



Cornell University Employee Assembly

Cornell Employee Assembly

Minutes of the March 20th, 2024 Meeting

12:00 PM – 1:15 PM

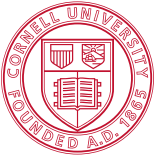
Zoom

- I. Call to Order
 - a. J. VanHouten called the meeting to order at 12:03pm
 - b. *Members Present:* B. Arnold, M. Benda, M. Boggs, F. Cantone, S. Chang, C. Cornell, E. Crawley, B. Dixon, J. Doss, T. Hambury, D. Hinshaw, K. Karnuta, S. Lanchez, A. Morse, P. Sroka, K. Supron, D. Surine, W. Treat, J. VanHouten, D. Wierson
 - c. *Members Absent:* R. Dillon, E. Krumm, J. Kruser, K. Phipps, S. Resue, I Solís Cruz
 - d. *Also Present:* H. Depew, J. Withers

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

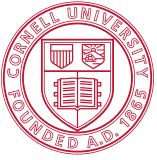
- III. Call for Late Additions to the Agenda
 - a. J. VanHouten called for late additions to the agenda.
 - b. S. Lanchez put forward a motion to vote on whether to give points to future EA Award winners and whether the assembly wants to award points to the Einhorn Center for 2023 before discussing committee reports.

- IV. Business of the Day
 - a. Update on the Interim Expressive Activity Policy
 - i. E. Crawley stated that the University Assembly Executive Committee met with General Counsel Varner and a member of her team to discuss the Interim Expressive Activity Policy. She then provided updates on where the policy came from, the substance of the policy, and the timing of the policy's implementation. She also stated that a committee will be formed to provide feedback on the policy.
 - ii. Questions for E. Crawley addressed why there is an internal need in addition to a federal need for the policy; the need for the administration to acknowledge the impact of the policy's timing; what assembly members can do and communicate to their members to make sure that they feel included; and what the assembly should be communicating regarding the committee for the policy.
 - b. Employee Representative Vacancy on the University Assembly



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- i. J. VanHouten stated that there is a current vacancy for an Employee Representative on the University Assembly and called for a volunteer to let her know via email if they want to fill the vacancy.
 - c. EA Awards Procedure
 - i. Discussion ensued over the budgetary and ethical implications of the use of a points system for awarding EA winners.
 - ii. W. Treat put forward a motion to vote on whether to use funds from this year to award last year's recipient of the EA Award, the Einhorn Center, using a points system that allocates ten points per person.
 - 1. C. Cornell seconded the motion.
 - 2. By unanimous consent, the assembly approved the use of the points system to award the Einhorn Center.
- V. Committee Reports
 - a. Executive Committee
 - i. M. Benda stated that the committee has been discussing future meetings and a possible resolution supporting DEI initiatives.
 - b. Communications, Outreach, and Recognition Committee
 - i. S. Lanchez stated that the EA Voice will contain a reminder of spring elections, an announcement of the Appreciation Staff and Integrity Award, details on the care fund and CALS office hours, and a spotlight on E. Crawley.
 - c. Education Committee
 - i. Nothing to report.
 - d. Welfare Committee
 - i. C. Cornell stated that the committee talked about UA welfare committee updates on a parking resolution as well as HR updates on a virtual inclusivity summit on March 26th and an in-person summit on April 17th. He also stated that the language line will be coming out soon and will help translate for those for whom English is not their first language. He also stated that the committee has also discussed parking and child care.
 - e. Benefits and Policy Committee
 - i. C. Cornell stated that the committee discussed the Adoption Assistance Plan, which has been revised to increase coverage from \$5,000 to \$10,000 per adoption.
 - f. Elections Committee
 - i. W. Treat stated that the registration deadline for elections are March 22nd and there will be a mandatory information session on March 26th. She also



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stated that voting will begin on April 11th and end at noon on April 15th, with new members joining the April 17th meeting. She also stated that she encouraged current members to reach out to possible candidates.

- g. Benefits and Policy Committee (continued)
 - i. C. Cornell stated that there is a seat for an EA member on the Retirement Financial Review Committee and called for volunteers to email B. Dixon or himself to fill the vacancy. He also stated that Gordon Barger, director at Benefit Services, encouraged the assembly to allow him to attend a meeting next fall to discuss benefit policy changes.

VI. Liaison Reports

- a. University Assembly Campus Welfare Committee
 - i. C. Cornell stated that the graduate union is putting through a resolution on graduate parking on campus.
- b. University Assembly
 - i. J. VanHouten stated that the University Assembly discussed the Interim Expressive Activity Policy and graduate parking on campus.

VII. Open Discussion

- a. A. Morse stated a follow-up from Dan Moss, who spoke at last week's meeting.
- b. J. VanHouten stated that the meeting on April 17th is the Employee Assembly's organizational meeting.
- c. C. Cornell stated that he would appreciate an email identifying the roles and responsibilities of each position on the assembly prior to the April 17th meeting.
- d. J. VanHouten stated a reminder of the EA's attendance policy.

VIII. Adjournment

- a. C. Cornell motioned to adjourn the meeting.
 - i. M. Benda seconded the motion.

The meeting was adjourned at 1:11pm.

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