



Cornell University Employee Assembly

Cornell Employee Assembly

Minutes of the February 21st, 2024 Meeting

12:00 PM – 1:15 PM

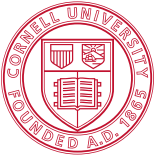
Zoom

- I. Call to Order
 - a. J. VanHouten called the meeting to order at 12:01pm
 - b. *Members Present:* B. Arnold, M. Benda, F. Cantone, S. Chang, C. Cornell, E. Crawley, B. Dixon, J. Doss, D. Hinshaw, K. Karnuta, S. Lanchez, K. Mahoney, K. Phipps, S. Resue, I. Solis-Cruz, P. Sroka, D. Surine, W. Treat, J. VanHouten, D. Wierson
 - c. *Members Absent:* M. Boggs, M. Brooks, R. Dillon, T. Hambury, A. Morse
 - d. *Also Present:* J. Prince, J. Withers

- II. Land Acknowledgement of the Gayogohono Nation (Cayuga Nation)
 - a. J. VanHouten stated the land acknowledgement.

- III. Call for Late Additions to the Agenda
 - a. C. Cornell put forward an addition to the agenda for an adoption policy resolution.

- IV. Business of the Day
 - a. Give Pulse Presentation by the Einhorn Center for Community Engagement
 - i. J. Prince provided a presentation on the Give Pulse project by the Einhorn Center for Community Engagement.
 - ii. Questions for J. Prince addressed the future outreach plan for the project.
 - b. Discussion of the Town Hall Meeting with Vice President and Chief Human Resources Officer Chr and General Counsel Donica Thomas Varner Regarding the New Interim Expressive Activity Policy
 - i. J. VanHouten stated that the Employee Assembly is co-sponsoring a town hall meeting with Vice President Lovely and General Counsel Varner on February 22nd at 10:00am to discuss the Interim Expressive Activity Policy. She also stated that questions can be submitted through an established portal online before the meeting.
 - ii. Discussion ensued over the lack of protection of staff jobs for employees under the policy; the bureaucratic burden placed on staff by the policy; whether event registration will take place through the university's central scheduling system, 25Live; the role of neutrality in addressing expression on campus; and the lack of public involvement and any of the assemblies' involvement in formulating the policy.

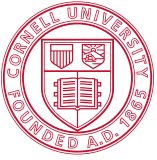


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- c. Discussion of Recognition Points for the Employee Staff Recognition Award
 - i. S. Lanchez stated that the Communications, Outreach, and Recognition Committee is looking to award the Einhorn Center recognition points and is curious about the history of awarding recognition points.
 - ii. Discussion ensued over the consistency of awarding recognition points for the assembly's awards over the years.
- d. Discussion of Resolution Expanding Current Adoption Assistant Policy Coverage
 - i. C. Cornell stated that he is soliciting interest in a resolution expanding the current adoption assistant policy coverage and that he is hoping for the expansion of the reach of the policy's coverage to more community members. He stated that anyone interested in supporting the resolution is welcome to email him at cec232@cornell.edu and that he hopes for a drafted resolution to be presented at the assembly's next meeting.
 - ii. Discussion ensued over what Cornell currently covers for adoption assistance.

V. Committee Reports

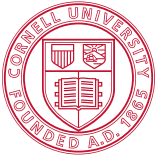
- a. Executive Committee
 - i. M. Benda stated that the committee has been working on scheduling speakers and drafting agendas for upcoming meetings.
- b. Communications, Outreach, and Recognition Committee
 - i. S. Lanchez stated that the committee is working on outreach for elections and will be launching the Staff Award for Integrity and Inclusion on March 4th. She also stated that the EA Voice will have a showcase of the winner of the George Peter Award, spring elections, and the resolution approved at the assembly's last meeting.
- c. Education Committee
 - i. J. Kruser stated that the Education Committee was provided updates on the part-time B.A. program introduced with EA Resolution 6 in 2022. He also stated that the committee is working on providing educational benefits for county staff and is looking into improving the employee degree program.
- d. Welfare Committee
 - i. Nothing to report
- e. Benefits and Policy Committee
 - i. B. Dixon stated that the Benefits and Policy Committee has been discussing the time away from work policy, the remote work policy, C. Cornell's resolution, and the Interim Expressive Activity Policy. She also stated that the committee has discussed the implementation of changes in parking.



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- ii. C. Cornell stated that the committee has also discussed Concur, who has published a document on non-binary name and gender options.
 - f. Elections Committee
 - i. W. Treat stated that the election rules and calendar were approved, that registration materials will be on the Office of the Assemblies Website on March 1st, and that the registration deadline is March 22nd. She also stated that campaigning will begin after an information session on March 26th and will end on April 10th. She also stated that voting opens on April 11th, that voting runs through noon on April 15th, that challenges will be heard on the afternoon of April 15th, and the results will be presented on April 16th. She also stated that 12 vacancies will be open this cycle along with 4 vacant seats and an election for an employee-elected trustee.
- VI. Liaison Reports
 - a. University Assembly
 - i. J. VanHouten stated that feedback is still being collected and is due on May 1st.
 - ii. M. Benda stated that J. Kruser will not be able to participate in the University Assembly and welcomed someone from the Employee Assembly to join.
- VII. Open Discussion
 - a. H. Depew stated that she is still working on the resolution supporting DEI initiatives in partnership with the student-elected trustee.
 - b. F. Cantone stated that a Cornell Daily Sun article about the Faculty Senate's feedback on the Interim Expressive Activity and wondered about the Employee Assembly's ability to have the same advertisement.
 - i. Discussion ensued over the assembly's relationship with the Daily Sun as well as alternatives, including using resolutions to record stances on issues, speaking with leadership, writing opinion pieces for the and attending meetings of the Board of Trustees.
- VIII. Adjournment
 - a. M. Benda motioned to adjourn the meeting.
 - i. C. Cornell seconded the motion.

The meeting was adjourned at 1:16pm.



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Respectfully Submitted,
P.J. Brown
Clerk of the Assembly