



# Cornell University Employee Assembly

**Cornell Employee Assembly**  
Minutes of the August 3, 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:* S. Barry, M. Benda, A. Brooks, J. Creque, H. Depew, J. Duong, G. Giambattista, B. Goodell, A. Haenlin-Mott, D. Hiner, A. Howell, R. Lochner, K. LoParco, V. McAuley, A. McCabe, J. Michael, R. Miegl, A. Miller, M. Newhart, C. Sanzone, K. Supron, L. Taylor, W. Treat, C. Wiggers, J. Withers
- c. *Members Absent:* K. Barth, T. Chams, J. Cooley, B. Fortenberry, E. Ivory, K. Mahoney, E. Miller, J. Townley

## **II. Approval of Minutes**

- a. Motion to approve minutes from July 1, 2020 meeting – approved with no dissent.
- b. Motion to approve minutes from July 13, 2020 meeting – approved with no dissent.

## **III. Business of the Day**

- a. EA R2: Updating the Employee Assembly Charter to Expand its Membership
  - i. J. Withers referenced the resolution in today's meeting packet and thanked the Membership Task Force members.
  - ii. Summary of resolution
    1. Shifts Johnson School to renamed 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. Adds units/divisions to University Relations seat and renames it to "Central University Administration" seat
    3. Adds BIPOC and 20+ year seat
    4. Adds three "At-Large" seats
    5. Adds language for retiree seat
    6. Suggestion to extend term lengths from two years to three
  - iii. A. Howell thanked the Membership Task Force for their work and efforts and opened the floor for speaker's list.
  - iv. C. Sanzone raised a concern about mix of units that would be under the renamed Central University Administration seat, specifically ROTC and Prison Education
  - v. J. Withers and A. Miller clarified why those units were put under the Central University Administration seat due to them rolling up to the Vice Provost's Office.
  - vi. C. Sanzone expressed concern about whether the committee felt that this set of seats and assignments that every staff member has a unit level or unit based representative at this point or if there are still gaps.
  - vii. J. Withers responded that Cornell is ever evolving and that new departments and units are created and that was part of the thinking behind the "At-Large" seats to help the EA stay relevant

- viii. K. Supron also inquired about the decision to place staff from the Vice Provost's Offices under the Central University Administration seat as some are academic and some are administrative.
- ix. K. LoParco inquired about the definition of three consecutive sessions.
- x. J. Withers stated it was in alignment with the EA Charter and G. Giambattista confirmed.
- xi. K. LoParco stated that someone reading the resolution may not reference the EA Charter for clarification.
- xii. A. Howell informed the assembly members with regard to any motions that are passed may not be voted upon by the same assembly members in September after the EA elections have taken place.
- xiii. B. Goodell commended the Elections Committee and Membership Task Force for their work with the resolution in order to provide fairer representation by all staff.
- xiv. There was a motion to vote by B. Goodell and seconded by C. Wiggers.
- xv. K. LoParco indicated that there needed to be clarification with regard to the School of Hotel Administration seat being renamed the SC Johnson School of Business Seat and that the Johnson School will be removed from its current seat of Graduate School, Law School and Johnson School Representative. She further indicated that the University Relations portion still needed clarification and that there is more work that should be done before there is a vote on the resolution.
- xvi. A. Howell recognized that K. LoParco had her hand raised prior to the motion to vote was seconded.
- xvii. K. LoParco motioned to further amend the resolution to that the Johnson School is now in the Johnson College of Business seat. She further stated that acronyms need to be spelled out within the resolution, along with the concerns of the University Relations seat that should be addressed.
- xviii. J. Duong pointed out the part of the resolution that addresses the change to the Johnson School seat.
- xix. K. Supron voiced her support of K. LoParco's motion to table under the premise of not having enough information today to answer the questions or concerns about the University Relations seat and where the reporting line is for the proposed staff to be represented by that seat. K. Supron seconded the motion to table – motion to table failed 11 yes, 8 no and 3 abstentions.
- xx. B. Goodell stated that the amendment proposed by K. LoParco was acceptable and motioned to end debate and vote again.
- xxi. A. Howell recognized C. Sanzone to provide a point of information.
- xxii. C. Sanzone inquired about what it means to say it's a friendly amendment and if it refers to the language and acronyms suggested by K. LoParco.
- xxiii. A. Howell provided the perspective that it assumes zero structural change and that it would be adopted by unanimous consent. In addition, he informed the assembly that the sponsor has to agree to it.
- xxiv. A. Howell informed B. Goodell that he would either have to offer the amendment for unanimous consent or motion to continue debate or table.
- xxv. C. Sanzone indicated that the amendment that was discussed was in relation to the Grad School, Johnson School, Hotel School piece and there wasn't an amendment proposed to handle the University Relations piece.
- xxvi. K. Supron stated that she wasn't certain on what was just voted on as she was under the impression that the vote was to table the resolution.

- xxvii. A. Howell clarified that the motion to table didn't back so it goes back into debate.
- xxviii. A. Howell inquired of B. Goodell if he would like to rescind his motion to vote as there was a motion to table – motion to vote **withdrawn**.
- xxix. A. Howell stated that there is now a motion to table that was seconded by C. Sanzone – **motion to table failed** 11 yes, 8 no and 3 abstentions
- xxx. A. Howell asked the members to either table or defer debate on the resolution once VP Joel Malina joins the meeting so that they can focus on the quarantine procedures.
- xxxi. B. Goodell moved to end to debate.
- xxxii. C. Wiggers asked for clarification on the specification of the amendment that they are tying the subordinate units to their direct reporting chain and also ensuring that the acronyms are spelled out.
- xxxiii. J. Withers confirmed that and also indicated that there was an expression to clarify the Johnson College of Business seat and what that means to the Grad School, Law School and Johnson School seat.
- xxxiv. C. Wiggers stated that if those amendments were made during this meeting, the resolution could come back forward and be taken to a vote.
- xxxv. A. Howell asked for a vote on ending debate – **motion to end debate failed** 10 yes, 9 no, 3 abstentions.
- xxxvi. C. Sanzone inquired about why individuals who worked on the resolution would abstain and added that if there was just a little more time to get clarification and information, this could be tabled, resolved and potentially passed at the next meeting. She further offered a suggestion to strike the University Relations piece, pass the rest of the resolution and revisit the University Relations piece as it is a structural piece.
- xxxvii. K. Supron supported C. Sanzone's suggestion in that the University Relations piece does merit consideration.
- xxxviii. K. LoParco also supported C. Sanzone's and K. Supron's concerns about the University Relations piece and that it deserves more time.
- xxxix. M. Newhart motioned to remove the University Relations piece.
- xl. J. Duong asked a point of information of if this motion removes those parts that don't roll up to administration or if this motion removes all changes to the University Relations seat.
- xli. G. Gimabattista clarified that the resolution is actually changing the Charter so it's not about the seat structure and if the University Relations piece was pulled out of this resolution, it would have to go back in as a separate Charter change.
- xlii. M. Newhart **withdrew** her motion to remove the University Relations piece.
- xliii. A. Miller provided information as to why she has been abstaining from the vote and invited K. LoParco, C. Sanzone and K. Supron to join the Elections Committee for a discussion about their concerns as the representatives for these particular seats.
- xliv. A. Haenlin-Mott concurred with A. Miller in that the elections committee discussed this at length and that was her reason for abstaining from the vote. She further indicated that one of the abstentions would need to change in order to pass the motion to table.
- xlv. C. Sanzone motioned to table – **motion approved** 20 yes, 1 abstention

b. Quarantine Housing Arrangement Discussion

- i. A. Howell indicated that due to the announcement late last week with regard to the change in quarantine housing, the EA staff forum is cancelled for this week. He further stated that the University Assembly is holding a special meeting later this week as it affects all constituencies.

- ii. A. Howell welcomed VP Joel Malina to assist with any inquires or questions regarding this recent update to reopening.
- iii. A. Howell opened the floor to members and the gallery.
- iv. J. Malina expressed appreciation for the EA's leadership role in hosting and conveying all of the conversations over the past few months. He further stated that was they have learned from just the past few weeks along that there is more and more need for staff engagement and as the start of the semester gets closer, there will likely be more questions and a need for more conversations.
- v. B. Goodell provided a recent example of encountering a student who was not practicing physical distancing or wearing a mask. He stated that he has been approached by staff with a genuine concern about how the reopening will flow and ensuring that all community members will follow the protocol.
- vi. J. Malina responded that it is a behavior modification and that we have to recognize that it will take a little time in understanding what will be appropriate behavior and actions. He stated that students will need to complete an online course that will address the expectations, as well as attestation to the behavioral compact. He also indicated there will be a hotline available for individuals to report those not following the protocol.
- vii. J. Malina informed the assembly that there will be a very aggressive public health education campaign that will include large signs at all major entrances to campus that will provide details on expectations.
- viii. A. McCabe inquired as to whether we know how many students will be housed on campus and where they will be living.
- ix. J. Malina stated that he does not have that information yet but will ensure that the EA has that data when available.
- x. K. LoParco inquired about signage to print and post as needed and the consistency about the protocol and details.
- xi. J. Malina informed members that there is signage available on the Cornell COVID page, along with larger signage that will be on the borders of campus as well as social media and the public health campaign.
- xii. B. Goodell inquired about students coming back and getting supplies before entering quarantine and whether that was the way it was designed to work.
- xiii. J. Malina reiterated the decision that was made last week to have students who are residents in the states on the NYS travel advisory list that they are to quarantine prior to arrival in Ithaca or start the semester online until their state is removed from the list. He went on to add that the students who have already come back to Ithaca or who never left over the summer are required to be have the surveillance testing done immediately to get a sense about the prevalence of the virus.
- xiv. A staff member inquired about the protocol for staff to follow to speak with students and others who are not meeting the behavioral expectations.
- xv. J. Malina stated that it is the hope that all community members have the tools and resources they need in order to have those conversations.
- xvi. A. Howell thanked J. Malina for joining the meeting and giving the assembly members and staff participants an opportunity to express their concerns and ask questions.
- xvii. J. Malina expressed interest in coming back again as it fits with his schedule.

#### **IV. Adjournment**

a. Chair Howell adjourned the meeting at 1:30 pm.

Respectfully Submitted,

*Wendy Treat*

Senior Coordinator, Office of the Assemblies