



Cornell University Employee Assembly

Cornell Employee Assembly

Minutes of the January 17, 2018 Meeting

12:15-1:30 PM

401 Physical Sciences Bldg.

I. Call to Order

- a. J. Kruser called the meeting to order at 12:18pm.
- b. *Members Present:* P. Andersen, C. Dawson, H. Depew, K. Fitch, T. Grove, A. Haenlin-Mott, D. Harris, A. Hourigan, A. Howell, L. Johnson-Kelly, J. Kruser, K. Mahoney, M. Mosereiff, B. Nicholson, B. Roebal, C. Sanzone, K. Sheils, T. Shapiro, H. Sheldon, P. Thompson, , C. Wiggers, S. Willcox
- c. *Members Absent:* I. Allen (excused), B. Ayanfodun, M. Carcella, S. Vaccaro (excused)

II. Call for Late Additions to the Agenda

- a. J. Kruser asked if there were any late additions to the agenda. Seeing none, he moved to the next agenda item.

III. Approval of Minutes

- a. No minutes were presented for approval.

IV. Committee Reports

- a. Communications Committee
 - i. C. Sanzone said that a newsletter calendar has been created and submitted to the Office of the Assemblies. A newsletter will go out to all staff on January 25th. They are still looking into the feasibility and locations for having physical surveys made available for staff who may not have access to email.
- b. Employee Education & Development Committee
 - i. M. Mosereiff indicated that the committee is working on coordinating meeting dates and times.
- c. Employee Welfare Committee
 - i. L. Johnson-Kelly stated that there are no updates to report that this time.
- d. Elections Committee
 - i. P. Thompson thanked the assembly for approving the elections calendar at the previous meeting in spite of her being out of town. She reported that there was some confusion by members regarding the terms of the seats up for re-election considering many members have only recently run for election to fill vacancies without the awareness that the terms would expire at the end of this term. Her hope is to standardize a process that would be easier for members to be re-appointed and for candidates who may be interested in running for a vacant seat. There was a general agreement from the membership that this would be a positive move forward. J. Kruser reaffirmed support for P. Thompson to continue the effort to make the process accessible to staff.

- e. Personnel Policy Committee
 - i. S. Willcox indicated that there were no updates to report at this time.
- f. Staff Recognition, Awards & Events
 - i. T. Grove reported that a recipient for the Opperman Award had been selected and an awards ceremony is scheduled for Thursday, February 8, 2018. She noted that this is one of the most visible and rewarding actions the EA conducts as an assembly. She noted how meaningful it has been for her over the years and encouraged every member to attend the ceremony if possible. J. Kruser reaffirmed the value of participating in the awards ceremony and expressed gratitude for the work T. Grove and the committee conducted in order to make this happen. He also encouraged members to attend.
- g. Transportation Task Force
 - i. K. Mahoney indicated that there were no updates to report at this time.
- h. Employee-Elected Trustee
 - i. C. Coates is not present.
- i. Cornell Retiree Association Liaison
 - i. P. Anderson discussed the City-to-City bus and the desire for retirees to be granted access to the service post-employment at Cornell. There was discussion regarding the benefit available to staff in comparison to retirees. Some members were unaware that the service was not available to retirees. There was a clarification that the City-to-City bus was referring to the bus to New York City and not the T-CAT service which retirees do have access to.
- j. Executive Committee
 - i. J. Kruser announced that U. Smith has resigned as the Chair of the EA due to leaving his role at the University at the end of the month. He acknowledged the wonderful job U. Smith had done over the past couple of years and encouraged members to reach out to him to thank him for his service. J. Kruser also indicated that although he will be serving as the interim chair in U. Smith's absence, his schedule was such that he could not make the commitment to serve out the rest of the term in the position. He announced that there would be an internal election at the next meeting to elect a new chair. P. Thompson encouraged members to seriously considering running for this important seat and described various aspects of the time commitment and the responsibilities of the role. J. Kruser and P. Hampton outlined the position in more detail.

V. Old Business

- a. EA R6 Condemning Violence and Hate (Jeremy Kruser)
 - i. J. Kruser noted that the proposed amendments to the resolution begin with a new title, "Reducing Community Violence and Hate through Staff Involvement and Support." H. Sheldon stated that he felt the name was much better because it framed the resolution in a more positive light and encouraged the membership to consider other areas in the resolution that may benefit from similar re-wording to ensure that the resolution was received in a positive light. There was a general agreement from the membership that this was a good improvement and direction for the resolution.
 - ii. J. Kruser asked that everyone take a moment and read the amendments and comments printed from the Box and asked for feedback regarding the proposed amendments.

- iii. C. Sanzone stated that she was concerned that the resolution was calling upon the administration to provide additional resources without having any data to support whether those resources were actually necessary and would address the problem stated in the resolution. She encouraged the assembly to reach out to the departments mentioned in the resolution to gather data to determine if this resolution is in alignment with the department needs and goals. J. Kruser responded that such conversations had already been had and the staff had indicated that they were understaffed and needed additional support.
- iv. D. Harris provided clarification regarding the standard of evidence for Policy 6.4 verses the Campus Code of Conduct. She identified that the Campus Code and Coduct requires “clear and convincing evidence” which is a higher standard that Policy 6.4 which only requires a “preponderance of evidence” which is roughly defined as “more likely than not” that the respondent committed the alleged prohibited activity. She offered to provide more detail in writing if members were interested. She also mentioned a letter to the University compelling that the policy be updated to a higher standard of evidence, but it is presently unknown whether the policy will be updated.

VI. Adjournment

- a. J. Kruser adjourned the meeting at 1:35pm.

Respectfully Submitted,

Pamela Hampton

Coordinator, Office of the Assemblies