

Cornell University Employee Assembly

AGENDA **Employee Assembly Meeting** **September 19, 2018** **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 & Roll Call -12:15pm
- II. Approval of Minutes
- III. Business of the Day:
 - a. Discuss and Vote on EA R2: Consolidation of Committees on a Trial Basis (25 Minutes)
 - b. FY18 Budget Review and Discussion (20 Minutes)
 - c. President’s Address to Staff (10 Minutes)
- IV. Old Business
- V. New Business
 - a. Employee Celebration Day (10 Minutes)
- VI. Committee Reports
 - a. Communications and Awards Committee
 - b. Education Committee
 - c. Welfare Committee
 - d. Transportation Committee
 - e. Benefits and Policy Committee
 - f. Executive Committee
 - g. Elections Committee
- VII. Adjournment – 1:30pm

Future Guests:

10/3 – Paul Streeter (Budget)

10/17 – Gordon L. Barger (Employee Benefits)

11/7 – Kim Babuka (Employee Spot Recognition Program)

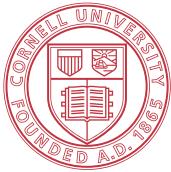
Future Events:

Note: Please note we will be having our next meeting in “Executive Session”, this means we will not be inviting the larger Cornell community to join us.

The EA R2 draft and the FY18 Budget is available for review here:

<https://cornell.box.com/s/6r50rjk13k230zft0lf2j4f55w1nhabd>

If you would like historic budget information, please contact Hei Hei Depew (hhc48@cornell.edu)



Cornell University Employee Assembly

Cornell Employee Assembly
Minutes of the September 5, 2018 Meeting
12:15-1:30 PM
401 Physical Sciences Bldg.

I. **Call to Order & Roll Call**

- a. *Members Present:* K. Barth, T. Chams, H. Depew, K. Fitch, A. Haenlin-Mott, L. Johnson-Kelly, E. Miller, C. Sanzone, A. Sieverding, P. Thompson, C. Wiggers
- b. *Members Absent:* D. Hiner, A. Howell
- c. C. Wiggers welcomed SA Representative Natalia Hernandez, as well as Boris Tsang and Shawn Hikosaka from The Cornell Daily Sun.

II. **Approval of Minutes of the August 15, 2018 EA Meeting**

- a. Motion to amend the roll call section as S. Vaccaro is no longer on the EA – amended
- b. Motion to approve the minutes of the EA meeting of August 15, 2018 as amended – approved

III. **Business of the Day**

- a. Update on New Committees
 - i. K. Fitch said they discussed the merging of committees from 10 to 7 at the summer retreat.
 1. K. Fitch made a motion for Article 5 in the bylaws for a suspension of a bylaw.
 2. K. Fitch made a motion to suspend Articles 3.3 and 3.4 for a period of one legislative session until June. This time would be used to assess the continuity of merging the committees and prevent making multiple amendments to their bylaws.
 3. L. Johnson-Kelly seconded the motion.
 - ii. C. Wiggers made a move to question – seconded
 1. C. Wiggers moved the committee to a vote – motion passed with a unanimous vote
 2. C. Wiggers announced they now have the Communications and Awards Committee, Education Committee, Elections Committee, Employee Welfare Committee, Transportation Committee, University Benefits and Policy Committee, and the Executive Committee.
 - iii. P. Thompson said everyone is assigned to at least one committee. They are missing chairs for the Education Committee, Employee Welfare Committee, and Benefits and Policy Committee.
 1. C. Wiggers nominated A. Howell (absent) as chair of the Employee Welfare Committee.
 - a. A. Haenlin-Mott will connect with A. Howell and one of them will chair it.
 2. T. Chams volunteered to chair the Benefits and Policy Committee.
 - iv. EA member said they should review EA membership on the website as there are members listed who are no longer members.
 1. P. Hampton said at present, all of the membership of the previous year was moved over to the current year because it populates the listserv. Old members are kept in so the EA can reach out to past members via the listserv to confirm whether or not they would like to continue on in the committees. Once the confirmation has happened, the OA will clean the website up with the actual membership. However, this can be changed.
 - v. P. Thompson ran through committee memberships.
 - vi. C. Wiggers said the expectation of committees is to meet every other week. The committees are expected to provide a report to the assembly and bring any issues that need further discussion to the EA.
 1. P. Hampton said the OA offers a training to committee chairs on how to use the website.

- b. Mid-Year Retreat
 - i. C. Wiggers said this idea was mentioned at the retreat. He is looking to do this during the inter-session period, perhaps early January. There has been conversations of possibly going to the Geneva campus, but one of the considerations is that the EA does not have a sitting representative from the Geneva campus. Those with suggestions for dates or locations can contact H. Depew.
- c. President's Address to Staff
 - i. C. Sanzone said the annual event will be October 9th from 12-1pm. The event features an address by the President and then a Q&A. The EA will be reviving a reward program this year. The event will be Klarman Hall, and will be live streamed and recorded. Lunch will be offered. The planning and promotion of this event is the high priority of the Communications Committee at the moment.

IV. New Business

- a. Nominate a Group for the Staff Recognition Awards
 - i. C. Sanzone said the award the EA will be reviving is the Staff Appreciation Award that is given to a group of staff in recognition of their outstanding contribution and service to the community. Previous winners include Gannett for their H1N1 flu response, First Responder Groups, CUPD, and Facility Services. It is typically a group award, and awardees are recognized at the President's Address to Staff. Award recipients will be selected by the EA internally and they have nominations for Cornell Dining and construction services so far.
 - ii. C. Wiggers announced he nominated Cornell Dining for a specific time period last year. Oakenshields was not able to provide food services due to renovations and Cornell Dining prepared a collaborative effort to provide all meal services uninterrupted to Willard Straight Hall.
 - iii. EA member asked if the construction teams are Cornell employees or if they were contracted.
 - 1. A. Haenlin-Mott said it was a recommendation of doing something different to formally recognize all the construction over the summer. There were many Cornell employees managing the construction process.
 - 2. C. Wiggers suggested nominating Facilities and Campus Services.
 - 3. C. Sanzone explained this came up when VP Opperman visited the summer retreat and suggested acknowledging and thanking all the parties involved for the summer constructions. The EA then talked about revitalizing this particular award that seemed like there might be some commonality.
 - 4. A. Haenlin-Mott mentioned there were also maintenance projects over the summer.
 - 5. T. Grove brought up the "Does Cornell Care?" protest.
 - iv. K. Barth nominated CIT.
 - v. T. Grove said the EA in previous years have written resolutions to recognize and thank a group. There are more ways to recognize groups that the assembly should do more of.
 - vi. H. Depew said D. Hiner wanted to nominate Cornell Health due to the work they do in support of students while being short-staffed.
 - 1. C. Wiggers said one issue they should be cognizant of in regards to Cornell Health is that from the student perspective, there is discussion of how mental health issues are being addressed across campus.
 - 2. N. Hernandez added there will most likely be a mental health protest or march. Students are very much unhappy with the mental health facilities and the resources on campus.
 - vii. C. Sanzone nominated Brand Communications from University Relations. The group creates, promotes, and evolves Cornell's brand through stories, imagery, and video. They are a team of photographers, videographers, writers, and graphic designers who work year-round to tell stories and help units amplify their stories. Last year was inauguration, and they worked on a

lot of the visuals and program. They also are doing a lot to tell the story of how Cornell impacts both NYC and NY state, economically and through community engagement.

viii. K. Fitch asked if they should implement a formal write-up for nominations.

1. G. Giambattista asked those who nominated to send a short blurb, and the OA can put up a posting for the assembly by Friday.
 2. G. Giambattista said the award recognizes their colleagues and staff. Those who support students' mental health are doing a great job, besides of whether they are under-resourced. This is same with infrastructure. She asked the EA to consider colleagues and teams separate from any campus climate issues. She also mentioned an opportunity to boost these groups when they are feeling stressed.
 3. A. Haenlin-Mott said she does not know if there is a formal nomination from the summer construction but would like to nominate the Project Management Team within Facilities and Campus Services.
- ix. C. Wiggers said they have nominations from Cornell Dining from himself, CIT by K. Barth, Brand Communications by C. Sanzone, Cornell Health by D. Hiner, and the Project Management Team from A. Haenlin-Mott. He asked the nominators to send a paragraph summary to G. Giambattista by the end of the day so they can get the Qualtrics up.

V. UA Update, Robert's Rules Exercise, Announcements

- a. Update from the UA meeting
 - i. K. Barth said the UA priorities this year include looking at the Code of Conduct, university health (specially a tobacco-free campus), and infrastructure and carbon neutrality related to the north campus expansion. The UA also discussed the Budget Planning Committee and went back to the record for a history of what happened to the committee.
 - ii. K. Barth also gave an update on the Faculty Senate. The group is looking into a committee they are putting together for the non-tenured faculty and figuring out what their positions are. They are also looking at student accommodations, specifically in regards to disabilities, athletes, religious observances, and Title IX. They are also looking at research misconduct. They recognize that the Consensual Policy 6.3 has been put into place, but are working to socialize what it actually means. They are also looking at the time of the Faculty Senate meetings and changing their own bylaws.
- b. Robert's Rules Exercise
 - i. G. Giambattista gave the EA an exercise. Everyone was assigned a role and the EA was given a scenario to go through what it would look like to entertain a motion and have an active debate with a chair moderating the debate.
 - ii. The EA paused for an announcement of the evening reception.
- c. Announcement
 - i. C. Wiggers said all EA members were supposed to have received an invitation to the President and Provost Reception at Banfi's this evening from 5-6pm.
 - ii. C. Sanzone said they will need some volunteers for the President's Address, and will send out specific roles later on. The expectation is that all EA members will attend.
 - iii. P. Hampton said members who do not have nametags should let the OA know. The office also has additional shirts in storage.

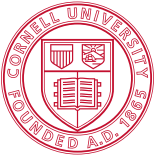
VI. Adjournment

- a. C. Wiggers thanked everyone and adjourned the meeting at 1:30pm.

Respectfully Submitted,

Catherine Tran

Clerk of the Assembly



EA R2: Consolidation of Committees on a Trial Basis

Abstract: By reducing the number of committees, the Assembly will be able to more fully staff its committees, resulting in increased staff participation and focused efficiencies.

Sponsored by: Hei Hei Depew, Less Than 5 Years of Service Representative

Reviewed by: Executive Committee, September 14, 2018

Whereas, the object of the Employee Assembly is to ensure a direct focus for the continued involvement of staff members in the life of the University, and

Whereas, the Assembly is empowered to amend its Bylaws to provide for more effective operations, and

Whereas, the current Standing Committees of the assembly were last ratified in October of 2010, and

Whereas, at its summer retreat in 2018, the members reviewed the current committee structure related to: participation, engagement and productivity and found there were opportunities to merge committees to gain efficiencies, and

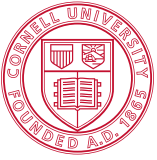
Whereas, the assembly does not want to permanently alter its Bylaws at this time, and would like to see if merging the committees has a positive benefit to the assembly and its mission.

Be it therefore resolved, that the assembly respectfully proposes to consolidate its committees on a trial basis prior to amending its bylaws;

Be it further resolved, the current ten committees (Communications, Education, Elections, Employee Welfare, Executive, Internal Operations, Personnel Policy, Staff Recognition/Awards/Events, University Benefits Committees; and the Transportation Task Force) shall be consolidated into seven “temporary” committees as follows:

- 1) Executive Committee
- 2) Communications and Awards Committee
- 3) Employee Benefits and Policy Committee
- 4) Employee Education
- 5) Employee Welfare Committee
- 6) Employee Assembly Elections Committee
- 7) and the creation of the Transportation Committee (formalizing the Task Force into a Committee).

Be it further resolved, the merged committees will have the same charges, membership criteria, meeting frequency and reporting criteria as their “parent” committees as defined in the Assembly Bylaws;



Cornell University Employee Assembly

Be it further resolved, the Transportation Committee will need to create a charge, membership criteria, meeting frequency and reporting criteria;

Be it further resolved, the Executive Committee of the Assembly may add members to or remove members from the committees to assure effective operation and fair representation of stakeholders;

Be it further resolved, these seven committees shall expire at the end of the 2018-2019 assembly term, on May 31, 2018, at which time the original ten committees shall resume affect, unless and until the Assembly amends its bylaws otherwise;

Be it further resolved, the chairs of each of the seven committees shall provide written reports to the Assembly by May 1, 2019, with their assessment of the operations and efficiencies of their committee, membership lists and summary of participation, and recommendation for its continuation or reversal.

Be it finally resolved, that this resolution be submitted to the President of the University and the Vice President and Chief Human Resources Officer.

Adopted by Vote of the Assembly September 19, 2018

{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,

Hei Hei Depew, Less Than 5 Years of Service Representative

FY 2018 Operating Budget
Employee Assembly
G933702

Summary	
Total Income	\$9,650.00
Total Expenses	\$1,346.93
Income/Expense	\$8,303.07

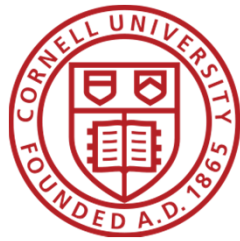
Income Categories	
Beginning Balance FY 2019	\$0.00
Transfer from University Relations	\$9,650.00
TOTAL Income	\$9,650.00

FY 2019

Expense Categories	2018-19 Budget	YTD Expense
10000 Administrative (food for mtgs)	\$3,000.00	\$1,346.93
10001 Executive (space rental fees; copy/print charges)	\$100.00	\$0.00
10002 Communications	\$500.00	\$0.00
10003 Internal Operations	\$100.00	\$0.00
10006 Elections	\$600.00	\$0.00
20001 Personnel Policy	\$100.00	\$0.00
20002 Education	\$100.00	\$0.00
20003 Staff Recognition and Awards	\$2,200.00	\$0.00
30001 President's Address to Staff	\$2,500.00	\$0.00
30002 CARE Fund	\$450.00	\$0.00
TOTAL Expenses	\$9,650.00	\$1,346.93

Balance	July	August	September	October	November
\$1,653.07	\$196.35	\$952.08	\$198.50		
\$100.00					
\$500.00					
\$100.00					
\$600.00					
\$100.00					
\$100.00					
\$2,200.00					
\$2,500.00					
\$450.00					
\$8,303.07	\$196.35	\$952.08	\$198.50	\$0.00	\$0.00

December	January	February	March	April	May	June
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00



Cornell University

North Campus Residential Expansion

City of Ithaca Common Council | September 12, 2018

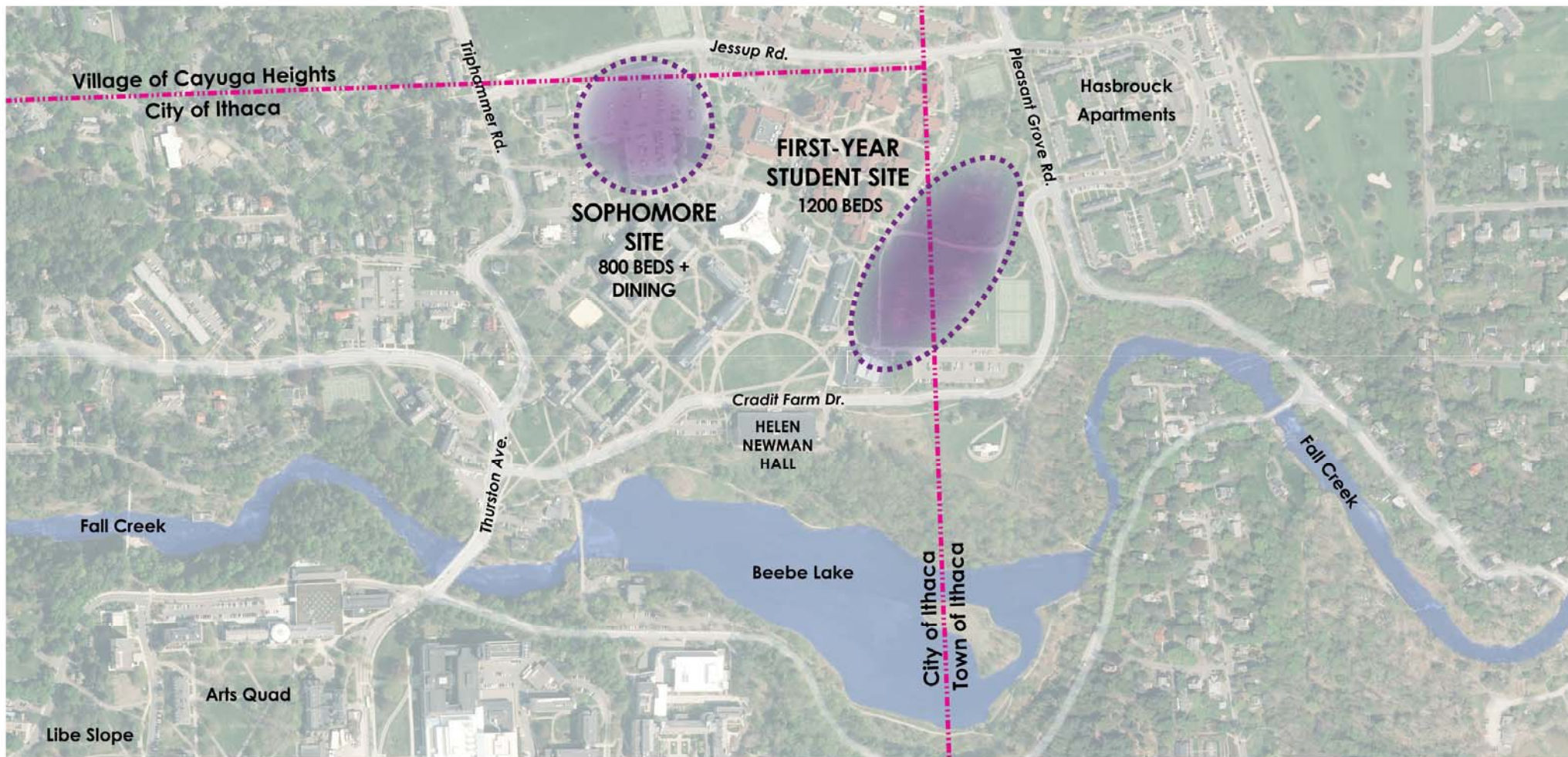
- Project Overview
- Energy

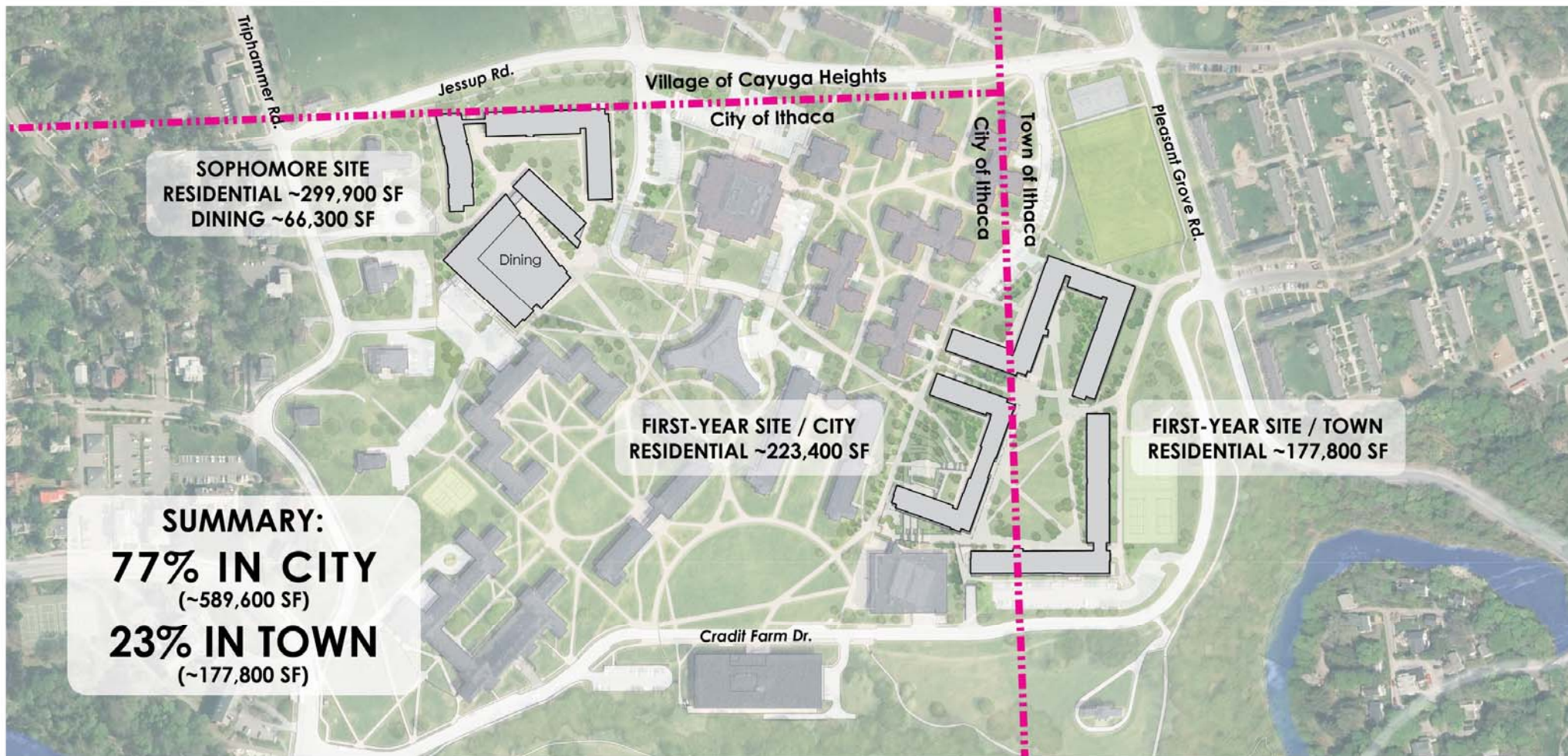


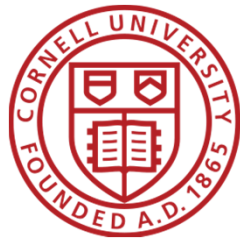
Project Benefits

- Meet current and future demand for on-campus housing
- Meet developmental and programming needs
- Create cohesive community
- Improve student experience
- Provide support in formative years
- Provide surge space for deferred maintenance projects
- Support municipal and county housing goals









Cornell University

North Campus Residential Expansion

- Energy

North Campus Residential Expansion (NCRE) *Publicly-Available Energy Impact Information*

- Site Plan Application*
 - Energy narrative (page 169)
 - Taitem analysis (pages 175-211)
 - Detailed energy analysis based
 - Greenhouse gas accounting based on DEC guideline document
 - Comparisons w/national and local guidance
 - Comparison of heat and cooling options (heat pumps)

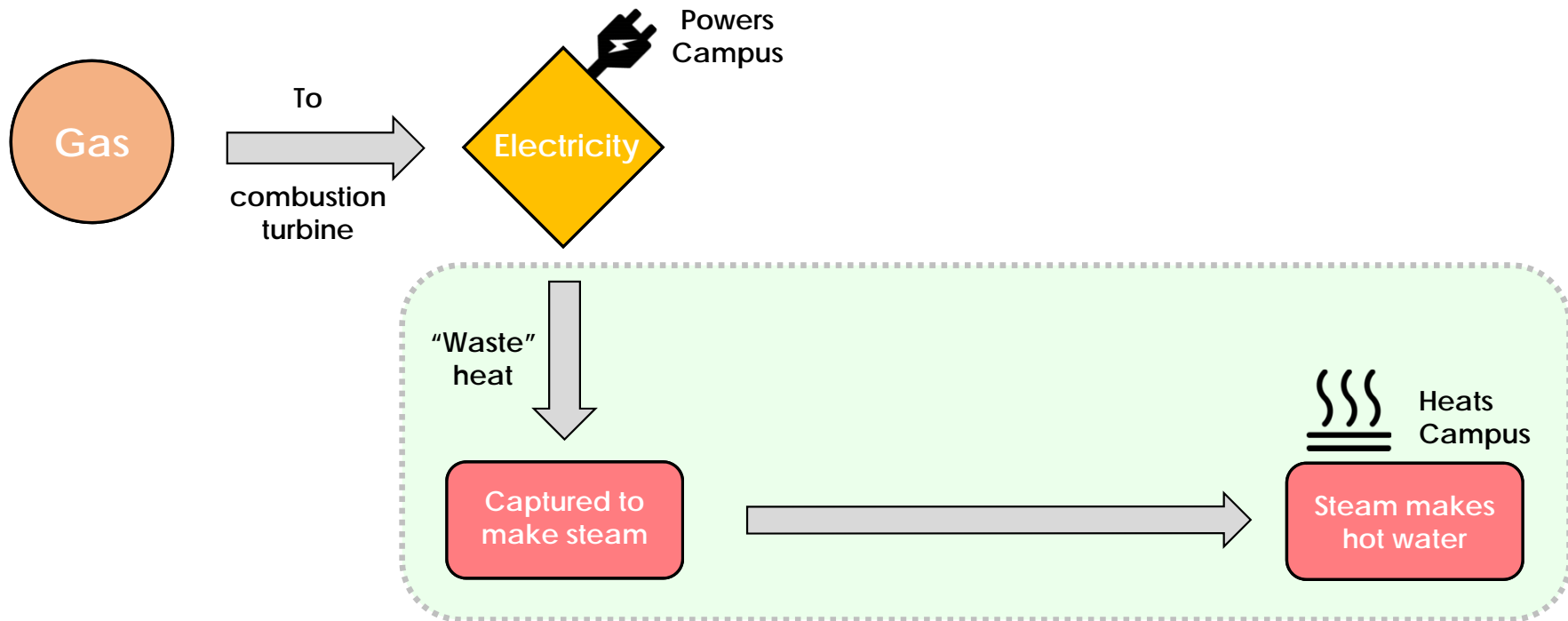
** available by download from City & Town Planning websites*



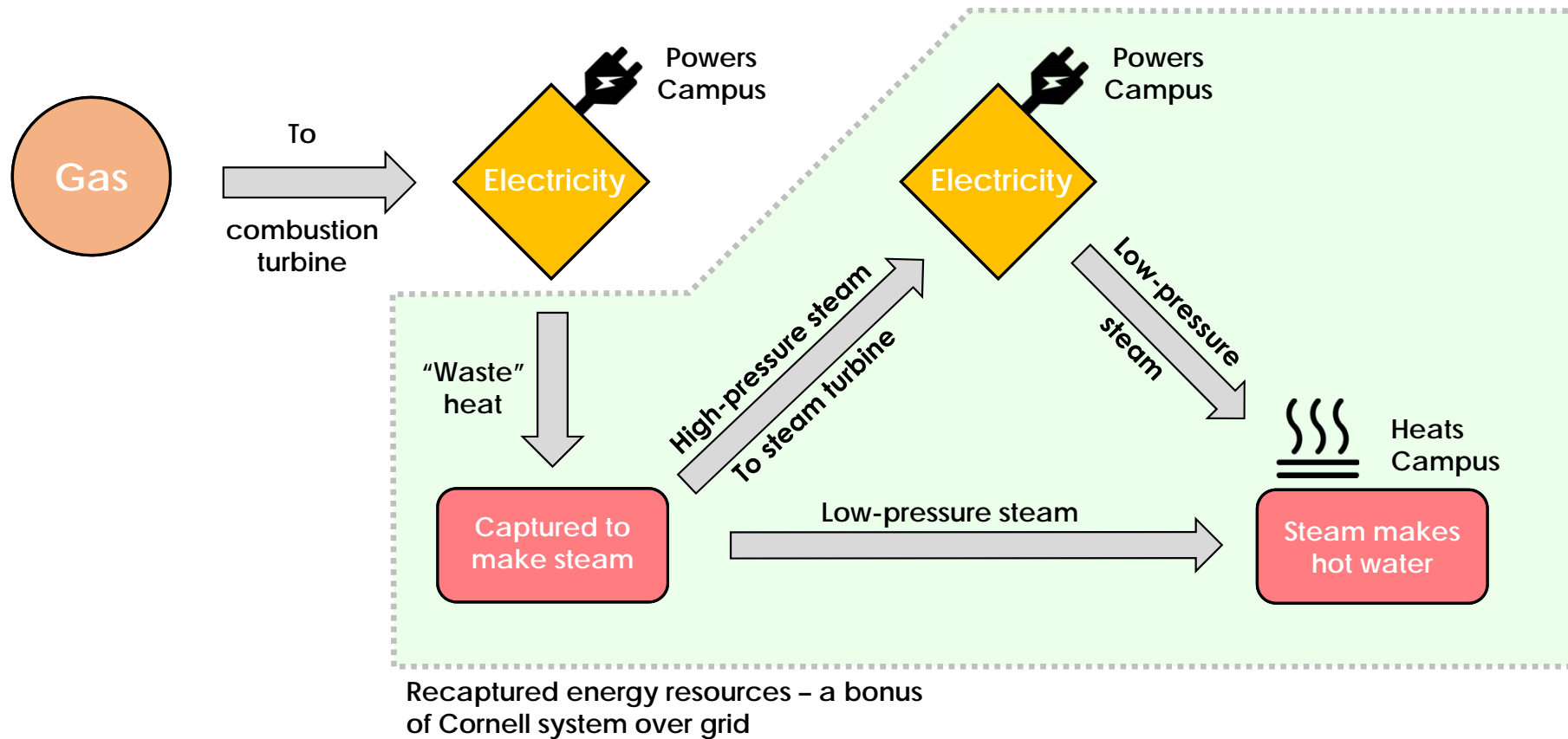
NCRE: Design for Lowest Carbon Footprint



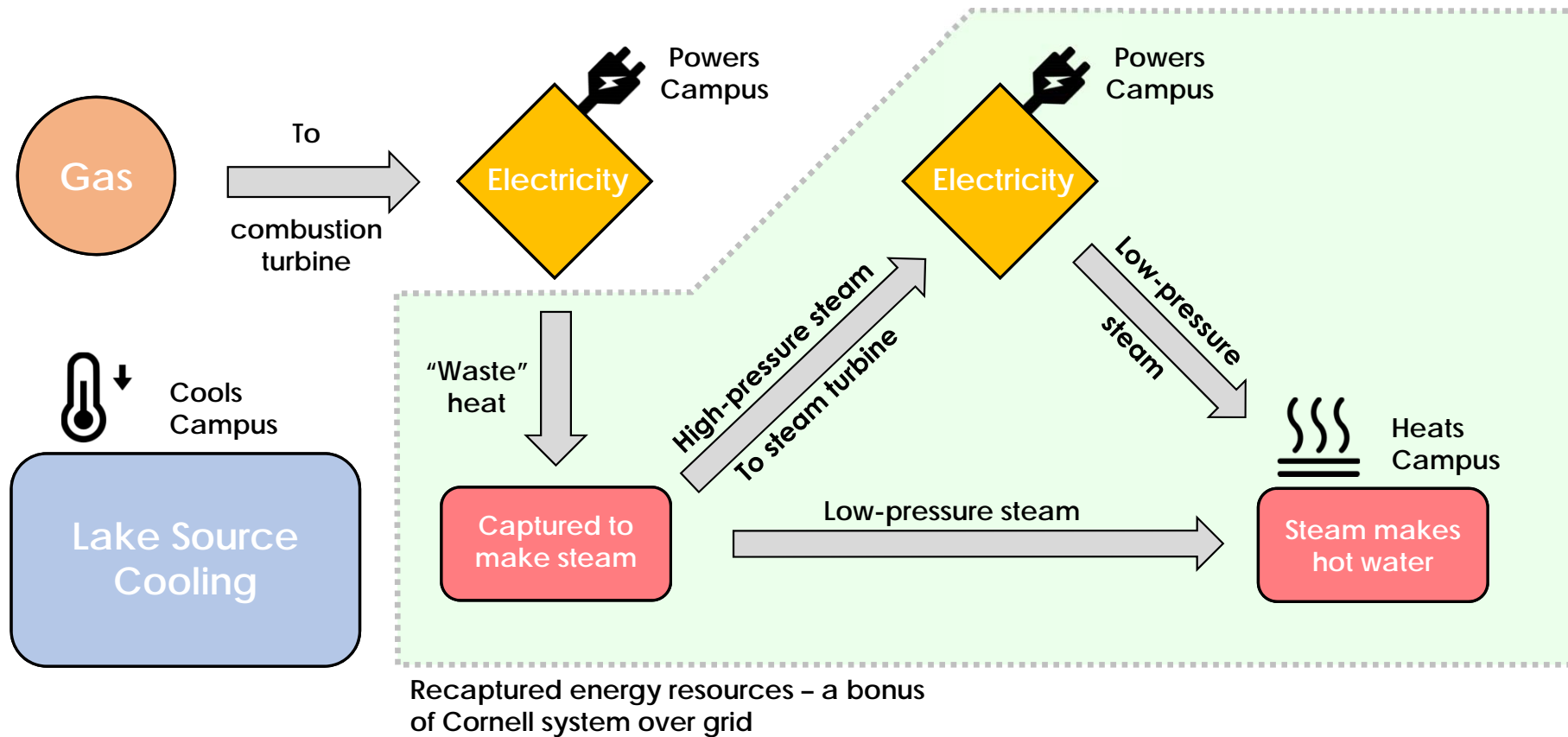
Cornell Combined Heat & Power



Cornell District Energy System Uses Less Gas Than Alternatives



Cornell District Energy System Uses Less Gas Than Alternatives



"The Grid"

GAS



Gas/Oil/Coal: ~40% of production
Primary on-demand source; used to match peaks, serve new loads, shift loads



Nuclear: ~32% of production, No peaking capacity ; capacity not growing



Hydro: ~24% of production
Controlled to better match demand (no additional or peaking capacity)

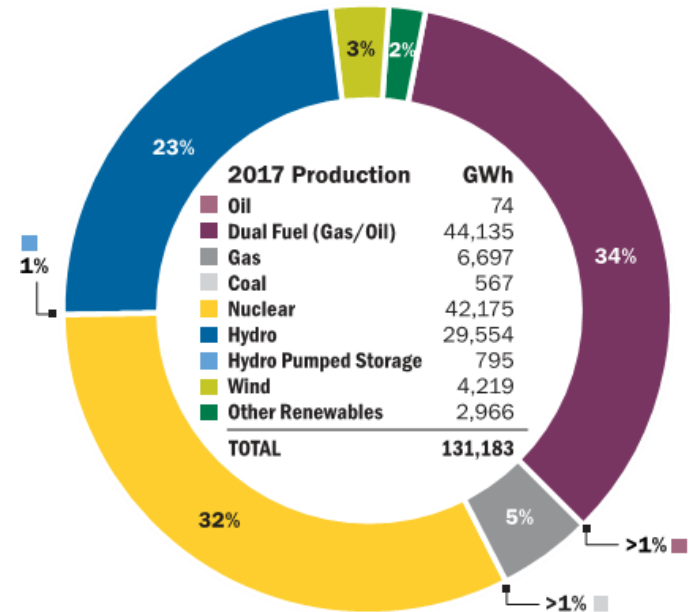


Wind: ~3% of production, No ability to match peaks; no ability to ramp on demand



PV & Biomass: ~2% of production
Almost no PV in winter; no ability to ramp PV; (limited) biomass has some capacity to match peaks

NYCA ENERGY PRODUCTION



NYS Grid (NYISO 2018)



NCRE: Exceptional Energy Efficient Building Design

- Modeled energy use: will perform **30% better** than current building code
- Best performing residential building on Cornell Campus today

Mechanical Systems - **fan coil units &**

Low temp – *adaptable for future*

Electrical and Plumbing Systems

Building Envelope

Internal Loads

Apartment-style living has fraction of “footprint” of detached home

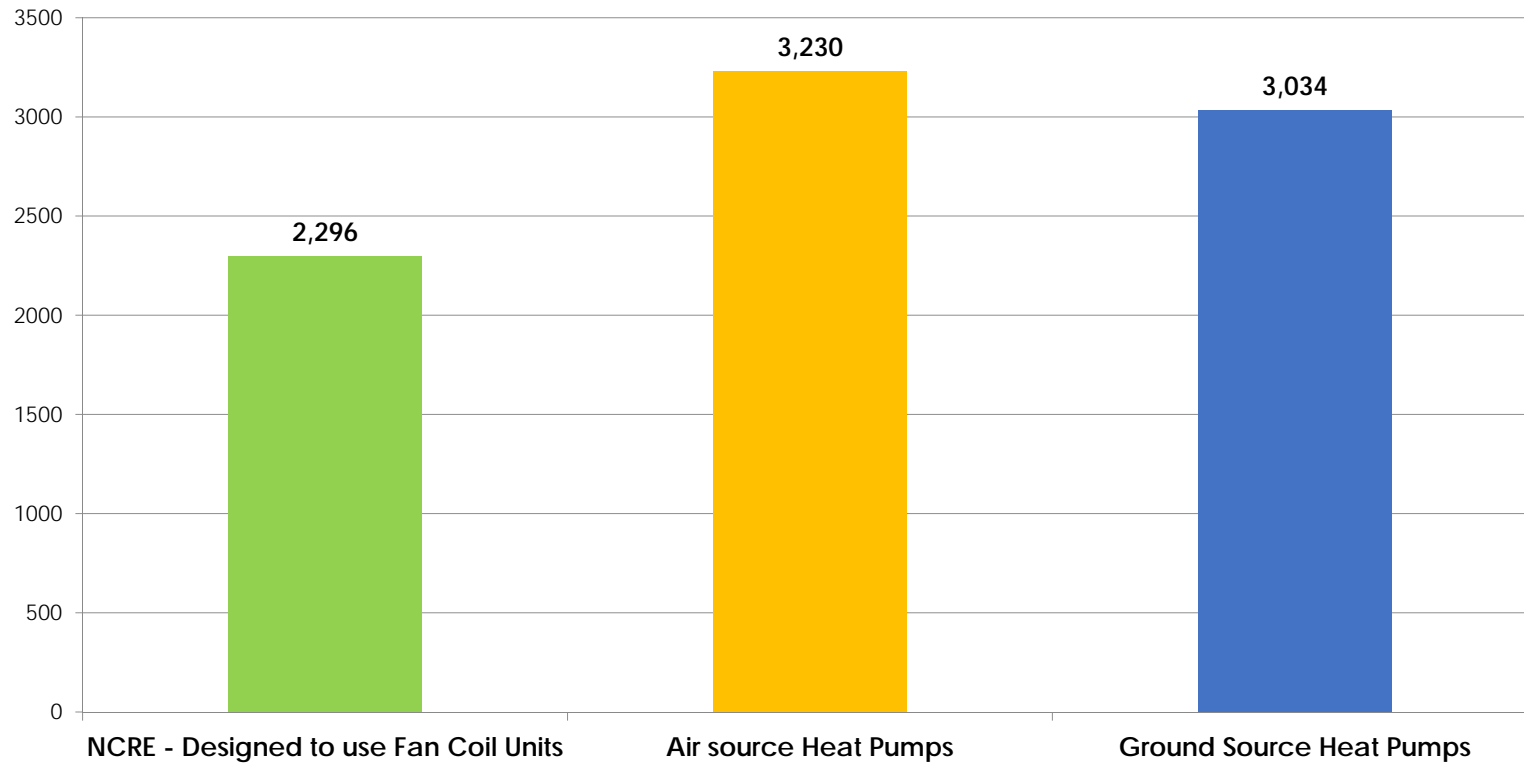


High Performing
Building
Systems



Greenhouse Gas Emission Comparison (Taitem)

GHG Emissions (MT CO_{2e}/yr)



Sustainable Operations

- Operations and maintenance – 24 hr monitoring of energy systems
- Educate students and residential staff on climate change and sustainability
- Foster sustainable behaviors in occupants
- Building Commissioning and Testing



Less GHG Today



AND

Flexible for Tomorrow



Earth Source Heat



Biofuel



A Greener Grid



Central Heat Pump System

CARBON NEUTRAL BY 2035
Cornell Climate Commitment



September 11, 2018

Dear Cornell neighbor,

You may already have heard that the University is in the early stages of exploring an enhanced geothermal system that has the potential to sustainably heat our Ithaca campus by using the earth's internal heat.

As reviewed at a community forum held in downtown Ithaca this past spring, plans for an "Earth Source Heat" demonstration project are underway. Cornell researchers are currently staging preliminary work on seismic measurements and geological characterization. This research includes seismic imaging, which involves the deployment of approximately 400 small self-recording geophones (nodes) and the operation of one vibroseis truck. The nodes and vibroseis truck are non-intrusive and have been used in this area before (photo attached).

Geophones are small, electronic receivers designed to pick up seismic vibrations below the earth's surface. Data gathered by the geophones will allow researchers to gain a more accurate view of the rock formations beneath the surface. With the nodes in place, the truck travels along the survey route at a very slow pace, stopping every few yards or so to lower its pad and execute the sequence of vibrations, which takes less than one minute per location. Anyone close to the truck may hear or feel a slight vibration. Any traffic impacts will be minimal, similar to following a school bus or garbage truck.

The vibroseis truck will travel along roadways on Cornell property and in the towns of Ithaca and Dryden. While the University is only considering Cornell-owned land for a potential project site, it is necessary that we create a wide grid for testing to provide adequate imaging of existing rock formations. A provisional map of the survey routes is attached.

Cornell faculty and students will deploy the nodes along the survey routes beginning on or around Sept. 16. The vibroseis truck is scheduled to be on and near campus from Sept. 21-25. Cornell has briefed Tompkins County, Town of Dryden, Town of Ithaca and DEC pheasant farm staffers on this initiative, and will update them after this study.

This is an exciting period of discovery for Cornell and our surrounding communities. We'll also be working with local public schools on this important research, and the possibilities for the region, nation and world.

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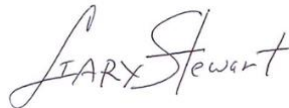
Please let us know if you have any questions about this near-future work, and we'll respond in quick order.

Thank you,


Cornell's Earth Source Heat Vibroseis Survey Team Members:



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Additional information can be found online at:

- earthsourceheat.cornell.edu
- news.cornell.edu – search “Earth Source Heat”



Vibroseis truck used for seismic testing on Warren Road in Ithaca, 2007.



Geophones (nodes) are small, electronic receivers designed to pick up seismic vibrations below the earth's surface.

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