



Cornell University Employee Assembly

Cornell Employee Assembly

Minutes of the September 1, 2021 Meeting 12:15-1:30 PM
Zoom

I. Call to Order

- a. Chair J. Withers called the meeting to order at 12:15pm.

II. Roll Call

Members Present [21]: D. Barrett, M. Benda, M. Brooks, M. Cherry, S. Coil, J. Creque, H. Depew, B. Fisher, B. Fortenberry, B. Goodell, A. Haenlin-Mott, D. Howell, K. LoParco, K. Mahoney, E. Miller, A. Mittman, M. Podolec, K. Supron, K. Tannenbaum, J. Withers, L. Zacharias
Members Absent [3]: J. Cannella, J. Duong, J. Townley

III. Land Acknowledgement

- a. J. Withers stated the Land Acknowledgement.

IV. Approval of June 9, 2021 Minutes

- a. Motion to approve June 9, 2021 minutes was **approved** unanimously.

V. Call for Late Additions to the Agenda

- a. No late additions were called for.

VI. Business of the Day

- a. EA R1: Approval of the 2021-2022 Operating Budget
 1. K. Tannenbaum introduced herself as Vice Chair for Operations and Finance and presented a draft for the 2021-2022 EA Operating Budget, stating that allocations are not firm and can be adjusted. K. Tannenbaum noted that the administrative budget was reduced to reflect lack of need of food for meetings due to the virtual format and that the budget for the Elections Committee was also reduced. K. Tannenbaum also noted that the CARE Fund is no longer part of the EA budget.
 2. B. Goodell questioned if there would be room in the budget for adjustment, highlighting food and venue costs from previous years.
 3. K. Tannenbaum confirmed that the budget is subject to adjustment, especially in consideration of COVID guidelines. K. Tannenbaum stated that if COVID guidelines prevent in-person meetings, a large portion of the budget that mostly goes towards in-person meeting expenses such as food can be redirected to new projects.
 4. M. Benda questioned why the CARE fund is now excluded from EA expenses and how much the budget used to contribute to it.
 5. K. Tannenbaum stated that \$450 of the budget used to be allotted to the CARE fund.

6. G. Giambattista stated that, while the CARE fund originated from the EA, the program has since moved to HR and is thus not an internal part of the EA that budget funding should be used for.
 7. B. Goodell moved to approve EA R1. M. Benda seconded.
 8. EA R1: Approval of the 2021-2022 Operating Budget was approved unanimously.
- b. University Hearing Review Board – Brandon Fortenberry
1. B. Fortenberry highlighted the changes made to the Code of Conduct and prefaced the necessary changes applicable to the EA to carry out the new Student Code of Conduct.
 2. B. Fortenberry stated that the new Code prioritizes active participation and asked that the EA provide assistance with soliciting applications from staff members for the new university hearing panel, which would hopefully have a 2-year term and garner at least 15 staff members. Applicants should be unbiased and looking to join the panel to help hold community standards.
 3. B. Goodell questioned what members of the new university hearing panel are being asked to do, as well as the typical time constraints of the panel would be.
 4. B. Fortenberry stated that the panel is the University Hearing and Review Panel and walked through the violation process, noting that should a student decide to appeal a case they will be put forth before the Panel that will make a decision. B. Fortenberry also stated that hearings would typically be Tuesdays and Thursdays.
 5. E. Miller questioned when the application deadline would be.
 6. B. Fortenberry stated that the application would be due on September 24th.
 7. G. Giambattista emphasized the importance of the assemblies' involvement in putting forth recommendations for the panel.
 8. A. Mittman questioned if there would be an advisor to students in an administrative or legal sense.
 9. B. Fortenberry stated that there is a group available to students who desire it to guide them through the process. B. Fortenberry clarified that the panel would not be fact-finding, but rather listening and making judgements on facts presented by the case.
 10. The plan for the Hearing and Review Panel applications was approved unanimously.

VII. Committee Reports and Updates

- a. Executive Committee - A. Haenlin-Mott
 1. A. Haenlin-Mott stated that the Executive Committee has been meeting extensively and have spent a lot of time planning the EA retreat that was made difficult because of the sudden move to an online format.
 2. K. Tannenbaum clarified that the EA chair and vice-chair have traditionally had monthly meetings with Mary Opperman that have been extended to the rest of the Executive Committee as well.
- b. Benefits and Policy Committee - B. Goodell
 1. B. Goodell stated that the Benefits and Policy Committee met for the first time recently and reviewed previous items, while also reviewing some responses from constituents and correspondents. B. Goodell noted that a correspondent

stated that local practices were dropping Aetna and that the BPC would be looking into this. B. Goodell stated that the committee discussed NY state policy on paid family leave.

2. A. Haenlin-Mott stated that the pets on campus policy is being modified into an animals on campus policy to clarify the roles of service animals and emotional support animals on campus.
- c. Communications, Outreach and Recognition Committee - E. Miller
1. E. Miller stated that the Committee met once over the summer to plan for the summer EA Voice newsletter published in August and go over committee structure for the upcoming term. E. Miller also mentioned great need for someone to step into the role of secretariat and notes-keeper, and that many of the recognition initiatives would be moving forward soon.
- d. Education Committee - M. Benda
1. M. Benda stated that the Education Committee has not met.
- e. Elections Committee - M. Cherry
1. M. Cherry stated that the Committee met occasionally over the summer, and that after considering calendars for the special fall election, it was decided that the week of October 18th would be the week for voting.
 2. K. Tannenbaum proposed hosting a small informal info session on the Employee Assembly and how to apply.
 3. M. Cherry agreed that the proposal would be a good option and noted that there will be opportunities due to the later scheduling of the election for staff members to have the chance to participate in events such as this proposal where they can glean more information.
- f. Employee Welfare Committee - K. Mahoney
1. K. Mahoney said that after reviewing the priorities poll, the Committee has decided to focus on mental health, staff burnout, and staff morale.
 2. A constituent questioned if the Committee has a focus on employees such as herself, who is Cornell IT and basically now fully remote.
 3. K. Mahoney stated that while there has not been a focused initiative towards those who were initially on campus but have transitioned into fully remote, any chance for conversation on the topic would be appreciated at a Committee meeting.
 4. A. Haenlin-Mott stated her support for the constituent's concern.
 5. E. Miller stated her support for the constituent's sentiments.
 6. B. Fortenberry noted his desire for further looks into getting hybrid employees a hybrid parking pass.

VIII. New Business

- a. Open Discussion
1. K. Tannenbaum questioned the tactics that the Student Assembly is using to recruit diverse members to the Hearing and Review Panel that can represent underrepresented populations.
 2. G. Giambattista stated that the SA members who were representatives for identity-based seats reached out to certain umbrella organizations to promote this opportunity.

3. B. Fortenberry noted the creation of a new resolution in the University Assembly based around mandated vaccination requirements and campus safety, and that having received some lukewarm feedback the resolution would continue to be worked on.
4. E. Miller questioned what would be the best way for employees to provide feedback on the UA resolution and share with constituents to give them the chance to provide feedback as well.
5. B. Fortenberry mentioned that any members with seats on the UA would love to help provide information on resolution feedback.
6. A. Haenlin-Mott questioned the issues and negative response to the UA resolution that came out.
7. B. Fortenberry clarified that the response to the resolution just wasn't particularly excited, with concerns over a mandate of this type.

IX. Adjournment

- a. The meeting was adjourned at 1:30pm.

Respectfully Submitted,
Office of the Assemblies