



Cornell University Employee Assembly

Cornell Employee Assembly Minutes of the October 21, 2020 Meeting 12:15-1:30 PM Zoom

I. Call to Order

- a. Chair H. Depew called the meeting to order at 12:16pm.

II. Roll Call

- a. *Members Present:* J. Cannella, M. Cherry, J. Creque, H. Depew, J. Duong, B. Fortenberry, B. Goodell, A. Haenlin-Mott, D. Howell, R. Lochner, K. LoParco, K. Mahoney, V. McAuley, J. Michael, E. Miller, M. Podolec, K. Supron, K. Tannenbaum, L. Taylor, J. Townley, J. Withers, L. Zacharias
- b. *Members Absent:* S. Barry, B. Fisher, D. Howell, E. Ivory, M. Newhart, N. Siadat, K. Wilcox

III. Approval of Minutes

- a. September 16, 2020 minutes – approved unanimously
- b. October 7, 2020 minutes – approved unanimously

IV. Business of the Day

- a. H. Depew reviewed the last meeting and went over the raising hand function within Zoom.
- b. President's Address to Staff debrief
 - i. H. Depew acknowledges the participation by EA members E. Miller, B. Goodell, K. Loparco and M. Cherry.
 - ii. B. Goodell expressed sentiment about the address and stated that he spoke with some of his constituents and gathered some suggestions. The suggestions involved the option to submit questions prior to the event and what will happen to questions that were not answered during the address.
 - iii. J. Withers stated that she had several constituents reach out that they felt the address was very positive and helpful.
 - iv. L. Taylor also indicated that it would be helpful to gather/curate questions prior to the event.
 - v. H. Depew responded on why questions weren't historically answered post event. She stated that she will check with Mary Opperman's office as to responding to questions that were not live answered.
 - vi. J. Cannella stated that M. LoParco asked great questions.
 - vii. B. Fortenberry commented about appreciation of being able to acknowledge people.
 - viii. K. Tannenbaum posed the question about it happening more frequently.
 - ix. M. LoParco responded to the question on the decision to take questions.
 - x. K. Supron asked questions about Q & A.
 - xi. H. Depew spoke about having additional presidents' addresses.
 - xii. Floor is given to B. Fortenberry, who suggested there be several forums a year.
 - xiii. H. Depew asked that members do not use chat to vote.
 - xiv. J. Townley stated that Geneva people like zoom platform over live stream.

- xv. K. Tannenbaum commented that she likes the online version better because of intimacy.
- c. H. Depew spoke about the priorities poll and getting consensus on issues
 - i. The EA has received over 960 responses from staff members
 - ii. K. Supron mentioned that she wants to use the same format, but says a few items are updated.
 - iii. K. Mahoney and A. Haenlin-Mott made positive comments on the priorities poll
 - iv. M. LoParco questioned the cycling the priorities and the influence of the order.
 - v. K. Supron asked about prioritizing subjects on Qualtrics.
 - vi. M. LoParco inquired about randomizing or ranking priorities, along with who does the Qualtrics.
 - vii. B. Goodell commented about ranking topics and randomization of which topics comes on top
 - viii. M. Cherry, who has worked with Qualtrics, commented that it is possible to use the randomizing function.
 - ix. J. Withers also mentioned how ranking is something that the participants liked.

V. Committee Reports

- a. Executive Committee – discussed the President’s Address to the Staff, employee newsletter and the priorities poll. Mentioned use of the Recognition Portal for the EA Appreciation award
- b. Communications and Awards Committee – Happy that the word got out for the President’s Address and visibility on all Cornell platforms; the EA Voice newsletter was sent on Monday, 10/19; next newsletter is scheduled for 11/16 and will highlight the priorities poll, the appreciation award winners/nominees and spotlight the Welfare Committee. Next meeting will be on met on October 27 at 2:00pm.
- c. Education Committee – H. Depew informed the assembly that there is a need for a new chair for the Education Committee. The next meeting is scheduled for Friday, 10/23 at 1:00pm. L. Taylor spoke about a ruling from Homeland Security and how the international community is experiencing a difficult time. J. Creque stated she does not have the bandwidth to lead the committee
- d. Welfare Committee – two current working groups – one focused on working remotely and the other on safe spaces and staff knowledge of obtaining help emotionally. Spoke about reaching out to students – potential for pen pal programs. Consideration for a resolution that will acknowledge the student body creating a safe semester on campus. A. Miller provided input on the retiree newsletter.
- e. Benefits and Policy Committee – update on vacation balance carryover. Stated that funds are going back to students instead of university.
- f. Elections Committee – meeting with prior Elections Committee chair and will be moving forward with Spring 2021 election details.

VI. Open Forum

- a. H. Depew stated that there is a request for feedback for the Campus Code of Conduct and the EA will need to provide aggregated comments
- b. M. LoParco mentioned using the Winter Break as a time for self-care
 - i. E. Miller stated that the EA should still continue to meet
 - ii. K. Mahoney commented that meetings can be exhausting and would like to discuss a wellness forum. She further advocated that if the EA doesn’t meet, they should still make activities for wellness.

- iii. B. Goodell stated he doesn't want staff to feel like they are abandoned.
- iv. L. Taylor stated that there may be a number of times they are expected to meet.
- v. K. Tannenbaum suggested having shorter meetings scheduled.
- vi. M. LoParco commented that they haven't stopped meetings and that committees should still meet and use the opportunity to finish earlier if possible

VII. Adjournment

- a. Chair Depew adjourned the meeting at 1:18pm.

Respectfully Submitted,

Wendy Treat

Senior Coordinator, Office of the Assemblies