



Cornell University Employee Assembly

Cornell Employee Assembly
Minutes of the September 5, 2018 Meeting
12:15-1:30 PM
401 Physical Sciences Bldg.

I. **Call to Order & Roll Call**

- a. *Members Present:* K. Barth, T. Chams, H. Depew, K. Fitch, A. Haenlin-Mott, L. Johnson-Kelly, E. Miller, C. Sanzone, A. Sieverding, P. Thompson, C. Wiggers
- b. *Members Absent:* D. Hiner, A. Howell
- c. C. Wiggers welcomed SA Representative Natalia Hernandez, as well as Boris Tsang and Shawn Hikosaka from The Cornell Daily Sun.

II. **Approval of Minutes of the August 15, 2018 EA Meeting**

- a. Motion to amend the roll call section as S. Vaccaro is no longer on the EA – amended
- b. Motion to approve the minutes of the EA meeting of August 15, 2018 as amended – approved

III. **Business of the Day**

- a. Update on New Committees
 - i. K. Fitch said they discussed the merging of committees from 10 to 7 at the summer retreat.
 1. K. Fitch made a motion for Article 5 in the bylaws for a suspension of a bylaw.
 2. K. Fitch made a motion to suspend Articles 3.3 and 3.4 for a period of one legislative session until June. This time would be used to assess the continuity of merging the committees and prevent making multiple amendments to their bylaws.
 3. L. Johnson-Kelly seconded the motion.
 - ii. C. Wiggers made a move to question – seconded
 1. C. Wiggers moved the committee to a vote – motion passed with a unanimous vote
 2. C. Wiggers announced they now have the Communications and Awards Committee, Education Committee, Elections Committee, Employee Welfare Committee, Transportation Committee, University Benefits and Policy Committee, and the Executive Committee.
 - iii. P. Thompson said everyone is assigned to at least one committee. They are missing chairs for the Education Committee, Employee Welfare Committee, and Benefits and Policy Committee.
 1. C. Wiggers nominated A. Howell (absent) as chair of the Employee Welfare Committee.
 - a. A. Haenlin-Mott will connect with A. Howell and one of them will chair it.
 2. T. Chams volunteered to chair the Benefits and Policy Committee.
 - iv. EA member said they should review EA membership on the website as there are members listed who are no longer members.
 1. P. Hampton said at present, all of the membership of the previous year was moved over to the current year because it populates the listserv. Old members are kept in so the EA can reach out to past members via the listserv to confirm whether or not they would like to continue on in the committees. Once the confirmation has happened, the OA will clean the website up with the actual membership. However, this can be changed.
 - v. P. Thompson ran through committee memberships.
 - vi. C. Wiggers said the expectation of committees is to meet every other week. The committees are expected to provide a report to the assembly and bring any issues that need further discussion to the EA.
 1. P. Hampton said the OA offers a training to committee chairs on how to use the website.

- b. Mid-Year Retreat
 - i. C. Wiggers said this idea was mentioned at the retreat. He is looking to do this during the inter-session period, perhaps early January. There has been conversations of possibly going to the Geneva campus, but one of the considerations is that the EA does not have a sitting representative from the Geneva campus. Those with suggestions for dates or locations can contact H. Depew.
- c. President's Address to Staff
 - i. C. Sanzone said the annual event will be October 9th from 12-1pm. The event features an address by the President and then a Q&A. The EA will be reviving a reward program this year. The event will be Klarman Hall, and will be live streamed and recorded. Lunch will be offered. The planning and promotion of this event is the high priority of the Communications Committee at the moment.

IV. New Business

- a. Nominate a Group for the Staff Recognition Awards
 - i. C. Sanzone said the award the EA will be reviving is the Staff Appreciation Award that is given to a group of staff in recognition of their outstanding contribution and service to the community. Previous winners include Gannett for their H1N1 flu response, First Responder Groups, CUPD, and Facility Services. It is typically a group award, and awardees are recognized at the President's Address to Staff. Award recipients will be selected by the EA internally and they have nominations for Cornell Dining and construction services so far.
 - ii. C. Wiggers announced he nominated Cornell Dining for a specific time period last year. Oakenshields was not able to provide food services due to renovations and Cornell Dining prepared a collaborative effort to provide all meal services uninterrupted to Willard Straight Hall.
 - iii. EA member asked if the construction teams are Cornell employees or if they were contracted.
 - 1. A. Haenlin-Mott said it was a recommendation of doing something different to formally recognize all the construction over the summer. There were many Cornell employees managing the construction process.
 - 2. C. Wiggers suggested nominating Facilities and Campus Services.
 - 3. C. Sanzone explained this came up when VP Opperman visited the summer retreat and suggested acknowledging and thanking all the parties involved for the summer constructions. The EA then talked about revitalizing this particular award that seemed like there might be some commonality.
 - 4. A. Haenlin-Mott mentioned there were also maintenance projects over the summer.
 - 5. T. Grove brought up the "Does Cornell Care?" protest.
 - iv. K. Barth nominated CIT.
 - v. T. Grove said the EA in previous years have written resolutions to recognize and thank a group. There are more ways to recognize groups that the assembly should do more of.
 - vi. H. Depew said D. Hiner wanted to nominate Cornell Health due to the work they do in support of students while being short-staffed.
 - 1. C. Wiggers said one issue they should be cognizant of in regards to Cornell Health is that from the student perspective, there is discussion of how mental health issues are being addressed across campus.
 - 2. N. Hernandez added there will most likely be a mental health protest or march. Students are very much unhappy with the mental health facilities and the resources on campus.
 - vii. C. Sanzone nominated Brand Communications from University Relations. The group creates, promotes, and evolves Cornell's brand through stories, imagery, and video. They are a team of photographers, videographers, writers, and graphic designers who work year-round to tell stories and help units amplify their stories. Last year was inauguration, and they worked on a

lot of the visuals and program. They also are doing a lot to tell the story of how Cornell impacts both NYC and NY state, economically and through community engagement.

viii. K. Fitch asked if they should implement a formal write-up for nominations.

1. G. Giambattista asked those who nominated to send a short blurb, and the OA can put up a posting for the assembly by Friday.
 2. G. Giambattista said the award recognizes their colleagues and staff. Those who support students' mental health are doing a great job, besides of whether they are under-resourced. This is same with infrastructure. She asked the EA to consider colleagues and teams separate from any campus climate issues. She also mentioned an opportunity to boost these groups when they are feeling stressed.
 3. A. Haenlin-Mott said she does not know if there is a formal nomination from the summer construction but would like to nominate the Project Management Team within Facilities and Campus Services.
- ix. C. Wiggers said they have nominations from Cornell Dining from himself, CIT by K. Barth, Brand Communications by C. Sanzone, Cornell Health by D. Hiner, and the Project Management Team from A. Haenlin-Mott. He asked the nominators to send a paragraph summary to G. Giambattista by the end of the day so they can get the Qualtrics up.

V. UA Update, Robert's Rules Exercise, Announcements

- a. Update from the UA meeting
 - i. K. Barth said the UA priorities this year include looking at the Code of Conduct, university health (specially a tobacco-free campus), and infrastructure and carbon neutrality related to the north campus expansion. The UA also discussed the Budget Planning Committee and went back to the record for a history of what happened to the committee.
 - ii. K. Barth also gave an update on the Faculty Senate. The group is looking into a committee they are putting together for the non-tenured faculty and figuring out what their positions are. They are also looking at student accommodations, specifically in regards to disabilities, athletes, religious observances, and Title IX. They are also looking at research misconduct. They recognize that the Consensual Policy 6.3 has been put into place, but are working to socialize what it actually means. They are also looking at the time of the Faculty Senate meetings and changing their own bylaws.
- b. Robert's Rules Exercise
 - i. G. Giambattista gave the EA an exercise. Everyone was assigned a role and the EA was given a scenario to go through what it would look like to entertain a motion and have an active debate with a chair moderating the debate.
 - ii. The EA paused for an announcement of the evening reception.
- c. Announcement
 - i. C. Wiggers said all EA members were supposed to have received an invitation to the President and Provost Reception at Banfi's this evening from 5-6pm.
 - ii. C. Sanzone said they will need some volunteers for the President's Address, and will send out specific roles later on. The expectation is that all EA members will attend.
 - iii. P. Hampton said members who do not have nametags should let the OA know. The office also has additional shirts in storage.

VI. Adjournment

- a. C. Wiggers thanked everyone and adjourned the meeting at 1:30pm.

Respectfully Submitted,

Catherine Tran

Clerk of the Assembly