

Cornell University
Employee Assembly

AGENDA
Employee Assembly Meeting
2017-09-20
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
- I. Committee Reports – 10min
 - a. Communications Committee
 - b. Employee Education & Development Committee
 - c. Employee Welfare Committee
 - d. Elections Committee
 - e. Personnel Policy Committee
 - f. Staff Recognition, Awards & Events Committee
 - g. Transportation Task Force
 - h. Employee-Elected Trustee
- IV. Report from the Chair – 5min
- V. Business of the Day – 60min
 - a. Discussion: Office of the Judicial Administrator, Staff and the Code of Conduct (Michelle Horvath)
 - b. Performance Management and Employee Recognition (Tanya Grove)
- VI. Old Business
- VII. New Business
- VIII. Adjournment – 1:30pm

Future Guests:

Future Events:

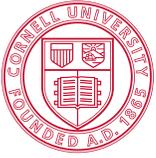


Cornell University Employee Assembly

Cornell Employee Assembly Minutes of the September 6, 2017 Meeting 12:15-1:30 PM 701 Clark Hall

- I. Call to Order
 - a. U. Smith called the meeting to order at 12:15
 - b. *Members Present:* P. Ann Anderson, M. Carcella, C. Dawson, N. Doolittle, K. Fitch, T. Grove, L. Johnson-Kelly, J. Kruser, K. Mahoney, M. Mosereiff, B. Nicholson, B. Roebal, C. Sanzone, T. Shapiro, K. Sheils, U. Smith, M. Stefanski Seymour, S. Vaccaro, S. Willcox
 - c. *Members Absent:* I. Allen, B. Ayanfodun, D. Darnell
 - d. *Also Present:* G. Giambattista, P. Hampton, A. Parmley
- II. Call for Late Additions to the Agenda
 - a. P. Hampton introduces new Employee Assembly Clerk Catherine Tran
- III. Approval of Minutes
 - a. June 14 minutes approved by unanimous consent
 - b. August 16 minutes approved by unanimous consent
- I. Committee Reports
 - a. Communications Committee
 - i. C. Dawson said they are trying to put up content and photos on the Facebook page
 - ii. C. Sanzone said they are working on getting the first newsletter sent out but are having technical difficulties
 1. C. Sanzone informed assembly of a poll asking people to identify top priorities for the upcoming year in the newsletter
 - b. Employee Education & Development Committee
 - i. First meeting is scheduled
 - c. Employee Welfare Committee
 - i. No report today
 - d. Elections Committee
 - i. U. Smith said they will work with the Office of Assemblies to fill vacancies working with Office of Assemblies. There will be a 2 week period to solicit candidates and the full assembly will vote to approve those members on a target date of Oct. 4, but more news to be announced
 - e. Personnel Policy Committee
 - i. S. Willcox said the first meeting will be on the last Thursday of September
 - f. Staff Recognition, Awards & Events Committee
 - i. T. Grove said the first meeting is scheduled for Sept 19

- ii. T. Grove said that Klarman Hall has been booked for the President's Address to Staff on October 10
- g. Transportation Task Force
 - i. K. Mahoney said that they have commissioned a comprehensive parking study at request of the provost from the response and concerns of students
- h. Employee-Elected Trustee
 - i. No update today
- II. Business of the Day
 - a. Presentation: Workday Time Tracking
 - i. A. Parmley talked about the transition from Kronos to Workday for time tracking and time off for all non-exempt, biweekly staff, students, and their managers to go live in January 4th, 2018
 - 1. New ATS time clocks are being installed across campus that interfaces with Workday
 - ii. A. Parmley says there are no recommended policy changes at this time
 - iii. A. Parmley gave a demonstration of Workday features
 - iv. A. Parmley gave a project update: right now, they are focusing on campus outreach and will begin training in November
 - b. Presentation: New Office of the Assemblies Website
 - i. G. Giambattista gave a demonstration of the structure of the website, including an overview of the constituent messaging system, resources outlining assembly procedures, resolutions, and quick links
 - ii. P. Hampton gave a demonstration of the functionality of the website, including where to find meeting information and resolutions
- III. New Business
 - a. R4: Approval of the 2017-2018 Operating Budget
 - i. K. Fitch said he increased the food budget item, but still maintained the \$9,650 budget
 - ii. C. Sanzone asked a question about the purchase they were working on back in June where the money of the purchase is coming from for shirts and other items that was originally intended to be purchased out of FY17 Budget
 - 1. U. Smith said this will be an outstanding question that will be **tabled** and will vote at next meeting
 - b. R5: Clarifying Abstentions
 - i. Did not have time to get to resolution 5 and U. Smith requested committee to read the resolution on their own time
- IV. U. Smith adjourned the meeting at 1:32pm



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: Jeremy 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



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41 **Whereas**, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell
42 community, prevent the fulfillment Cornell’s motto “I would found an institution where any person
43 can find instruction in any study;”
44

45 **Whereas**, these acts are contrary to all that we, the representative employees of Cornell, stand for;
46 and
47

48 **Whereas**, these recent events place the onus on Cornell University to establish and justify its
49 members’ trust in our community.
50

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

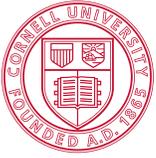
- 57 • review funding and staffing for the various resource centers, including support services for
58 staff and faculty of varying identities to ensure that they meet the increasing needs of our
59 community; and
- 60 • seek to include staff, in a meaningful way, in strategic diversity and inclusion planning
61 efforts across the university; and
- 62 • consider the creation of a central office focused on institutional equity and the hiring of an
63 executive to oversee initiatives for all populations; and
- 64 • define the roles of the University Diversity Officers, and more thorough accountability
65 measures for progress on initiatives under Cornell’s framework; and
66

67 **Be it finally resolved**, the administration and the University Assembly will consider revisions to the
68 Code of Conduct and Policy 6.4 that reduce the standard of evidence for bias-related/hate crimes to
69 be the same as the standard of evidence for sex/gender discrimination.
70

71 **Adopted by Vote of the Assembly** (_ - _ -), _____, 2017,
72

73 **Respectfully Submitted**,
74

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



September 19, 2017

Statement on Campus Violence and Hate

To the Cornell Community:

In recent weeks, our campus community has experienced a number of bias-related incidents that have left many of us disheartened, confused, and even afraid. These incidents are antithetical to the mission and core values of Cornell University. The 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.

The nature of these incidents demonstrates that we, as a university community, have a lot of work to do if we want to live up to the aspiration of being an institution where 'any person' is welcomed and encouraged to participate fully.

The Employee Assembly remains steadfast in our commitment to advance a campus culture that provides opportunities for our diverse workforce to bring their authentic selves into the workplace, to engage meaningfully with one another, and to thrive personally and professionally.

We are beginning to review proposed actions that the EA can undertake in partnership with the administration to continue this work. In order to achieve this, we need your help. You can [get involved](#) by joining a committee, attending EA meetings, and giving us your feedback. With your continued participation, we will make great strides toward becoming a place where everyone feels that they belong.

Sincerely,

The Cornell University Employee Assembly
"An Active Voice for Cornell Staff"