



Cornell University Employee Assembly

Cornell Employee Assembly

Minutes of the September 7th, 2022 Meeting

12:15 PM – 1:30 PM

Conference Room 401, Physical Sciences Building | Zoom

I. Call to Order

- a. A. Haenlin-Mott called the meeting to order at 12:15 PM.

II. Roll Call

- a. *Members Present:* M. Benda, D. Borders, C. Cornell, J. Creque, A. Durant, A. Haenlin-Mott, D. Howell, E. Krumm, J. Kruser, K. Loparco, K. Mahoney, A. Mittman, A. O'Connor, K. Phipps, A. Schafft, K. Supron, K. Tannenbaum, J. Withers
- b. *Members Absent:* M. Brooks, J. Chandler, S. Coil, M. Davis, B. Dixon, B. Fisher, S. Resue, L. Zacharias, H. Depew
- c. *Also Present:* G. Giambattista, E. Kalweit

III. Land Acknowledgment of the Gayogohono (Cayuga Nation)

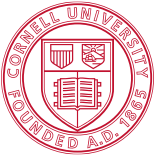
- a. A. Haenlin-Mott stated the Land Acknowledgement.

IV. Approval of the minutes from August 24

- a. A. Schafft motions, A. Schafft approves, **approved** by unanimous consent.

V. Business of the Day

- a. EA Resolution 1- Approving the Budget
 - i. J. Withers stated that there are fewer staff forums this year.
 - ii. Any unused money is returned to University Relations.
 - iii. K. Tannenbaum states that budget categories are flexible and can be modified as needed through the year.
 - iv. Kate Supron move to approve budget, D. Borders seconds, **passed** by a vote of 16-0-0.
- b. Liaison Appointments
 - i. A. Haenlin-Mott states that each opening does not need to be filled at this meeting; emphasis this meeting is on trying to fill the three UA committees.
 - ii. A. Haenlin-Mott notes that Richard Bensel is now chair of CJC as of September 6.
 - iii. K. Tannenbaum can ask for committee descriptions to be included moving forward.
 - iv. E. Krumm states interest in CITE.



Cornell University Employee Assembly

- v. C. Cornell asks for information on UHRB. G. Giambattista states that there is some overlap with Campus Conduct Committee.
- vi. J. Creque states interest in continuing as Faculty Senate liaison.
- vii. J. Creque is appointed.
- viii. M. LoParco asks about duration of Transportation term, expresses interest in UHRB.
- ix. A. Haenlin-Mott will follow up with Bridgette Brady regarding status of Transportation Review Board.
- x. D. Howell states that other interest EA members can contact B. Milles for UA Operations.
- xi. G. Giambattista updates on CJC-judicial piece has been removed and the CJC will be redefining its mission as a reviewer of university policies.
- c. IT Tutorial Update
 - i. J. Kruser states that he is available to schedule IT tutorials.
- d. Priorities Poll
 - i. A. Haenlin-Mott states that inclusion and belonging information will be folded into 2022 HR poll to be released in November so that there will be one all-inclusive poll.
 - ii. A. Haenlin-Mott states that EA is targeting a late September distribution date for priorities poll.
 - iii. A. Haenlin-Mott asks if there are concerns or obstacles to the September distribution.
 - iv. D. Borders suggests ranked choice selection will yield more valuable results.
 - v. A. Mittman asks if this needs to be coordinated with HR poll. A. Haenlin-Mott states that she has coordinated with Ashley Fazio, HR will distribute their poll in November.
 - vi. A. Mittman asks about inclusion of remote work and compensation in priorities poll. A. Haenlin-Mott states that these issues are raised within BPC and asks for confirmation.
 - vii. K. Tannenbaum states that compensation discussion has taken place in BPC, does not recall remote work/flexible work arrangement discussions; states support for inclusion of compensation as a separate line item.
 - viii. J. Kruser asks that the questions to be formulated about remote work to be clarified.
 - ix. K. Mahoney supports clarification of the specific issues around priorities and suggests inclusion of comment field. A. Haenlin-Mott states that optional comment can be restructured to be featured.



Cornell University Employee Assembly

- x. D. Borders suggests participants fill out a top three ranking and explain their perspectives on each priority.
- xi. A. Mittman states that previous poll included remote work under health and well-being.
- xii. J. Withers suggests EA members with further input join the Communications and Outreach committee to participate in poll.
- xiii. J. Creque states that poll should clarify to respondents that questions are carefully raised and that EA has no formal follow-through after gathering information. J. Creque will send out email to members list to discuss targeted items before Sep. 21 meeting and states that EA members can contact her via email at any time.
- xiv. A. Mittman agrees that poll should be careful to avoid raising expectations or promising change.
- xv. J. Kruser states that poll should not imply that respondents need to suggest a solution in order to raise a problem; poll should be designed to solicit accurate depiction of priorities and problems.
- xvi. D. Borders suggests option to be further contacted/join committees be included at the end of priorities poll.

VI. Committee Reports

- a. Executive Committee – Marcella Benda
 - i. Executive committee met to create agenda and discuss President’s Address to Staff.
 - ii. President Pollack will be attending EA meeting on November 16.
- b. Communications and Awards Committee – Jackie Creque
 - i. CAC will send out description of employee recognition award.
- c. Education Committee – Matthew Davis
 - i. No update
- d. Welfare Committee – Kristine Mahoney
 - i. Met to discuss priority poll.
 - ii. Discussed issues around housing raised at EA retreat.
 - iii. Discussed impacts of staffing shortages around campus.
 - iv. Discussed status of FASP and impact on staff mental health and wellbeing.
- e. Benefits and Policy Committee – Kit Tannenbaum
 - i. Discussed issue of library staff needing special parking permit for late night work in order to safely park close to the library, which has been eliminated post-COVID will be discussed at first BPC meeting.
- f. Elections Committee – Annyce Schafft



Cornell University
Employee Assembly

- i. No Update

VII. Liaison Reports

- a. D. Howell confirms that David Honan and David Maas will attend September 20 UA meeting and UA will work towards scheduling an open forum.
- b. M. Benda reported on Leadership Breakfast.

VIII. New Business

- a. Open Discussion
 - i. No discussion

IX. Adjournment

- a. The meeting was adjourned at 1:24PM.

Respectfully Submitted,
Erik Kalweit
Clerk of the Assembly