



Cornell University Employee Assembly

Cornell Employee Assembly

Minutes of the November 15, 2017 Meeting

12:15-1:30 PM

401 Physical Sciences Bldg.

- I. Call to Order – U. Smith called the meeting to order at 12:15pm.
 - a. *Members Present:* I. Allen, P. Ann Andersen, C. Dawson, H. Depew, K. Fitch, A. Haenlin-Mott, Daniela Harris, A. Hourigan, A. Howell, L. Johnson-Kelly, J. Kruser, K. Mahoney, M. Mosereiff, B. Nicholson, B. Roebal, C. Sanzone, K. Sheils, U. Smith, P. Thompson, S. Vaccaro, C. Wiggers, S. Willcox
 - b. *Members Absent:* B. Ayanfodun, M. Carcella, A. Darko, T. Grove, T. Shapiro, H. Sheldon
- II. U. Smith moved to approve C. Wiggers as the Veterans Representative-At-Large at the Employee Assembly – approved by a vote of 16-0-0.
- III. Committee Reports
 - a. Communications Committee
 - i. C. Sanzone thanked C. Dawson for running their Facebook. Yesterday, the group met and discussed engagement with new employees. They will be meeting with S. Brylinsky about how they can recognize some of their staff. She also just sent K. Mahoney a draft of the transportation mini-survey.
 - b. Employee Education & Development Committee
 - i. M. Mosereiff said the group met and is in the process of trying to figure out what the issues they need to address are. They want to create a culture of professional development across campus. If anyone wants to join, they still have room.
 - c. Employee Welfare Committee
 - i. L. Johnson-Kelly said she will welcome anyone who has any issues or resolutions regarding employee welfare. The group met last week and went over two resolutions.
 - d. Elections Committee
 - i. P. Thompson said they just finished bringing C. Wiggers. They have meetings planned in December to address the election in the new year.
 - e. Personnel Policy Committee
 - i. S. Willcox said the group met on November 26th and reviewed the New York State Family Leave Policy. The group is still open if anyone wants to join.
 - f. Staff Recognition, Awards & Events
 - i. T. Grove is absent.
 - g. Transportation Task Force
 - i. K. Mahoney said she has no updates, just the resolution they will discuss later.
 - h. Employee-Elected Trustee
 - i. C. Coates said the group met and President Martha Pollack gave an overview of what is happening. She did mention some of the incidents that occurred on campus and spoke to the importance of bringing the community together. She also went over what the Presidential Task Force meant in addressing these issues. Vice President for University Relations Joel M. Malina gave an update regarding staff participation for

running in public office. The policy and guidelines for that has been circulated earlier today. There was one call from a representative of the board that asks for more engagement in the process.

- i. Cornell Retiree Association Liaison
 - i. Nothing to report.
- j. Executive Committee
 - i. Group went over communication processes with the Office of Assemblies and C. Sanzone with the newsletter for optimal effectiveness and transparency.
 - ii. J. Kruser said they also covered procedures in training.

IV. Business of the Day

- a. Presentation: 2017 Cornell Climate & Sustainability Update
 - i. Presenters
 - 1. Bert Bland, Co-Chair of President's Sustainable Campus Committee
 - 2. Sarah Zemanick, Campus Sustainability Office
 - 3. Brian Chabot, Professor Emeritus, PSCC Exec Member
 - ii. S. Zemanick said Cornell is the #1 Ivy League in terms of sustainability. This is the 6th year Cornell has achieved the STARS rating. Cornell is the only Ivy League that reports this data annually.
 - 1. S. Zemanick gave an overview of the new resources on campus.
 - a. Sustainability Campus & Community Map
 - b. Cornell Guide to Sustainable Living: updated version of the student guide
 - c. Sustainability Assessment Framework Tools: training, spreadsheets, and integration tools to help managers and staff
 - 2. B. Chabot said they want to focus on cross-campus communication and leadership. He was at the global climate change last week and noticed there were far fewer people from the U.S. than should have been there.
 - 3. B. Bland called for action from everyone on campus. He gave an update on the 7 priorities for Climate and Sustainability.
 - a. Campus Engagement: behavior change working group, budget request for website
 - b. Energy Efficient Buildings: standards and capital project
 - c. Mission-Linked Carbon Offsets: proposal under development
 - d. Greenhouse Gas Inventory: proposal under development
 - e. Electricity: 5 solar farms online producing 7% of total power, community solar under development
 - f. Heat: fundraising for Earth Source Heat
 - g. Transportation: CTECH collaboration launched Transportation camp for Dec 2017
 - 4. B. Bland showed a graph over time that tracked Cornell's carbon neutrality achievement. They are on track for carbon neutrality by 2035 with a 33% reduction to date.
 - 5. S. Zemanick gave an overview of the Energy Smackdown Competition, a 6-week competition challenging teams representing buildings to reduce energy use from October 14 to November 30. There will be weekly prizes. She asked the EA to connect with the Facebook event and sign up for the list-serv to receive updates.

- a. S. Zemanick encouraged SA members to check out the Green Office Certification and the Green Lab Certification.
- b. S. Zemanick said they are always open for nominations at the Cornell University Partners in Sustainability Award, or CUPSA. Nominations for this year are due by the middle of March and more information can be found on their website.
- 6. B. Chabot gave an update on drafting the next 5-year campus sustainability plan. They had an open house week where people came in for a discussion. There is a sustainability summit in December. Cornell is making a lot of progress, but they want to make more progress.
- 7. U. Smith said there has been a resolution that was put forward in the SA and UA regarding disclosing sustainable investments and inquired about what extent the sustainability office is coordinating with the investment office to get that information to the public.
 - a. G. Giambattista said the resolution was specific to the lowest element on the Cornell STARS reporting. The UA resolution asked the president to encourage the board to release that information publically, both for the campus but also in the interest of elevating the STARS reporting score.
 - b. S. Z said this is outside the scope of the sustainability office. They do not have other duties than to collect data.
 - c. B. Chabot said he was part of an initiative that started several years ago to get the university to elevate a sustainable investment policy. STARS provide an outline to what these might be. Cornell is very secretive about its investments and there may be a good reason, and they really pushed on the previous investment people and the previous president. They have not quite given up yet and Cornell does have a new president. These resolutions have some value, but we have to get to them personally to get them to buy into this.
- 8. C. Sanzone asked if the weather in Ithaca would affect the output of a solar farm. Cornell has two solar farms that producing 7 percent of the solar energy and was wondering if this percentage was anticipated when the solar farms were planned.
 - a. S. Z said the 7 percent is an average and it is what they expected. In Ithaca, a solar farm does not generate as much as it would in a sunnier place, but it still does generate an amount.
- 9. D. Harris asked about wind power development plans.
 - a. S. Z said for there is no specific project in mind right now for wind power, but that doesn't mean there will be other wind projects that will come up. There was a plan earlier that did not end up going through.
 - b. G. Giam added that the wind farm initiative was defeated at a local level. She urged EA members to get involved at the local level because that is where decisions are made that will have an impact at a larger level.
- b. EA R4: Approval of the 2017-2018 Operating Budget (K. Fitch)
 - i. U. Smith reminded the assembly that this resolution was tabled until today.
 - ii. K. Mahoney said the amendment listed is a compilation of comments.
 - 1. Motion to amend the budget to reflect the middle column.
 - 2. U. Smith said since there is a second on the motion, they will move to discussion about the amendment at large.

3. EA member asked if \$2200 was enough to provide lunches.
 - a. G. Giambattista said this amount pretty close in line to previous budgets and the assembly will adapt. However, the assembly has grown and she thinks the proposal is a little low if they want to maintain this level of lunches. \$3,000 maybe more in line.
 - b. U. Smith said it seemed to him that most of the communication was in favor of reducing the lunches at the assembly meetings overall.
 - (i) K. Mahoney said as she read the emails and did not see anybody else supporting reducing lunches. It is a nice gesture to have a lunch and she thinks most of us are in favor of keeping the lunches.
 - (ii) C. Sanzone said she was also hearing that people appreciated the lunches, but it is fine to consider other options, such as alternating or lower-cost lunches.
 1. EA member said according to policy 3.14 business expenses policy there is a prohibition on meals when providing to a select group of people at a frequently recurring basis. However, the catch is the meetings could be held at different times, but this meeting is at lunchtime.
 - (iii) G. Giambattista said volunteers on behalf of the university taking a staff lunch time and taking a meal is well within that policy.
 - (iv) J. Kruser said he was contacted by a constituent and would appreciate if they could find out if whether this is appropriate or not, so he could respond back.
 - c. EA member said to spend 30% of our budget on food seems way out of line. It isn't the most important thing.
 - (i) K. Fitch said he wanted to know if there was a request by C. Sanzone of an increase of \$300 for Communications?
 1. C. Sanzone said she did not make that request, but she thought it made sense. The budget is all purpose and they could easily use that money for elections. Anytime they record and stream, the cost for that is way more than allocated.
 - d. C. Dawson said the assembly should not have come up with these numbers until they have asked the chairs what and how much they need.
 - e. G. Giambattista said the budget for EA historically has been operational support for food and recognition. The budget does not carry over. EA members do not get anything for their participation, and the least the administration can do is give you a free lunch. She cautioned against spending too much time on each allocation because these are subject to change until the committee actually needs these funds.
 1. P. Thompson said they have already knit picked the food budget to what they could. The EA does have guests and speakers often and since it is during the lunch hour, this meal has always been the core.
 2. J. Kruser made a call for the question on the amendment.
 - a. Amendment rejected by a vote of 9-11-0.
 - b. U. Smith said they will move back into discussion to the amendment as it was originally proposed.

- iii. J. Kruser made a call for the question on Resolution 4 – approved by a vote of 20-0-0.
 - c. EA R5: Clarification of Bylaws Section 1.9 (P. Thompson, K. Fitch)
 - i. P. Thompson said there were a couple concerns about having too many abstentions. This resolution wants to simplify the process of what happens when this happens.
 - ii. U. Smith moves to amend Resolution 5 to the red line amendments.
 - 1. U. Smith said the originally proposed resolution moved to strike a couple of sections that the assembly has used a few times, particularly electronic voting. He prefers keeping those provisions, as well as the ones for a proxy voting procedure.
 - 2. P. Thompson said they struck it because they have had instances where some members feel email discussions have been pushed through quickly without a lot of detail or processing time. By taking it out, it would allow members to be more vocal during meetings, and it would take into consideration employees who are not on their phones or emails all the time.
 - 3. U. Smith said they have only used electronic voting means but to discuss things that have already be proposed, due to time limits or constraints by rules.
 - 4. J. Kruser supported keeping electronic voting in the bylaws as an option.
 - iii. J. Kruser made an amendment to the amendment to strike “the chair” on line 26 and replace it with “the executive committee” – amended by unanimous consent
 - 1. C. Sanzone said she was hopeful to keep the focus on the abstention.
 - iv. J. Kruser made a call to the question on the amendment.
 - 1. Amendment amended by a vote of 19-0-0.
 - v. C. Sanzone made a call to the question on Resolution 5.
 - 1. Resolution passed by a vote of 19-0-0.
- V. Old Business
 - a. EA R6: Condemning Violence and Hate (J. Kruser)
 - i. Assembly ran out of time.
- VI. New Business
 - a. EA R7: Advancing a Comprehensive Transportation Study (K. Mahoney, L. Johnson-Kelly)
 - i. Assembly ran out of time.
 - b. EA R8: Furthering the Institutional Commitment to LGBTQ+ Inclusion (U. Smith, M. Carcella)
 - i. Assembly ran out of time.
- VII. VII. U. Smith adjourned the meeting at 1:30pm.

Future Guests:

- Discussion with President Martha E. Pollack and VP Mary Opperman – November 29

Respectfully Submitted,
Catherine Tran
 Clerk of the Assembly