



Cornell University Employee Assembly

Cornell Employee Assembly Minutes of the July 13, 2020 Meeting 12:15-1:30 PM Zoom

I. Call to Order & Roll Call

- a. Chair A. Howell called the meeting to order at 12:15pm.
- b. *Members Present:* K. Barth, A. Brooks, J. Cooley, J. Creque, H. Depew, J. Duong, G. Giambattista, B. Goodell, D. Hiner, A. Howell, R. Lochner, K. LoParco, K. Mahoney, A. McCabe, V. McAuley, J. Michael, R. Miegl, E. Miller, A. Miller, M. Newhart, C. Sanzone, K. Supron, J. Townley, W. Treat, J. Withers
- c. *Members Absent:* S. Barry, M. Benda, T. Chams, B. Fortenberry, A. Haenlin-Mott, E. Ivory, L. Taylor, C. Wiggers

II. Approval of Minutes

- a. Motion to approve minutes from the June 17, 2020 meeting – approved with no dissent.

III. Business of the Day

- a. Elections Committee – Proposed 2020 EA Elections
 - i. EA Elections Chair J. Withers indicated that the EA Elections are to take place before students are back on campus and the student-based elections.
 - ii. J. Withers shared a presentation with assembly members displaying the proposed elections calendar. She indicated that the calendar is shorter than the original spring elections due to the elections being all online.
 - iii. J. Withers mentioned that the first meeting in September will be the one where the EA members will vote on the executive committee.
 - iv. A. Howell confirmed that after the winners are announced, there will be a meeting on September 2 that will serve two purposes: last meeting for members who will be moving on that will be adjourned and a new meeting called for new members to elect their leaders, the UA representative and new committee chairs. Once that is decided, the new members will take their seats.
 - v. K. Supron asked about candidate registration and collecting petition signatures.
 - vi. J. Withers stated that she has been working with the Office of the Assemblies to get a system in place for gathering petition signatures and it will most likely be Qualtrics.
 - vii. A. McCabe asked about marketing for elections as well as highlighting what staff committee membership is available.
 - viii. J. Withers agreed that is a good idea; however, she doesn't want staff to get confused on what they have to run for and be elected versus just joining a committee.
 - ix. A. Howell inquired about a liaison between the Elections Committee and the Communications Committee to promote and advertise the elections.
 - x. J. Withers stated that she would mostly likely be working with C. Sanzone, the Communications Committee chair, on a communications plan and she would confirm that with C. Sanzone.

- xi. J. Withers indicated that there are a number of seats expiring. There are nineteen seats up for election, including the new Cornell Tech seat. The At-Large representatives are not in the Charter, so those seats are expiring.
- xii. J. Withers further indicated that any member who is not up for election is on the election committee.
- xiii. J. Withers wrapped up the presentation by reiterating that it is basically the same plan that was created in the spring; however, it will be less about in person networking and more about everything being done virtually and online.
- xiv. R. Miegl asked when will individuals know if anyone else is running for a particular seat.
- xv. J. Withers deferred to the Office of the Assemblies for their experience with elections.
- xvi. G. Giambattista stated that based on the dates on the elections calendar, registration runs through August 13th and campaigning starts on the 14th. At that point, after candidates are validated, they will be posted for their respective seats.
- xvii. K. LoParco inquired about the possibility of changing some of the seats, using the Graduate School, Law and Johnson School seat as an example.
- xviii. J. Withers stated that the Membership Task Force has been working on that and it would need to be approved because it is a Charter change. The intention is to have everything approved and in place for the Spring 2021 elections.
- xix. A. McCabe acknowledged J. Withers and the Elections Committee for the amount of work and effort they have put into this.

b. Membership Task Force Presentation

- i. J. Withers provided information about the Membership Task Force which was created when the Spring elections were postponed. Members include: A. Haenlin-Mott (EA), A. Miller (EA), B. Goodell (EA), J. Duong (EA), J. Withers (EA), J. White (non-EA), and M. Collins (non-EA).
- ii. J. Withers explained that the goal was to realign seats to match the current organizational structure.
- iii. J. Withers referenced the question that was previously asked by K. LoParco regarding separate seats for Graduate, Law and Johnson School. The Johnson School is under the College of Business, as is the Hotel School and the Dyson School.
- iv. J. Withers indicated that there are some non-directly represented staff who have been missed over the years, including a long term seat to align with the less than 5 years seat.
- v. J. Withers mentioned the review process for filling the Retiree seat and whether that should be voted on by the EA.
- vi. J. Withers stated that they also reviewed term lengths as members typically spend the first year learning the process and have only the second year of their term to work on items that you care about and you have a sense of the process. It would also allow for more experience on the EA instead of half the body turning over every year.
- vii. J. Withers stated that the recommendations from the Membership Task Force are as follows:
 - 1. The Hotel School seat be transformed into a SC Johnson College of Business seat that would represent the Hotel School, Johnson School, Dyson School, and any staff directly associated with the SC Johnson School.
 - 2. Some of the smaller, unrepresented divisions and units – Office of University Counsel, the Provost, the Vice Provosts, the University Ombudsman, the Judicial Administrator, ROTC, the Cornell Prison Education Program, Public Engagement

- and Continuing Education – would be represented by the University Relations seat would be rolled into a Central Administration seat.
3. The EA would hold an official vote on the Retiree seat in order to affirm their credibility and authority to the seat.
 4. Creation of five new seats to bring the total membership to 35 – a 20 Year or More seat, a Black, Indigenous, and People of Color (BIPOC) seat and three general At-Large seats.
- viii. K. Supron indicated that Government Relations is a unit under University Relations. She also inquired about what is Public Engagement and whether that meant the Office of Engagement Initiatives.
 - ix. A. Miller clarified that they utilized the organizational charts and that is what stood out.
 - x. E. Miller asked whether they looked into the seat of Research Division IT services and Technology and if there was a possibility of splitting the seat due to the high number of staff in both areas (Research and CIT).
 - xi. J. Withers stated that they had not researched that but that the task force could meet again to research that.
 - xii. K. LoParco stated that by pulling the Johnson School out of the Graduate School, Law and Johnson School seat, it leaves just the Graduate School and Law School in that seat. She then mentioned that she had a difficult time communicating with staff under the Graduate School and inquired if Graduate School employees are represented in other areas due to being spread out across campus.
 - xiii. J. Withers stated that the task force hadn't looked into that.
 - xiv. G. Giambattista indicated that the original model was based on the colleges themselves and the Graduate School is a college. She also offered assistance with engagement with the Graduate School constituents.
 - xv. A. Howell affirmed the efforts of the task force and indicated the continuous need to update the Charter to ensure that staff is represented in the best and most effective way possible.
 - xvi. J. Withers ended the presentation by asking members to email with any thoughts or feedback to assist in drafting a resolution for the creation of the new seats. She also mentioned that the At-Large seats will allow for flexibility so that the Charter doesn't need to be addressed every time a new school or department is created.

IV. Committee Reports

- a. A. Howell asked all committee chairs if they have anything to report or would like to bring up.
- b. There were no other updates from the remaining committee chairs.

V. New Business

- a. Open Discussion
 - i. A. Howell asked everyone to turn their attention to the participants who are attending, which is lower than past meetings. He referenced the recent Zoom-bombing incident and that a trade off for the meeting security is that outside people who were viewing before.
 - ii. A. Howell thanked the Office of the Assemblies for their quick work in setting up a more secure meeting environment.
 - iii. A. Howell reflected that there is a lot to unpack from what happened at the last meeting and that, for him, the shock came afterwards.

- iv. A. Howell reaffirmed that we are all in unison in strongly condemning any hatred or bigotry and disruptions in the meetings. He went on to state that it brings about an opportunity to show resiliency.
- v. A. Howell recognized H. Depew's statement and submission of a bias report based on the disturbing incident.
- vi. B. Goodell concurred that he was totally shocked and thanked A. Howell for the update on meeting security.
- vii. A. Howell stated that the role in the staff forums and other events leading into elections has shown that the EA has an important role with regard to supporting staff and moving the campus community forward. He asked that members share the more secure meeting details with their constituents so they can still participate in the meetings.
- viii. K. Supron asked if once there is a resolution to the incident, if the new meeting information can be shared in the faculty and staff news in order to update folks on how to participate in the meetings.
- ix. G. Giambattista indicated that the number of people who have opted in to the info list has increased significantly.
- x. H. Depew indicated that numbers have been up and the staff forums have been well attended.
- xi. A. Howell stated that the EA newsletter is coming up and that C. Sanzone has a call out for content.
- xii. W. Treat informed the EA that the meeting details page does not have meeting information publicly listed, but rather a request to send an email to assembly@cornell.edu to get the more secure meeting log in information.
- xiii. M. Benda inquired about the number of attendees at the Open Forum with President Pollack.
- xiv. A. Howell and G. Giambattista indicated that it was over 2,000 attendees.
- xv. J. Duong asked if there was a way to have a CU web authenticated page up in order to allow staff to location the meeting information.
- xvi. G. Giambattista stated that the Office of the Assemblies worked with CIT and was advised to not post anything publicly.

VI. Adjournment

- a. Chair Howell adjourned the meeting at 1:01pm.

Respectfully Submitted,

Wendy Treat

Senior Coordinator, Office of the Assemblies