



Cornell University Employee Assembly

Cornell Employee Assembly

Minutes of the January 31, 2018 Meeting

12:15-1:30 PM

401 Physical Sciences Bldg.

I. Call to Order

- a. J. Kruser called the meeting to order at 12:17pm.
- b. *Members Present:* I. Allen, H. Depew, K. Fitch, T. Grove, A. Haenlin-Mott, D. Harris, A. Hourigan, A. Howell, P. Andersen, L. Johnson-Kelly, J. Kruser, M. Mosereiff, B. Roebal, C. Sanzone, K. Shiels, P. Thompson, S. Vaccaro, C. Wiggers, S. Willcox
- c. *Members Absent:* B. Ayanfodun, M. Carcella, C. Dawson (excused), K. Mahoney, B. Nicholson (excused)

II. Call for Late Additions to the Agenda

- a. C. Sanzone said she read an article in The Cornell Daily Sun about the upcoming smoking referendum. Although the headline was specific to students, the body of the article was intended for all constituencies to be voting. A potential forum was also mentioned. She requested this be added to the agenda and asked G. Giambattista to give an update on what to expect.
 - i. G. Giambattista said the University Assembly and Campus Welfare Committee are the main points of contact and will have details about the referendum and the comment period, as well as what it will mean. The resolution has had a response from the president, so there is contact.
 - ii. J. Kruser added this to New Business.
- b. H. Depew said she received an email about a constituent supporting a resolution the EA had previously passed and requested an update on portions of the resolution. H. Depew asked if there was any system in place that reviews the progress of past resolutions.
- c. A. Haenlin-Mott said she was contacted this morning by a constituent reporting aggressive driving on his morning commute.
 - i. J. Kruser advised A. Haenlin-Mott to reach out to the Transportation Committee.
 - ii. B. Roebal said they should consider pedestrians as well, especially those who use their phones while walking.
 - iii. J. Kruser said there is a lot of work the Transportation Committee needs to do and this could be added to the agenda.
 - iv. J. Kruser said that based on the response they have received for the Transportation Task Force this could be more of a long-term thing.

III. Approval of Minutes

- a. Amendments for minutes of the meeting of December 13, 2017.
 - i. Motion to approve – minutes **passed** with no dissent

IV. Business of the Day

- a. Vote: Chair Election

- i. J. Kruser asked for nominations.
 - ii. EA member nominates C. Wiggers – nomination is seconded and accepted by C. Wiggers.
 1. C. Wiggers said he is very interested in serving as the chair of the EA. He is committed to the efforts the EA is making. He comes from background of military service as well as academic experience, so he has a broad range of perspectives.
 2. C. Wiggers stepped out of the room and the EA went into voting.
 - iii. Voting for C. Wiggers as Interim Chair of the EA – passed by a unanimous vote.
- b. Vote: EA Representatives to the Consensual Relationships Policy Committee
- i. G. Giambattista said there is one seat for staff on the committee that's being chaired by Dean of Faculty Charlie Van Loan and Anna Waymack, a graduate student, leading the charge to institute a policy. They have already began meeting and this issue is much broader than their initial conceptions about faculty and student relationships. The idea is to have several EA representatives going in rotation to make sure the staff voice is heard. President Pollack wants a policy by May 1st and she has stated that if the committee does present a policy by that time, she will borrow one from another institution. This is an issue that is long overdue, and in order to protect everyone and the university, Cornell need to have this in place. The seat on this committee is a high-level commitment, with a lot of reporting back to the EA so the EA can share this with its constituents.
 - ii. K. Fitch said they have four people who are interested: D. Harris, G. Giambattista, P. Thompson, and L. Johnson-Kelly. There can be one voting member, but all four can show up.
 1. K. Fitch made a motion to approve the four – motion approved with no dissent.
- c. Presentation: Staff Development Events (T. Grove)
- i. T. Grove said her office is responsible for coordinating Staff Development Day. They are having a conversation with Deb Billups in Organizational and Workforce Development who runs the program. This year is the 20th anniversary, and they would like to have a keynote speaker and an additional anchor event, perhaps a speaker or a panel of leadership in the university. Employees can come to this and learn about how they can grow and advance. The event could also feature a light breakfast, or maybe a lunch if done at that time. The EA historically does a Kudos Luncheon at the Statler, which takes a lot of money, but they could consider using that money to do something else that would include more people. If the EA is interested, she could bring back a proposal.
 1. T. Grove explained there is an occasionally-used email link for employees to write in and say they want to give a kudos out to a coworker or employee. The person who wrote in and the person who is recognized are invited. There are usually about 40 members, most of them EA members, so she proposed using this money and do something else.
 - ii. T. Grove said she does not know what happened to the Kudos Luncheon money last year, as they did not have one.
 - iii. T. Grove said Staff Development Day is in July, a new fiscal year. With \$2200, they could do 300 lunches. This applies to the conversation about doing more for employees.
 - iv. N. Doolittle said the custodial staff usually show up in the morning.

- v. C. Wiggers asked T. Grove to come back with a proposal.
- vi. A. Haenlin-Mott said the custodial staff lunch break is 10:30-11am, but it depends on the area they are in. Those working in non-academic areas, such as residence halls, have a different hour structure. They usually come in at 8:30am and work until 4 or 5pm. They could be informally released in consultation with their supervisor to attend this event.
 - 1. C. Wiggers said they do receive a 15-minute break before and after lunch.
- vii. T. Grove asked who they wanted to have speak and what kind of investment they want to have in this.
 - 1. C. Wiggers said having a voice in this would be good, whether it be single or panel speakers.
- viii. C. Wiggers encouraged people to share the Kudos link on the HR webpage to their constituents. It is well advertised by HR but may be overlooked.
 - 1. T. Grove explained there is no nomination or letter of support.
 - 2. C. Sanzone asked if they are really going to recognize people as last year they advertised it, but it never happened.
 - 3. C. Wiggers said employee supervisors will be notified, and information will be communicated to the individual. Whether or not they have a luncheon will be dependent on the proposal T. Grove brings back.
 - 4. G. Giambattista expressed concern that since many of the staff recognition awards are conflated with the one HR is doing, EA sponsorship of this might be lost.
 - 5. T. Grove said Kudos is on the EA website, but suggested putting information about it on the website as well as it currently does not provide that.
- ix. J. Kruser asked if T. Grove has contacted HR.
 - 1. T. Grove said she spoke to Cheryl McGraw from HR and they are looking at redefining on how to do their programs, but she will get back to the EA on that.
 - a. J. Kruser said the EA can offer support.
- x. T. Grove said she does not know about pricing for speakers yet, but they do not know if they can support paying for big dollar speakers.

V. Old Business

- a. C. Sanzone – smoking referendum from the UA and Campus Welfare Committee.
 - i. G. Giambattista said the referendum will be posted along with a public comment for the entire university community. With a net ID, people could go on and vote yes or no. The question hasn't been drafted yet, but the response after voting will be submitted to the president.
 - ii. C. Sanzone said M. Pollack recommended against having the referendum as binding.
 - iii. G. Giambattista said the faculty senate has some authority over academic policies, but everything else is recommendations to the president. The sponsor of the resolution on the CWC is an undergraduate and Cornell Daily Sun is a student newspaper so the perspective was student-centric. The referendum had to reach a threshold from the students. This was done long ago and then picked up by the EA. It does not need to go through a formal election. The article was premature. Staff representatives on the CWC are A. Howell and B. Roebal and L. Copman, a staff member not on the EA.
 - iv. L. Johnson-Kelly asked about the relationship between the referendum and a resolution the EA previously passed. She inquired about the resolution.

1. G. Giambattista said when the UA took it up, it expanded the resolution beyond the EA or the SA and now is a university-wide referendum. She will look up the particular resolution.
- b. H. Depew – Following up with previously passed resolutions
 - i. C. Wiggers said past resolutions can be viewed through the EA website.
 - ii. J. Kruser said they do not have a formalized process of following up with a resolution after it is accepted by the president. He usually consults G. Giambattista and the Office of Assemblies.
 - iii. C. Wiggers recommended that moving forward, individuals who have brought the resolution be the point person to track the progress of the resolution.
 - iv. T. Grove said in the past we have had follow-up resolutions or within the resolution itself a report. She suggested follow up resolutions to report back.
 - v. H. Depew said it would be helpful to have information about what happens after to email to staff members informing them progress was made in that the resolutions the EA passes are connected to something tangible. The email she received referred to Resolution 6, which was sponsored by Ulysses Grant, previous Chair of the EA. She questioned if resolutions should be assigned to another person if the sponsor leaves.
 - vi. G. Giambattista suggested including a report from a committee or member of the administration by a particular date before the resolution is conveyed, so the president is aware. The assembly does turn over every year, so there is a lack of continuity that makes it hard to do what H. Depew was suggesting. She suggested writing this follow up into a resolution.
- c. A. Haenlin-Mott – Aggressive Driving
 - i. A. Haenlin-Mott said her constituent specifically said they experience this daily. However, she does see that it is a law enforcement problem, but did not want to tell her constituent she was not going to address it. She also brought this up in the EA to see if it was discussed in the past.
 - ii. L. Johnson Kelly said she has lived in the area of question and bikers and walkers have been hit there. She is aware of the problem. Bridgette Brady, Director of Transportation Services, showed a film clip of one of the intersections on campus. In the time frame of nearly a minute, there were lots of near misses of cars hitting pedestrians, as well as instances of reckless driving and reckless pedestrian behavior. The department is concerned about that but she is not sure what steps it is taking to address it. However, the sheriff's office has been good about stopping speeders in that area so a call to them might be helpful.
 - iii. J. Kruser said there are separate issues, some of which the EA can address, some of which it cannot. A recurring threat outside of campus should be referred to local enforcement. However, the university can talk about generating a better culture on campus, specifically better awareness. This is an ongoing project that has been going on for years now and a conversation they need to continue.

VI. New Business

- a. No new business.

VII. Committee Reports

- a. Communications Committee

- i. C. Sanzone said
- b. Employee Education & Development Committee
 - i. B. Nicholson
- c. Employee Welfare Committee
 - i. Committee is meeting tomorrow.
- d. Elections Committee
 - i. G. Giambattista
- e. Personnel Policy Committee
 - i. S. Willcox has a resolution on the table today.
- f. Staff Recognition, Awards & Events
 - i. T. Grove is absent but sent an update via email. She is working to schedule events for the two awards they are presenting.
- g. Transportation Task Force
 - i. K. Mahoney said they are waiting on a response to the resolution.
- h. Employee-Elected Trustee
 - i. C. Coates is not present.
- i. Cornell Retiree Association Liaison
 - i. L. Johnson-Kelly
- j. Executive Committee

VIII. Adjournment

- a. C. Wiggers adjourned the meeting at

Respectfully Submitted,
Catherine Tran
Clerk of the Assembly