@cornell.edu	Geneva Campus Representative	2021
35	Jessica Withers	jeh268@cornell.edu	Library and Museum Representative, chair	2021

11 seats
 3 college seats
 4 administrative units
 3 affinity seats (shared Retiree seat)
 11

Total: 32 reps for 28 seats

Proposed 2020 Employee Assembly election plan

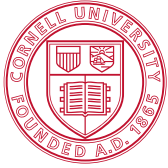
Calendar: working with the Office of the Assemblies, the Elections Committee proposes the following

- Webpage updated, Wednesday, April 1
- Registration period, Thursday, April 2 – Monday, April 20, noon
- Challenges and candidate expense reimbursement requests due Monday, April 20 noon - 4:30 pm
- Campaigning runs Tuesday, April 21 – Sunday, April 26
- Voting runs Monday, April 27 – Wednesday, April 29
- Challenges due by Thursday, April 30, noon
- Verify election, Thursday, April 30 – Friday, May 1
- Announce results, Friday, May 1

April 2020																																																																												
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			8:00am challenges																																																																									

Publicity plan: working with the Communications and Awards Committee, the elections Committee proposes the following

- A heads-up feature in February or March EA newsletter
- The focus of the April EA newsletter, which will be timed to coincide with the info going live on website (April 1).
- Posters
- Social media
- Digital signs distributed via digital well
- Promotion via Kris and Brandon's Cornell Employee Club idea if that gets started in time



Cornell University Employee Assembly

2020 Employee Assembly Election Rules

1 Candidates and their supporters must follow all election guidelines outlined in this document. Failure to
2 do so may result in disqualification of candidates by the Employee Assembly Elections Committee,
3 hereafter referred to as the committee.

4 5 6 **Candidate Information**

7 8 **1. Eligibility**

9
10 Candidates must complete the online registration materials and meet the qualifications listed in sections A
11 and B below to become eligible. Candidates and their supporters shall comply with all standing rules and
12 regulations of the University.

13 14 A. Employee candidates must

- 15 1. work full-time or part-time in a non-exempt, exempt, or academic non-
16 professorial staff category
- 17 2. work at the Ithaca or Geneva campus
- 18 3. work in the corresponding academic college/school if seeking those seats, in the
19 corresponding staff unit if seeking those seats, or identify as a member of the
20 corresponding affinity group if seeking those seats.
- 21 4. plan to remain so for the duration of their two-year term.

22 B. Candidates shall attend mandatory meetings or send a proxy on their behalf. If they fail to do so, 23 they will be disqualified from the election.

24 25 **2. Promotional Materials and Events**

26
27 A. Each candidate may elect to receive 300 single-sided 8.5" X 11" photocopied, black and white
28 impressions at no charge. You may submit a poster design via the Candidate Registration
29 Form for copying by the petitioning deadline. Candidates may select the color of the paper on
30 which the materials are printed from a standard palette provided on the Registration Form. All
31 materials must include the dates and times of the election that are set in the elections calendar.

32 B. Each candidate must complete the candidate background profile and statement via the
33 [Candidate Registration Form](#) online. Candidates who are not able to submit statements
34 online may contact the Office of the Assemblies to make alternate arrangement.
35 Statements will be posted on the Employee Assembly elections website, used on the
36 ballot, and published in campus publications.

37 C. Candidates may submit their own photo or have a photo taken by the Office of the Assemblies.
38 The Office of the Assemblies, located in 109 Day Hall, will take photographs for candidates
39 prior to the material submission deadline on the calendar. These photos and other candidate
40 information will appear in campus publications, on the web, and on the ballots.

41 D. All candidates are encouraged to participate in any public candidate forums organized in
42 collaboration with the Employee Assembly.

43 44 **Election Guidelines**

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1. Maintaining a Fair Environment

- a) Candidates and their supporters must comply with the election rules stated here. They shall not create an intimidating or uncomfortable environment for other candidates or employees. They shall notify the committee of any potential violations immediately after they occur by emailing the [Office of the Assemblies](#). They shall rectify any violations to the best of their ability upon notification by the committee. They may still submit a challenge for any violation at the conclusion of the campaigning period if desired.
- b) Candidates and their supporters may not exceed \$50 for out-of-pocket spending and fair market value of donations of materials and professional services. Candidates must submit a Candidate Expenditure Statement Form and all receipts and proof of fair market value to the Office of the Assemblies, 109 Day Hall, by the deadline specified on the Elections Calendar. If no money was spent for the campaign, the Candidate Expenditure Statement Form must still be signed and dated showing a statement of zero (\$0) spending, and turned in by the deadline.
- c) Candidates may be reimbursed for up to \$50 of allowable campaign expenses. Common allowable campaign expenses include: photocopies from on-campus vendors, domain name fees, and web hosting fees. If there is any question, Candidates should receive preclearance on expenditures to ensure that they are reimbursable. Only expenditures that are submitted on the official candidate expenditure statement form with the original receipt will be reimbursed.

All campaign materials, either physical or electronic, published by candidates and/or their supporters are to promote only the Employee Assembly candidate. Any materials that include the names, positions, or any other information regarding other elections are strictly prohibited.

2. Early Campaigning

Candidates and their supporters shall refrain from the following campaign activities until campaigning officially begins:

- a) distributing printed or electronic campaign material to the public,
- b) advertising candidacy by poster or other method designed for public viewing,
- c) making speeches or statements to employee organizations or groups of employees.

Current Employee Assembly members seeking re-election are expected to refrain from any form of publicity during the petitioning period.

3. University Postering & Chalking Policy

Candidates and their supporters shall comply with the [University Postering & Chalking Policy](#), included in the election packet.

4. Campus Mail

Use of Campus Mail for campaigning purposes is prohibited.

5. Electronic Communications

University-hosted e-mail traffic is at the discretion of the list owner. When in doubt, the candidate shall obtain permission from the owner of the list.

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6. Campus Code of Conduct

All candidates and their supporters shall comply with applicable rules and policies of the University, including the [Campus Code of Conduct](#). Violations of the Code may be referred to the Judicial Administrator for appropriate action.

Violations and Penalties

The committee shall determine whether or not a candidate has committed a campaign violation. Campaign violations may result in appropriate remedial measures determined by the committee up to and including disqualification of a candidate. Should the committee decide that a violation or series of violations have been committed on such a scale as to alter the fairness of the election, it may disqualify a candidate by majority vote. Any concerns or complaints shall be sent to the [Office of the Assemblies](#).

Election Procedures

1. The Elections Calendar

- a. The committee shall adopt a spring elections calendar.
- b. Consideration shall be given to any religious holidays that may fall during the election period, so that the right to free religious observance is afforded to all potential candidates.

2. The Employee Assembly Elections Committee

- a. Committee members are expected to abide by the highest standards of personal conduct and integrity. Members shall recuse themselves from decisions and deliberations in which they have a vested interest as a candidate or as a public supporter of a candidate.
- b. The committee shall meet as soon as possible after each challenge deadline.
- c. The committee shall verify election results.

3. The Office of the Assemblies

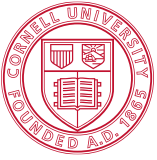
- a. The Office of the Assemblies by delegation from the committee shall prepare, distribute, and receive all printed material and distribute election materials.

4. Conduction of Election and Tabulation

- a. Online ballots are the preferred means of voting; if paper ballots are used, completed ballots are due to the Office of the Assemblies by the deadline set forth in the elections calendar.
- b. The order of names on the ballots shall be randomly selected.
- c. The Office of the Assemblies will identify as eligible voters those who:
 - i. work full-time or part-time in a non-exempt, exempt, or academic non- professorial staff category
 - ii. work at the Ithaca or Geneva campus
- d. The Office of the Assemblies will tabulate votes using the Hare System, as described on the Assemblies Elections home page.
- e. The Office of the Assemblies will secure ballots for one calendar year after the election.

5. Challenges

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- a. Eligibility to Challenge
 - i. Any member of the Cornell community, except members of the committee, may submit a challenge.
 - b. Challenge Deadlines
 - i. Petition challenges must be submitted to the Office of the Assemblies, 109 Day Hall, by 4:30 p.m. on the next business day following the petition deadline.
 - ii. Election challenges must be submitted by 12:00 p.m. on the next business day after ballots are due.
 - iii. No challenges or further supporting documentation will be accepted after these deadlines.
 - c. Format of Challenges
 - i. Challenges must be in writing and accompanied by the following supporting documentation:
 1. Challenger's name
 2. Candidate's name
 3. Date of challenge
 4. Reason for challenge and supporting evidence
 - d. Notification of Election Challenges
 - i. The Office of the Assemblies will send an email notifying anyone who is named in a challenge.
 - e. Response to Election Challenges
 - i. A challenged candidate may review challenges in the Office of the Assemblies, 109 Day Hall and address written statements in response to the committee.
 - f. Challenge Review Meeting
 - i. The committee will schedule a meeting to review challenges in closed session and will decide the merit of each challenge by majority vote.
 - g. Appeals
 - i. Appeals of committee decisions should be directed to the Judicial Codes Counselor (the reviewer) within 24 hours of notification by the committee. The reviewer will consider whether the committee ruling was in compliance with the election rules, and may ask for a reconsideration of the ruling.
 - h. Finality
 - i. The determination of the committee shall be final.
 - i. Confidentiality
 - i. All challenges are confidential and shall be available only to the members of the committee.



EA R5: Support of the Divestment from Fossil Fuels

1 **Abstract:** Given the global climate emergency and our desire for Cornell to remain a leader in promoting a
2 sustainable future, we request that Cornell divest from all investments in coal, oil, and natural gas in an orderly
3 fashion.
4

5 **Sponsored by:**

6 **Adam Howell**, Chair of the Employee Assembly and CALS Representative,

7 **Hei Hei Depew**, Executive Vice-Chair of the Employee Assembly and Less than 5-Year Representative,

8 **Karen LoParco**, Parliamentarian and Graduate School, Law School, and Johnson School Representative,

9 **Robert Frank Miegl**, Division of Alumni Affairs and Development Representative

10 **Brandon Fortenberry**, Division of Student and Campus Life Representative

11 **David Hiner**, LGBTQ+ Representative At-Large
12

13 **Reviewed by:** Executive Committee (date)

14 **Whereas**, 195 nations reached a global agreement in Paris in December of 2015 that we must keep planetary
15 warming under 2° C above pre-industrial levels in order to avoid catastrophic and irreversible damage to
16 society and the environment; since then, warming trends and their devastating consequences are happening
17 more quickly than many predicted, leading to the likelihood of runaway feedback loops and prompting over
18 11,000 scientists to declare a “climate emergency” in November 2019;
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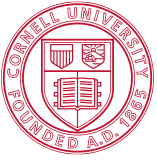
20 **Whereas**, the climate emergency is unlike all other cases for divestment in that fossil fuel use is threatening
21 human civilization as we know it, with millions if not billions of people soon to suffer its impacts, including
22 massive displacements of populations, hunger, disease, droughts, and floods around the world, the collapse of
23 ecosystems, and violent unrest sparked by the struggle for scarce resources;
24

25 **Whereas**, Cornell is world famous as a leader in teaching and research on sustainability, with an important
26 responsibility to maintain this reputation;
27

28 **Whereas**, On January 29, 2016, the Cornell Board of Trustees laid out clear and stringent criteria for the
29 review of divestment requests;
30

31 That divestment should “be considered only when a company’s actions or inactions are ‘morally
32 reprehensible’ (i.e., deserving of condemnation because of the injurious impact that the actions or
33 inactions of a company are found to have on consumers, employees, or other persons, or which
34 perpetuate social harms to individuals by the deprivation of health, safety, basic freedom, or human
35 rights. Morally reprehensible activities include apartheid, genocide, human trafficking, slavery, and
36 systemic cruelty to children, including violations of child labor laws).
37

38 That divestment “will likely have a meaningful impact toward correcting the specified harm, and will
39 not result in disproportionate offsetting negative societal consequences”; or
40



Cornell University Employee Assembly

41 That the companies in question contribute to “harm so grave that it would be inconsistent with the
42 goals and principles of the University.”

43

44 **Whereas**, the University Assembly Campus Infrastructure Committee has prepared a White Paper, attached
45 to this Resolution, that documents in detail how fossil fuel companies meet all of these criteria,

46

47 **Be it resolved**, that Cornell divest from all investments in coal, oil, and natural gas in an orderly manner and
48 as rapidly as possible.

49

50 **Adopted by Vote of the Assembly (x-x-x), MM/DD/YYYY.**

51

52 **Respectfully Submitted,**

53

54 Adam Howell

55 Hei Hei Depew

56 Karen LoParco

57 Robert Frank Mieg

58 Brandon Fortenberry

59 David Hiner

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62 References:

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64 Divestment White Paper Addressing BOT Criteria (Attached)

65 **Core Values:** <https://president.cornell.edu/initiatives/university-core-values/>

White Paper on divestment: summary

We request that the Trustees consider divesting from fossil fuels now for two reasons: both because we know more about the suffering caused by global warming than we did when we last asked the Trustees to divest from fossil fuels in 2015 and because the Trustees outlined a series of criteria that they would use to consider divestment.¹ The White Paper argues that the fossil fuel industry meets all of the criteria outlined by the Trustees:

I. The case for moral reprehensibility

All of the major energy companies have had knowledge of the consequences of global warming for decades and yet have engaged in a deliberate campaign of climate deception. These companies have deliberately misinformed the public and continue to press for political support based on knowingly false and misleading claims. (White Paper, pp. 2-3)

II. The question of injurious impact

The scale of suffering caused by climate change could quickly dwarf that of all past wars, epidemics, and genocides because of accelerating feedback loops and multiplier effects. What is most disturbing now is the possibility of **runaway feedback loops** that may greatly accelerate global warming and climate destruction. Thousands of scientists concluded in November 2019 that we are much closer to several **tipping points** than we had thought before, and that the world is now in a state of “climate emergency.”² Because warming processes are irreversible on time scales of less than several thousand years, it is urgent to take action quickly—before they become unstoppable. In 2018, the Intergovernmental Panel on Climate Change report recommended that if we are going to prevent the worst injuries to human communities worldwide, we must stop all digging and drilling for new sources of fossil fuels.³ (White Paper, pp. 3-5)

III. The responsibility of coal, oil, and gas companies

Ninety corporations are responsible for two-thirds of all greenhouse gas emissions caused by human activity.⁴ These companies are continuing to push for fossil fuel production, even as the evidence mounts for the destructive effects of this path.⁵ And they are spending millions of dollars each year lobbying governments to roll back environmental regulations, spreading misinformation about the link between fossil fuels and global warming, and continuing to push for new rights to mine and drill, including in nature preserves and national parks.⁶ (White Paper, pp. 5-6)

IV. The case for divestment

The Trustees ask us to make the case that divesting the Cornell endowment from fossil fuel companies is a meaningful action that does not have other damaging effects. We offer three arguments here. The first is **moral**. If we seek to protect ourselves and future generations from unnecessary harm, to promote human flourishing, and to steward precious resources, then we cannot also knowingly support companies that are intentionally speeding unprecedented suffering and the irreversible destruction of civilizations and ecosystems. Many colleges and universities worldwide are now pledged to full divestment on this ground.⁷ The second argument concerns **business ethics**. Companies that purposefully mislead the public about the harmful effects of their products should be held accountable, in part to show

other companies that as a society we condemn such deceit.⁸ The third argument is **financial**. The outlook for oil and gas companies is weak, with the value of fossil fuels poised to drop dramatically.⁹ Meanwhile, fossil-free portfolios have been performing well. In October 2019, the University of California’s chief investment officer explained that it made sense for the system to divest from fossil fuels “clean energy” is where there is “money to be made.”¹⁰ Right now is a perfect moment for Cornell to benefit from the “first mover advantage.” Being the first of the Ivies to divest will mean drawing global attention as a leader in sustainability. (White Paper, pp. 6-11)

V. The difference divestment makes

A recent study shows that divestments from fossil fuel companies by “powerful and legitimate stakeholders” do have a meaningful effect, influencing share prices.¹¹ And Shell itself stated in 2018 that the movement to divest “could have a material adverse effect on the price of our securities and our ability to access equity capital markets.”¹² (White Paper, p. 11)

VI. The companies in question contribute to harm so grave that it is inconsistent with the goals and principles of the University.

Two goals guide every aspect of our work here at Cornell: first, “to educate the next generation of global citizens”; and second, “to discover, preserve and disseminate knowledge.”¹³ The denial of scientific knowledge and the destruction of human flourishing strike at the very heart of Cornell’s great mission. Investment in fossil fuels also runs against two of Cornell’s other core values: public engagement and care for the natural environment. (White Paper, pp. 12-15).

VII. Stewardship for the future

Cornell ranks first in the Ivy League for sustainability overall; and we have some of the most aggressive carbon reduction goals among research universities.¹⁴ In this context, it is surprising that Cornell is lagging behind other colleges and universities. Our peers are sending the message that the catastrophic disregard for scientific knowledge and human welfare is not acceptable to institutions entrusted with the sacred task of advancing knowledge for the public good. Cornell could make history as the first Ivy League university to divest. We certainly do not want to be the last. (White Paper, p. 15).

Responses to common questions and objections:

1. *Divestment politicizes the endowment, which is divisive.*

Our common future is at stake. Given the devastating effects of climate change on future generations, it is a mistake to understand climate change as a narrow or partisan issue. While it is true that this issue was politicized for a period, both parties have a long history of fighting environmental threats. George H. W. Bush was in fact the first US President to call for action on global warming.¹⁵ Today, young members of both parties are concerned about climate change,¹⁶ and majorities of citizens favor action to prevent the earth from dangerously warming.¹⁷

2. *Divestment distracts attention from the other important work we could be doing as a campus to make Cornell sustainable.*

In this moment of “climate emergency,” it is crucial to do as much as we can to reduce carbon emissions and slow the pace of warming before feedback loops become unstoppable. Divestment is one strategy among many others that we need to make the large changes that are necessary to preserve human communities and nonhuman life worldwide. We expect Cornell to continue to invest our best energies and commitments in carbon neutrality with or without divestment.

3. *How much money does Cornell have invested in fossil fuels?*

The specific details of Cornell’s investments are not public knowledge. If it is a small amount, it should be easy to divest and will still send a powerful public moral message that we do not tolerate this deceptive and dangerous business. If the amounts invested are substantial, then it seems urgent to move this money to less dangerous and better performing investments.

4. *Divestment harms our reputation as a neutral and impartial institution.*

It is precisely for the sake of scientific truth and the general public good that we seek divestment. Oil, gas, and coal companies have launched multiple campaigns to intimidate and discredit scientists, deliberately endangering both scientific neutrality as well as human communities worldwide.¹⁸

5. *How can we demand accountability from fossil fuel companies as long as we ourselves continue to drive cars, fly, heat homes with natural gas, and eat meat?*

Existing institutions and infrastructures have fostered our dependence on fossil fuels, and it is difficult for any of us to extract ourselves completely. Change at the institutional level will make individual environmental action more likely. For example, ordinary households will find it financially easier to shift to sustainable energy if fossil fuels are not subsidized to make them cheaper than renewables.¹⁹

6. *Divestment insults and alienates alumni/ae who work in the fossil fuel industry.*

Investment in fossil fuels is alienating members of our community, too, including current and future students who are deeply concerned for their future. In a recent survey, 64% of 11,900 applicants and parents said that having information about a college's commitment to the environment would affect their decision to apply to or attend the school.”²⁰

7. *Divestment is a slippery slope. If we start divesting from all companies culpable of immoral action, we will have nowhere left to invest the endowment.*

The current “climate emergency” is no ordinary case. It is threatening human civilization as we know it. As warming begins to hit irreversible tipping points, millions if not billions of

human lives will be lost to hunger, disease, drought, and floods. We have made the case that the fossil fuel industry meets the stringent criteria for divestment set forth by the Trustees.

8. How does divestment work?

If we divest, we will not be reinventing the wheel. Cornell has divested before—from obligations in Sudan in 2006, for example. Today, nearly a thousand institutions worldwide, including the Republic of Ireland and the University of California System, are committed to full divestment, which means taking away funds that are directly owned or commingled that include fossil fuel public equities and corporate bonds; freezing all new investments in fossil fuel companies, and putting an end to fossil fuels sponsorships, which are relationships that help to create a ‘social licence to operate.’²¹

Notes

- 1 <https://news.cornell.edu/stories/2016/02/trustees-approve-new-standard-consider-divestment>
- 2 <https://www.nature.com/articles/d41586-019-03595-0>
- 3 https://www.ipcc.ch/site/assets/uploads/sites/2/2019/05/SR15_Chapter2_Low_Res.pdf
- 4 <https://www.sciencemag.org/news/2016/08/just-90-companies-are-blame-most-climate-change-carbon-accountant-says>
- 5 <https://www.theguardian.com/environment/2019/oct/10/oil-firms-barrels-markets>
- 6 <https://www.juancole.com/2019/03/exxonmobil-giants-greenwashing.html>
- 7 <https://gofossilfree.org/divestment/commitments/> Many related institutions, like the Australian Academy of Science, have also withdrawn their divestments in fossil fuels: “We must ensure that we have a hand in shaping the future so it is fit for our children, and their children.” <https://www.smh.com.au/environment/australian-academy-of-science-divests-from-fossil-fuel-companies-20151026-gkiqby.html>
- 8 <https://www.tandfonline.com/doi/full/10.1080/21550085.2017.1374015>
- 9 <https://ieefa.org/ieefa-update-fiduciary-duty-and-fossil-fuel-divestment/>
- 10 <https://www.latimes.com/opinion/story/2019-09-16/divestment-fossil-fuel-university-of-california-climate-change>
- 11 Truzaar Dordi and Olaf Weber, “The Impact of Divestment Announcements on the Share Price of Fossil Fuel Stocks,” *Sustainability* 11(2019): 1-20.
- 12 <https://www.theguardian.com/environment/2018/sep/10/fossil-fuel-divestment-funds-rise-to-6tn>
- 13 <https://president.cornell.edu/communications/2019-state-of-the-university-address/>
- 14 <https://sustainablecampus.cornell.edu/about/reports-awards-facts/awards-rankings>
- 15 <https://time.com/4874888/climate-change-politics-history/>
- 16 <https://www.usnews.com/news/politics/articles/2019-11-25/poll-young-republicans-break-with-party-on-climate-change>
- 17 [https://climatecommunication.yale.edu/publications/politics-global-warming-march-2018/2/;](https://climatecommunication.yale.edu/publications/politics-global-warming-march-2018/2/)
<https://www.pewresearch.org/science/2019/11/25/u-s-public-views-on-climate-and-energy/>
- 18 <https://www.tandfonline.com/doi/full/10.1080/21550085.2017.1374015>
- 19 <https://www.eesi.org/papers/view/fact-sheet-fossil-fuel-subsidies-a-closer-look-at-tax-breaks-and-societal-costs>
- 20 <https://www.princetonreview.com/press/green-guide/press-release>
- 21 <https://gofossilfree.org/divestment/what-is-fossil-fuel-divestment/>