AGENDA
Employee Assembly Meeting
August 19, 2020
12:15 – 1:30 pm
Remote via Zoom

“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 (40 Minutes)
   a. EA R3: Employee Assembly Condemning Hate Crime and Any Other Form of Racism, Religious or Ethnic Bias, Discrimination, Incitement to Violence Targeting any Minority at Cornell University
   b. EA R2: Updating the Employee Assembly Charter to Expand its Membership
   c. Elections Update
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 (25 Minutes)
   a. Open Discussion
VII. Adjournment – 1:30m

Note:

Meetings are open to the public.
I. Call to Order & Roll Call
   a. Chair A. Howell called the meeting to order at 12:15pm.

II. Approval of Minutes
   a. Motion to approve minutes from July 1, 2020 meeting – approved with no dissent.
   b. Motion to approve minutes from July 13, 2020 meeting – approved with no dissent.

III. Business of the Day
   a. EA R2: Updating the Employee Assembly Charter to Expand its Membership
      i. J. Withers referenced the resolution in today’s meeting packet and thanked the Membership Task Force members.
      ii. Summary of resolution
          1. Shifts Johnson School to renamed SC Johnson College of Business seat that would represent the Hotel School, Johnson School, Dyson School, and any staff directly associated with the SC Johnson School
          2. Adds units/divisions to University Relations seat and renames it to “Central University Administration” seat
          3. Adds BIPOC and 20+ year seat
          4. Adds three “At-Large” seats
          5. Adds language for retiree seat
          6. Suggestion to extend term lengths from two years to three
      iii. A. Howell thanked the Membership Task Force for their work and efforts and opened the floor for speaker’s list.
      iv. C. Sanzone raised a concern about mix of units that would be under the renamed Central University Administration seat, specifically ROTC and Prison Education
      v. J. Withers and A. Miller clarified why those units were put under the Central University Administration seat due to them rolling up to the Vice Provost’s Office.
      vi. C. Sanzone expressed concern about whether the committee felt that this set of seats and assignments that every staff member has a unit level or unit based representative at this point or if there are still gaps.
      vii. J. Withers responded that Cornell is ever evolving and that new departments and units are created and that was part of the thinking behind the “At-Large” seats to help the EA stay relevant
viii. K. Supron also inquired about the decision to place staff from the Vice Provost’s Offices under the Central University Administration seat as some are academic and some are administrative.

ix. K. LoParco inquired about the definition of three consecutive sessions.

x. J. Withers stated it was in alignment with the EA Charter and G. Giambattista confirmed.

xi. K. LoParco stated that someone reading the resolution may not reference the EA Charter for clarification.

xii. A. Howell informed the assembly members with regard to any motions that are passed may not be voted upon by the same assembly members in September after the EA elections have taken place.

xiii. B. Goodell commended the Elections Committee and Membership Task Force for their work with the resolution in order to provide fairer representation by all staff.

xiv. There was a motion to vote by B. Goodell and seconded by C. Wiggers.

xv. K. LoParco indicated that there needed to be clarification with regard to the School of Hotel Administration seat being renamed the SC Johnson School of Business Seat and that the Johnson School will be removed from its current seat of Graduate School, Law School and Johnson School Representative. She further indicated that the University Relations portion still needed clarification and that there is more work that should be done before there is a vote on the resolution.

xvi. A. Howell recognized that K. LoParco had her hand raised prior to the motion to vote was seconded.

xvii. K. LoParco motioned to further amend the resolution to that the Johnson School is now in the Johnson College of Business seat. She further stated that acronyms need to be spelled out within the resolution, along with the concerns of the University Relations seat that should be addressed.

xviii. J. Duong pointed out the part of the resolution that addresses the change to the Johnson School seat.

xix. K. Supron voiced her support of K. LoParco’s motion to table under the premise of not having enough information today to answer the questions or concerns about the University Relations seat and where the reporting line is for the proposed staff to be represented by that seat. K. Supron seconded the motion to table – motion to table failed 11 yes, 8 no and 3 abstentions.

xx. B. Goodell stated that the amendment proposed by K. LoParco was acceptable and motioned to end debate and vote again.

xxi. A. Howell recognized C. Sanzone to provide a point of information.

xxii. C. Sanzone inquired about what it means to say it’s a friendly amendment and if it refers to the language and acronyms suggested by K. LoParco.

xxiii. A. Howell provided the perspective that it assumes zero structural change and that it would be adopted by unanimous consent. In addition, he informed the assembly that the sponsor has to agree to it.

xxiv. A. Howell informed B. Goodell that he would either have to offer the amendment for unanimous consent or motion to continue debate or table.

xxv. C. Sanzone indicated that the amendment that was discussed was in relation to the Grad School, Johnson School, Hotel School piece and there wasn’t an amendment proposed to handle the University Relations piece.

xxvi. K. Supron stated that she wasn’t certain on what was just voted on as she was under the impression that the vote was to table the resolution.
xxvii. A. Howell clarified that the motion to table didn’t back so it goes back into debate.
xxviii. A. Howell inquired of B. Goodell if he would like to rescind his motion to vote as there was a motion to table – motion to vote withdrawn.
xxix. A. Howell stated that there is now a motion to table that was seconded by C. Sanzone – motion to table failed 11 yes, 8 no and 3 abstentions
xxx. A. Howell asked the members to either table or defer debate on the resolution once VP Joel Malina joins the meeting so that they can focus on the quarantine procedures.
xxxi. B. Goodell moved to end to debate.
xxxii. C. Wiggers asked for clarification on the specification of the amendment that they are tying the subordinate units to their direct reporting chain and also ensuring that the acronyms are spelled out.
xxxiii. J. Withers confirmed that and also indicated that there was an expression to clarify the Johnson College of Business seat and what that means to the Grad School, Law School and Johnson School seat.
xxxiv. C. Wiggers stated that if those amendments were made during this meeting, the resolution could come back forward and be taken to a vote.
xxxv. A. Howell asked for a vote on ending debate – motion to end debate failed 10 yes, 9 no, 3 abstentions.
xxxvi. C. Sanzone inquired about why individuals who worked on the resolution would abstain and added that if there was just a little more time to get clarification and information, this could be tabled, resolved and potentially passed at the next meeting. She further offered a suggestion to strike the University Relations piece, pass the rest of the resolution and revisit the University Relations piece as it is a structural piece.
xxxvii. K. Supron supported C. Sanzone’s suggestion in that the University Relations piece does merit consideration.
xxxviii. K. LoParco also supported C. Sanzone’s and K. Supron’s concerns about the University Relations piece and that it deserves more time.
xxxix. M. Newhart motioned to remove the University Relations piece.
xl. J. Duong asked a point of information of if this motion removes those parts that don’t roll up to administration or if this motion removes all changes to the University Relations seat.
xli. G. Gimabattista clarified that the resolution is actually changing the Charter so it’s not about the seat structure and if the University Relations piece was pulled out of this resolution, it would have to go back in as a separate Charter change.
xlii. M. Newhart withdrew her motion to remove the University Relations piece.
xliii. A. Miller provided information as to why she has been abstaining from the vote and invited K. LoParco, C. Sanzone and K. Supron to join the Elections Committee for a discussion about their concerns as the representatives for these particular seats.
xliv. A. Haenlin-Mott concurred with A. Miller in that the elections committee discussed this at length and that was her reason for abstaining from the vote. She further indicated that one of the abstentions would need to change in order to pass the motion to table.
xlv. C. Sanzone motioned to table – motion approved 20 yes, 1 abstention
b. Quarantine Housing Arrangement Discussion
i. A. Howell indicated that due to the announcement late last week with regard to the change in quarantine housing, the EA staff forum is cancelled for this week. He further stated that the University Assembly is holding a special meeting later this week as it affects all constituencies.
ii. A. Howell welcomed VP Joel Malina to assist with any inquiries or questions regarding this recent update to reopening.

iii. A. Howell opened the floor to members and the gallery.

iv. J. Malina expressed appreciation for the EA’s leadership role in hosting and conveying all of the conversations over the past few months. He further stated that was they have learned from just the past few weeks along that there is more and more need for staff engagement and as the start of the semester gets closer, there will likely be more questions and a need for more conversations.

v. B. Goodell provided a recent example of encountering a student who was not practicing physical distancing or wearing a mask. He stated that he has been approached by staff with a genuine concern about how the reopening will flow and ensuring that all community members will follow the protocol.

vi. J. Malina responded that it is a behavior modification and that we have to recognize that it will take a little time in understanding what will be appropriate behavior and actions. He stated that students will need to complete an online course that will address the expectations, as well as attestation to the behavioral compact. He also indicated there will be a hotline available for individuals to report those not following the protocol.

vii. J. Malina informed the assembly that there will be a very aggressive public health education campaign that will include large signs at all major entrances to campus that will provide details on expectations.

viii. A. McCabe inquired as to whether we know how many students will be housed on campus and where they will be living.

ix. J. Malina stated that he does not have that information yet but will ensure that the EA has that data when available.

x. K. LoParco inquired about signage to print and post as needed and the consistency about the protocol and details.

xi. J. Malina informed members that there is signage available on the Cornell COVID page, along with larger signage that will be on the borders of campus as well as social media and the public health campaign.

xii. B. Goodell inquired about students coming back and getting supplies before entering quarantine and whether that was the way it was designed to work.

xiii. J. Malina reiterated the decision that was made last week to have students who are residents in the states on the NYS travel advisory list that they are to quarantine prior to arrival in Ithaca or start the semester online until their state is removed from the list. He went on to add that the students who have already come back to Ithaca or who never left over the summer are required to be have the surveillance testing done immediately to get a sense about the prevalence of the virus.

xiv. A staff member inquired about the protocol for staff to follow to speak with students and others who are not meeting the behavioral expectations.

xv. J. Malina stated that it is the hope that all community members have the tools and resources they need in order to have those conversations.

xvi. A. Howell thanked J. Malina for joining the meeting and giving the assembly members and staff participants an opportunity to express their concerns and ask questions.

xvii. J. Malina expressed interest in coming back again as it fits with his schedule.

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

Respectfully Submitted,
Wendy Treat
Senior Coordinator, Office of the Assemblies
EA R3: Employee Assembly Condemning Hate Crime and Any Other Form of Racism, Religious or Ethnic Bias, Discrimination, Incitement to Violence

Abstract: This resolution is a statement condemning hate crime and any other form of racism, religious or ethnic bias, discrimination, incitement to violence targeting any person at Cornell University.

Sponsored by: David Hiner (Main Sponsor), Adam Howell, Hei Hei Depew

Reviewed by: Executive Committee, August, 2020

Whereas, On July 1st, 2020 the Employee Assembly was the victim of a “zoom bombing” attack by intruders unaffiliated with Cornell during its regularly scheduled open meeting.

Whereas, these outside intruders took advantage of the EA’s public dialog meeting format by interrupting speakers and disrupting the meeting with hateful speech;

Whereas, the intruders continued to maliciously deface the virtual backgrounds of Hei Hei Depew, Executive Vice Chair of the EA, and Adam Howell, Chair of the EA, along with other members with Nazi signs and other derogatory imagery.

Whereas, the intruders used racist and derogatory verbal remarks pointed at EA members and toward Cornell as a whole and;

Whereas, the intruders continued to bombard the Zoom chat with derogatory and hateful speech.

Be it therefore resolved, the EA acknowledges the emotional pain these hurtful actions cause, strongly condemns hate crimes, and any other forms of racism, religious or ethnic bias, discrimination, or incitement to violence.

Be it therefore resolved, the EA strongly opposes the heinous actions of those who wished to disrupt and tarnish the EA’s open and inclusive dialog.

Be it further resolved, the EA and the Cornell Office of the Assemblies will continue to work with Cornell Information Technology to secure a safe and respectful environment for all Cornell and interested Ithaca community members who wish to participate in a meaningful dialog during the EA’s public meetings and open forums.

Be it further resolved, The EA will always use Cornell’s core values to guide and conduct its meetings.
Be it further resolved, The EA supports the use of Cornell’s bias reporting system, [https://diversity.cornell.edu/our-commitments/bias-reporting-cornell](https://diversity.cornell.edu/our-commitments/bias-reporting-cornell), for any member of the Cornell community that feels they have witnessed or experienced an act of hate or bias that has impacted the Cornell community.

Be it finally resolved, the EA encourages all members of the Cornell community regardless of ethnicity, nationality, or sexual orientation to participate in the shared governance process and foster an inclusive environment for all voices to be heard.

Adopted by Vote of the Assembly (X-X-X), {Date},
{If adopted, the vote counts and Adopted Date will be filled in by the EA Chair prior to submitting to the President’s Office}

Respectfully Submitted,

David Hiner, LGBTQ+ Representative, Employee Assembly
EA R2: Updating the Employee Assembly Charter to Expand its Membership

Abstract: Resolution to amend the Employee Assembly Charter and align the assembly’s membership with current University structure reflecting a more comprehensive representation of University staff.

Sponsored by: EA members of the Membership Task Force, as charged by the Assembly in EA R6.2020

Jessica E. Withers, Chair of the Elections Committee and Library and Museum Representative
Jamie Duong, School of Hotel Administration Representative
Brian Goodell, Representative At-Large
Andrea Haenlin-Mott, Disability Representative At-Large
Ashley Miller, Division of Human Resources Representative

Reviewed by: Elections Committee, August 18, 2020

Whereas, the Employee Assembly is the shared governance body charged to be concerned with those matters directly affecting the staff community of Cornell University; and

Whereas, the staff community encompasses non-academic staff across multiple colleges and units across the university; and

Whereas, the current assembly is not fully representative of the current University structure’s breadth of staff members; and

Whereas, the establishment of voting member seats representing staff not presently covered by the Assembly Charter aligns with the Article II Object: “The Assembly will actively seek to involve all segments of Cornell’s diverse employee population in the Assembly’s decision-making activities.”; and

Whereas, staff of the SC Johnson College of Business, the School of Public Policy, Office of the University Counsel, Office of the Judicial Administrator, Offices of the President and Provost, and eCornell have not had direct representation on the Assembly; and

Whereas, the Employee Assembly Charter does not currently include provisions for non-specific At-Large seats or an explicit process for filling the Retiree seat; and

Whereas, the Assembly recognizes of the value of overall staff engagement and supports inclusive representation on the Assembly even as departments and units change with time; and
Whereas, the Assembly created a Membership Task Force to review terms, seats, best use of At-Large seats, and appropriate total size and make recommendations on these items and any others they discover regarding Assembly make-up for review by the Assembly; and

Whereas, the turnover of Assembly positions on two-year terms creates challenges for knowledge transfers within the body and on specific committees.

Be it therefore resolved; the Membership Task Force recommends the following changes to the Employee Assembly Charter:

Be it resolved, the School of Hotel Administration voting representative shall be renamed the “Cornell SC Johnson College of Business” voting representative to encompass all units within SC Johnson (School of Hotel Administration, Charles H. Dyson School of Applied Economics and Management, Samuel Curtis Johnson Graduate School of Management, and all other staff within the Cornell SC Johnson College of Business); and

Be it resolved, the voting representative for “The Graduate School / Law School / Johnson Graduate School of Management” will be changed to represent “The Graduate School and Law School”; and

Be it resolved, that a voting seat be established for the School of Public Policy; and

Be it resolved, that a voting seat be established for the School of Continuing Education and Summer Sessions and eCornell; and

Be it resolved, that an at-large affinity voting seat be added to represent Black, Indigenous, and People of Color (BIPOC) staff; and

Be it resolved, that an at-large affinity voting seat be added to represent staff who have been at Cornell for more than 20 years; and

Be it resolved, that two at-large representative voting seats be added. At-Large representative seats may be filled by appointment from existing candidate pool after annual elections or by candidates from a department without clear Assembly representation. The term of At-Large representative seats will match the Assembly terms and be split to align with overall body turnover; and

Be it resolved, that staff from the Offices of the President, the Provost, the Board of Trustees, Counsel, Judicial Administrator, Ombudsman be represented by the University Relations seat and that seat be renamed “University Relations and Central Administration”; and

Be it resolved, that two Staff Retirees will be appointed by the Division of Human Resources, in consultation with the HR Retiree Engagement Advisory Committee, to represent the Staff Retiree constituency. The two members shall share one vote but may serve on different committees. The
two-year appointments will be staggered for continuity purposes. The Assembly shall vote to accept
the proposed candidates; and

Be it further resolved, that Employee Assembly term lengths be extended to three years from two;
and

Be it further resolved, the following representative seats be updated to reflect current titles:
• The Geneva Campus Representative shall become the Cornell AgriTech Representative
• The Infrastructure, Properties & Planning Representative shall become the Facilities and
Campus Services Representative; and

Be it further resolved, that the total number of representatives on the Employee Assembly shall be
increased to 35 and that these membership changes go into effect with the Spring 2021 elections; and

Be it further resolved, that §Article V, Section 2A of the Employee Assembly Charter be amended
as follows:

The Assembly consists of 35 voting members elected by and from the eligible employee population
at Cornell University.

1. Twelve voting members shall be elected to represent the following academic colleges and
schools with one representative each: College of Agriculture & Life Sciences; College of
Architecture, Art, & Planning; College of Arts & Sciences; College of Engineering /
Computer & Information Science; the Graduate School and Cornell Law School
(combined seat); College of Human Ecology; School of Industrial and Labor Relations;
College of Veterinary Medicine; Cornell Tech; SC Johnson College of Business; School of
Public Policy; School of Continuing Education and Summer Sessions and eCornell
(combined seat).

2. Ten voting members shall be elected to represent the following administrative units with
one representative each: Alumni Affairs & Development; Cornell AgriTech; Facilities and
Campus Services; Financial Affairs, Budget & Planning, Audit & Investment; Health &
Safety; Human Resources; Library and Museum; Research, Tech Transfer & Information
Technology; Student & Campus Life; University Relations and Central Administration
(the Offices of the President, the Provost, the Board of Trustees, Counsel, Judicial
Administrator, Ombudsman)

3. Eleven voting members shall be elected to represent the following affinity groups with one
representative each: BIPOC (Black, Indigenous, and People of Color); Disability; Exempt;
International; Less Than Five Years of Service; LGBTQ; More Than 20 Years of Service;
Non-Exempt; Retirees; Veterans; Women;
a. Two voting members shall be appointed by the Division of Human Resources, in consultation with the HR Retiree Engagement Advisory Committee, to represent the Staff Retiree constituency. The two members shall share one vote but may serve on different committees. The two-year appointments shall be staggered for continuity purposes. The Assembly shall vote to accept the proposed candidates.

4. Two voting members shall be elected or appointed to represent staff at-large from across the University. At-Large representative seats may be filled by appointment from existing candidate pool after annual elections or by candidates from a department without clear Assembly representation. The term of At-Large representative seats will match the Assembly terms and be split to align with overall body turnover.

Be it finally resolved, that §Article V, Section 6 of the Employee Assembly Charter be amended as follows:

A. The term of membership is three consecutive sessions of the Assembly unless otherwise explicitly stated. Terms are staggered such that one-third of the members’ terms expire each year.

Adopted by Vote of the Assembly (X-X-X), {Date},
{If adopted, the vote counts and Adopted Date will be filled in by the EA Chair prior to submitting to the President’s Office}

Respectfully Submitted,
Membership Task Force
Meredith Collins, non-EA staff committee member, Administrative Assistant, Cornell University Library
Jamie Duong, School of Hotel Administration Representative
Brian Goodell, Representative At-Large
Andrea Haenlin-Mott, Disability Representative At-Large
Ashley Miller, Division of Human Resources Representative
J’Frances White, non-EA staff committee member, Assistant to the Executive Director of Admissions & Financial Aid, SC Johnson College of Business
Jessica E. Withers, Chair of the Elections Committee and Library and Museum Representative