



# Cornell University Employee Assembly

**Cornell Employee Assembly**  
Minutes of the December 2, 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:* S. Barry, J. Cannella, M. Cherry, J. Creque, H. Depew, J. Duong, B. Fortenberry, B. Goodell, A. Haenlin-Mott, R. Lochner, K. LoParco, K. Mahoney, V. McAuley, J. Michael, A. Miller, E. Miller, M. Newhart, M. Podolec, N. Siadat, K. Supron, K. Tannenbaum, L. Taylor, J. Withers, L. Zacharias
- b. *Members Absent:* B. Fisher, D. Howell, E. Ivory, J. Townley, K. Wilcox
- c. *Special Guests:* Laura Rugless (Associate Vice President for the Office of Institutional Equity and Title IX Coordinator); Chief David Honan, Deputy Chief Jeffery Montesano, Deputy Chief Anthony Bellamy (Cornell University Police Department)

## III. Business of the Day

- a. Interim Policy 6.4 Title IX presentation (Laura Rugless and J. Canella)
  - i. L. Rugless thanked the Assembly for inviting her and presented on the changes to Policy 6.4 ([presentation](#) available on meeting details page on Office of the Assemblies website).
  - ii. With regard to the Policy 6.4 Stakeholder Review Group, there are representatives from each assembly, as well as Cornell Tech and Weill Cornell, included in the review group.
  - iii. J. Canella asked if there was a representative from the Geneva AgriTech campus. L. Rugless responded that there currently is not a representative from Geneva.
  - iv. L. Rugless indicated that the main discussion items for the review group include:
    1. Policy – Evidentiary Standard and Designated Reporters
    2. Procedures – Alternate Resolution and Hearing Panel Process
  - v. B. Fortenberry stated that he is the Chair of the Codes and Judicial Committee and inquired about the thought process behind the decision for the evidentiary standard.
  - vi. L. Rugless replied that preponderance is a standard that is used in all equity cases and in civil litigation.
  - vii. H. Depew thanked L. Rugless for her presentation and commented that any questions be sent to the Title IX office.
  - viii. J. Canella stated that questions could be submitted to [titleix@cornell.edu](mailto:titleix@cornell.edu) and that the submission deadline is December 8, 2020.
- b. Cornell University Police Department Chief Honan
  - i. D. Honan thanked the Assembly for inviting him and his colleagues to the meeting and presented on the mission of Cornell University Police Department and the services and resources it provides ([presentation](#) available on meeting details page on Office of the Assemblies website).
  - ii. J. Cannella inquired about information and analysis of incidents in determining bias.
  - iii. D. Honan responded that officers are mandated to indicate the race of the person with whom they have an adverse action against. Those totals are then compared against the

demographics of the university to identify any trends. He stated that one noticeable trend was that officers hadn't been completing that information as much as they should have, so it left for some unknowns. This allows for reinforcement of that mandate with the officers and better training for the whole department.

- iv. J. Cannella added that having information about LGBTQ+ individuals being involved in incidents, either as perpetrators or victims, would be helpful and encouraged CUPD to look into that if possible.
  - v. D. Honan indicated that he would be interested in speaking offline with J. Cannella regarding that topic.
  - vi. J. Duong stated that he had three questions. He inquired about how an officer determines an individual's race or ethnicity and if that is something the officer does on the scene or something they ask. Secondly, he inquired about the internal affairs report and whether it is possible to have an investigation with no corrective action. Lastly, he asked if there is any data that reflects what percentage of calls that CUPD received require an armed officer versus those that could be handled by an alternative method.
  - vii. D. Honan replied that officer observation is used in determining race or ethnicity. He added that if CUPD sustains a complaint, there is corrective action of at least counseling so he will see why that is not accurately reflected in the report. Lastly, he responded that there are a lot of things that are handled by CUPD because they are on campus 24/7 365 days a year. He would prefer that some of those things be handled by other staff if they wanted to handle it. He also added that an officer can't always predict what the call is and the weapons they carry are defensive and are there in order to protect the office and other parties.
  - viii. E. Miller wanted to know how many officers are on duty at any given time and what is the coverage area outside of the direct Cornell Campus.
  - ix. D. Honan stated that every shift can vary depending on staffing fluctuations. He indicated that there are four different beats on campus based upon analysis of call volume and density; however, there is a minimum of at least three officers and a sergeant on each shift. He added that Wednesdays are training days, and all staff are working. With regard to the coverage area, he replied that CUPD patrols Cornell owned or controlled property and has jurisdiction on any public highway adjacent or joining the property.
  - x. A. Haenlin-Mott stated that she's a new member of the Public Safety Advisory Committee and appreciated the information and knowledge provided by D. Honan.
  - xi. E. Miller stated, in her role as Vice Chair of Communication for the Employee Assembly, that if there is any way the Assembly can help CUPD engage with staff or employees to let them know.
- c. Postmortem discussion of December Staff Health Forum
- i. H. Depew informed the Assembly that there were 662 unique views and that six pre-submitted questions, along with 19 live questions, were answered during the webinar. She then opened up the floor to Assembly members for suggestions and feedback.
  - ii. K. LoParco stated that she had heard from colleagues that the seminar was well received and appreciated the time from Dr. Jones and Clark to answer questions.
  - iii. B. Goodell commented that the seminar was informative; however, he had a constituent who asked about getting his question answered as it wasn't during the webinar.
  - iv. H. Depew indicated that the recording and transcripts are available for viewing. With regard to unanswered questions, she informed the Assembly that she had a discussion

- with Mary Opperman and that there is a lack of time available to go through all of the questions that were left unanswered to provide replies.
- v. K. LoParco stated that as the questions are coming in live, she does try to combine questions that address the same topic or concern.
  - vi. B. Fortenberry offered that it may help to find a way in which to get more questions answered if possible, yet recognized the short window of time, and that there is an opportunity to expand on transparency and openness.
  - vii. E. Miller echoed the comments of K. LoParco and B. Fortenberry and agreed that there has to be some filtering of questions behind the scenes as it is not possible to answer every question submitted. She added that the questions will be posted on the website and suggested that committee chairs take a look at them and determine if there is something they can focus on to get a response back to the staff and employee constituents.
  - viii. B. Goodell suggested that there may be an opening statement that all the questions cannot be answered and suggested posting an email for individuals to send questions for them to be answered after the event.
  - ix. K. LoParco stated that a transcript of the forum would be available and agreed with E. Miller's suggestion of having the committee chairs review the transcript and see if there were any questions that may have been asked but not answered that they would like to focus on.
- d. Wellness Forum December 14 – Wind Down to Winter Break
- i. H. Depew informed the Assembly that the upcoming wellness forum is not a traditional staff forum. Instead, it will be more of a panel discussion with individuals from Cornell Wellness and the Faculty and Staff Assistance Program. Topics to be discussed will include suggestions for mental health wellness during the winter break, as well as nutritional tips and ideas. She asked Assembly members to publicize the events through their networks and constituents.
  - ii. E. Miller added that there are resources available to publicize the event, including flyers, posters and website links, along with a page on the Assemblies website.
  - iii. J. Cannella asked for guidance on whether it is appropriate to include EA events and information in his email signature.
  - iv. K. Mahoney stated that she does include EA links and information in her emails.
- e. Vote on David Hiner to be UA Rep (Jonathan Froehlich who stepped down)
- i. H. Depew stated that the University Assembly currently has a vacancy for the Employee Representative seat. She read a brief statement from David Hiner, a prospective candidate for this seat.
  - ii. Motion to vote on D. Hiner as the UA – Employee Representative was **approved** by a vote of 21-0-0.
  - iii. H. Depew stated that she will inform Logan Kenney, Chair of the University Assembly, and D. Hiner of this approved appointment.

#### **IV. Committee Reports**

- a. Executive Committee (K. LoParco) – discussion regarding the end date for the Priorities poll, agenda for this particular meeting, and committee vacancies. She announced that J. Withers has volunteered to be the new Chair of the Education Committee and that J. Duong will be reaching out to the Vice President of Internal Operations for the Student Assembly for their appointment of liaison to the Employee Assembly. The end date for the Priorities Poll will be Friday, December 4 and to notify constituents as there are currently 668 submissions out of 7,485 staff members.

- i. H. Depew added that as of this morning, there are 721 responses, yet she would like to see more engagement from staff.
  - ii. K. Tannenbaum asked if there was going to be an official reminder sent by the Employee Assembly with the link so it can be shared more broadly.
  - iii. E. Miller stated that the EA is only allowed to send one email communication per month and the Voice newsletter takes utilized that allowance. In addition, they are allowed one promotional email for specific events. She added that events are publicized on social media (Facebook and LinkedIn).
  - iv. K. Supron asked for the new deadline of the priorities poll. H. Depew stated that the deadline is now Friday, December 4, 2020.
- b. Communications and Awards Committee (E. Miller) – Discussion regarding the George Peter Award with the intent to have it rolled out soon in order to have a winner for the award in the coming year. She added that there will be communication with the Office of the Assemblies to revamp that page on the Assemblies website. There will be an EA Voice Newsletter being sent on December 14. Feedback was provided by Strategic Communications in University Relations and the major change is to focus the newsletter on specific EA focused events, news and updates.
- c. Motion to extend the meeting by 10 minutes was **approved**.
- d. Education Committee (L. Taylor/J. Withers) – met on November 20<sup>th</sup> and had discussion about different ideas for the committee. L. Taylor thanked J. Withers for stepping in to take on the role of Education Committee Chair.
- e. Welfare Committee (K. Mahoney) – J. Withers provided an update on behalf of K. Mahoney, who had to leave the meeting. Discussion regarding questions from constituents related to the results from the Belonging at Cornell survey, specifically ageism and mentorship. Update about the upcoming Wind Down to Winter Break discussion panel. Information provided to the committee that the University Assembly approved the resolution that thanked the students for following CIVID-19 protocol and procedures.
- i. B. Goodell added that there was discussion with Deborah from the Veterans CMG initiatives and that there are upcoming events happening with wellness and that emails and information will be forthcoming.
- f. Benefits and Policy Committee (B. Goodell) – met on November 24<sup>th</sup> with the intention of having Linda Croll Howell present; however, she had to postpone until she can get approval to share information with the committee. There was discussion related to attendance and participation in committees and time it takes to do so, and it was determined that a letter should be sent from Mary Opperman to supervisors and managers relating to this and that H. Depew is going to take the lead on that. There was also discussion about the Priorities Poll and ways to get it out to the community for participation. There was conversation about a resolution to thank the administration for the extra day off, no changes in the healthcare plan on the Endowed side and for Cornell resuming the retirement benefits and salaries.
- i. K. LoParco informed the Assembly that the draft resolution was in the Box folder and welcomed input. She added that the intent is to present it at the next Employee Assembly meeting.
  - ii. B. Goodell recognized E. Miller for bringing back the George Peter Award and that it's a great award for the community.
- g. Elections Committee (N. Siadat) – E. Miller provided an informal update as N. Siadat had to leave the meeting. She stated that they met and had a conversation about the role of the Elections Committee and the direction they would like to move in.

**V. Adjournment**

- a. Chair Depew adjourned the meeting at 1:39 PM.

Respectfully Submitted,

*Wendy Treat*

Senior Coordinator, Office of the Assemblies