



# Cornell University Employee Assembly

## Cornell Employee Assembly

Minutes of the November 2nd, 2022 Meeting

12:15-1:30 pm

Room 401, Physical Sciences Building | Zoom

### I. Call to Order

- a. Chair A. Haenlin-Mott called the meeting to order at 12:19 in Room 401 of the Physical Sciences Building.
- b. *Members Present:* M. Benda, J. Chandler, J. Creque, M. Davis, B. Dixon, A. Haenlin-Mott, E. Krumm, J. Kruser, M. LoParco, K. Mahoney, K. Phipps, A. Schafft, K. Supron, L. Zacharias
- c. *Members Absent:* D. Borders, M. Brooks, S. Coil, A. Durant, B. Fisher, D. Howell, A. Mittman, A. O'Connor, S. Resue, K. Tannenbaum
- d. *Also Present:* H. Depew

### II. Land Acknowledgement of the Gayogoho:nq (Cayuga Nation)

- a. A. Haenlin-Mott stated the UA's acknowledgment of the Cayuga Nation.

### III. Approval of the October 19, 2022, Minutes

- a. Minutes approved by unanimous consent

### IV. Business of the Day

- a. Brandon Fortenberry: United Way Campaign Update
  - i. A. Haenlin-Mott introduced B. Fortenberry and P. Wynn to discuss the United Way Campaign.
  - ii. B. Fortenberry presented a video introducing the Assembly to the United Way Campaign. He stated that their campaign goal for this year is \$555,000 and P. Wynn stated that the campaign has raised \$236,999. He stated that United Way uses their donations to finance grants and that donations can be directed to certain areas. He also stated that the Campaign will be tabling at numerous campus events, including the employee celebration on November 5<sup>th</sup>, the Vet School on November 10<sup>th</sup>, the biotech atrium on December 1<sup>st</sup>, and Sage Atrium on December 8<sup>th</sup>. He also emphasized the importance of sharing information about United Way among the Assembly's constituents.
  - iii. P. Wynn stated that Cornell has just signed the Okanagan Charter, that supporting United Way signifies a dedication to this Charter, and that employees can choose to give through payroll deduction.
- b. Julie Edwards, Director of Skorton Center for Health Initiatives



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- i. A. Haenlin-Mott introduced J. Edwards to the Assembly to discuss the background and upcoming plans for the Skorton Center.
- ii. J. Edwards stated that the Center's main goal is to impact and support well-being on campus through institutional leadership, education, research, and public engagement. She stated that the Center is beginning visioning sessions and encourages employees to fill out a survey in which members of the Cornell community will be able to share their perspectives on well-being for the Center's drafting of an envision statement. She stated that the Center has created a Student Well-Being Council and aims to create a similar group for employees and faculty. She stated that the Center's goals will be promoted through a "road show" that explains the goals of health promotion on campus.
- iii. A. Haenlin-Mott asked what the format of the Center's "road show" would look like. J. Edwards stated that the Center does not want to have their own meetings and rather would like to attend Assembly meetings while also engaging at the department level. She also stated that she would like to be reached out to if any Assembly member has an idea of what meetings that the Center could attend.

### **V. President's Address to Staff, December 12<sup>th</sup>**

- a. A. Haenlin-Mott reminded the Assembly that while the address was initially scheduled for December, it has now been pushed to January or February.

### **VI. Priorities Poll Update**

- a. J. Creque introduced the Priorities Poll results to the Assembly, including a set of rankings on the priorities of 617 respondents. She stated that the two most important priorities for respondents were benefits and employee health and wellness. She also stated that the next three priorities were employee education and professional development, parking and transit, and diversity and inclusion. She stated that the next step for the Priorities Poll is securing a Cornell Store gift card as a reward to an employee as advertised for completing the poll.
- b. J. Creque asked the Assembly for feedback on how to take the data from the poll to provide feedback to their constituents and optimize the time employees spent on the Poll. H. Depew stated that for the last Priorities Poll, the Assembly pursued data tagging and that it would be easier for the Assembly to pursue this with the current Priorities Poll. She stated that Committees were given specific comments as they related to the Committees and that they were then able to discern the next steps.



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- c. J. Creque asked how the results of the last Priorities Poll were published and sent out to constituents online. She also stated that her intent is for the next EA Voice to include that results are available on the Assembly's website and that they received 617 responses. She also expressed interest in finding a way to have employees provide feedback on the results of the Poll and possibly having an Assembly meeting where members of the community can share their results.
- d. A. Haenlin-Mott stated that in the last Priorities Poll, benefits was not as highly ranked. H. Depew stated that she created a graph for the last Priorities Poll that detailed how employee priorities have shifted and could serve as a good visualization of the results of the current Poll.
- e. J. Kruser stated that the Assembly should allow for employees to provide feedback on the results of the Poll.
- f. H. Depew stated that benefits did not break the top two rankings in the 2019 and 2020 Priorities Polls and that past top priorities included campus climate and employee health and well-being. M. Benda stated that the information H. Depew provided should be included on the next EA Voice.
- g. C. Cornell stated that it would be good for the Assembly to revisit the Poll at the end of the year to showcase what they have been working on to address the employee concerns provided by the Poll.
- h. A. Haenlin-Mott asked how 617 respondents compared to past years. H. Depew stated that the number of respondents fell between the number of respondents in 2019 and 2020, indicating a respectable response rate. A. Haenlin-Mott emphasized the success of the Poll given Human Resources's similar survey and thanked J. Creque for her work. J. Creque stated that she is grateful to the Assembly for their feedback.

### **VII. Filling J. Withers's Position as Vice Chair of Operations**

- a. A. Haenlin-Mott stated that because J. Withers has become the Director of the Assemblies, the Assembly now has a vacancy in the Vice Chair of Operations position. She called for nominations from the Assembly and stated that employees can self-nominate.
- b. J. Withers stated that the responsibilities of the position include assisting the Committees and overseeing the budget for the Assembly. She also read the description of the position as written in the Assembly's bylaws.
- c. A. Haenlin-Mott nominated K. Supron for the position, which she accepted. J. Kruser seconded the nomination.
- d. A. Haenlin-Mott called for votes for K. Supron as the Vice Chair of Operations position of the Employee Assembly.



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- e. In a vote of 12-0-1, K. Supron was elected as the Vice Chair for Operations for the Employee Assembly.

### VIII. Committee Reports

- a. Executive Committee
  - i. M. Benda stated that the Assembly's next meeting on November 16<sup>th</sup> will be attended by President Pollack and that individuals should reach out to the Committee with questions and committee updates for her attendance. She also stated that the Assembly's December 7<sup>th</sup> meeting would be attended by Sonja Rucker and that the Assembly's following meeting will take place on January 18<sup>th</sup>.
- b. Communication and Awards Committee
  - i. J. Creque stated that she is interested in having a joint meeting with the Education and Court Meetings that will be attended by a staff member with a survey related to all three committees that would be promoted through the EA Voice. She also stated her interest in having Committees reach out to her with things they would like to have promoted in the EA Voice.
  - ii. J. Kruser recommended the Cornell Chronicle as an outlet for the results of the Priorities Poll. K. Supron asked whether J. Kruser intended for the results to be shared as an "Around Cornell" piece, to which J. Kruser responded yes.
- c. Education Committee
  - i. M. Davis stated his interest in having the person J. Creque referred to in discussing a joint meeting speak at the next meeting of the Education Committee on November 14<sup>th</sup>. He also stated that he is hoping to get the individuals who manage the EDP Program to attend a future meeting to learn about the data that can be gathered through the EDP.
  - ii. J. Creque stated that she is thankful to the Committee for their advertisement regarding public service student loan forgiveness.
- d. Welfare Committee
  - i. K. Mahoney stated that the Committee participated in a visioning session on the Okanagan Charter and has considered comments from constituents on Cornell's policies on vacation days. She also stated that M. Benda and herself will be sending out information regarding the Care Fund.
- e. Benefits and Policy Committee
  - i. A. Haenlin-Mott stated that K. Tannenbaum intends to schedule a Committee meeting for November 15<sup>th</sup>.
- f. **Elections Committee**



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- i. W. Treat asked whether the Committee planned on waiting until the spring semester to fill their vacant seats, to which A. Schafft replied yes.
- ii. J. Creque stated that the Assembly should be able to allow W. Treat to hold a seat until it is contested. A. Haenlin-Mott stated that the Executive Committee would discuss this possibility.

### **IX. Liaison Reports**

- a. A. Haenlin-Mott stated that the next meeting of the University Assembly would be held on Tuesday, November 15<sup>th</sup>.

### **X. Adjournment**

This meeting was adjourned at 1:31pm.

Respectfully Submitted,  
*PJ Brown*  
Clerk of the Assembly