

Cornell University Employee Assembly

Cornell Employee Assembly Minutes of the September 21st, 2022 Meeting 12:15 PM – 1:30 PM Room 401, Physical Sciences Building | Zoom

I. Call to Order

- a. Chair A. Haenlin-Mott called the meeting to order at 12:20pm

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. Depewc
- c. *Also Present:* G. Giambattista, E. Kalweit

III. Land Acknowledgment of the Gayogoho:nq (Cayuga Nation)

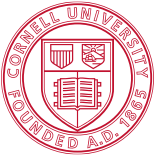
- a. Chair A. Haenlin-Mott stated the Land Acknowledgement.

IV. Approval of the minutes from September 7

- a. Chair A. Haenlin-Mott moved to table the approval of the September 7 minutes at the next meeting.

V. Giving at Cornell: Mary Opperman Veterinary Patient Assistant Fund

- a. A. Haenlin-Mott welcomed the presence of M. Beth Jordan, head of Human Resources, to the meeting.
- b. M. Beth Jordan provided an overview of the Mary Opperman Veterinary Patient Assistant Fund. M. Beth Jordan stated that the Fund allows staff on campus who bring their pets to Cornell's Veterinary Hospital to receive a discount on specialty care if they are below a certain income threshold and depending on if they have dependents.
- c. A. Haenlin-Mott asked whether M. Beth Jordan has a link to where employees can give to the fund. M. Beth Jordan stated that M. Benda had the updated link for funding.
- d. M. Benda stated she would send the link to staff and that if employees want to apply for the fund, the best time to do so would be prior to discharge.
- e. A. Haenlin-Mott asked whether dependents were strictly people and not the animals. M. Beth Jordan stated that the dependents were strictly people.

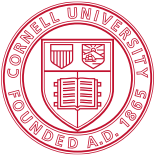


Cornell University Employee Assembly

- f. K. Tannenbaum asked whether there is a discount simply for being a staff member aside from this fund. M. Beth Jordan stated that staff members can get a discount for services, but not medicine, and that employees must register their pets.
- g. K. Tannenbaum asked about the timeline for the rollout to the campus community. M. Beth Jordan stated the fund has already started rolling out and that two staff members have already benefited from the fund.
- h. K. Tannenbaum asked about whether there was an opportunity for an ongoing paycheck donation. M. Beth Jordan stated that there is not yet an ongoing paycheck donation option and that employees currently only donate to the fund one time.
- i. M. Benda stated that the discount given to all employees is 10% and is for services only.
- j. L. Zacharias asked whether employees can apply for the fund if they are currently struggling with the bill after care has been provided to their pets. M. Benda stated that the fund is not for previous care that employees received and that employees can only apply before the medical bill is finalized.
- k. M. LoParco asked whether insurance impacted funding support. M. Beth Jordan stated that only income, the number of dependents, and the total medical bill are considered in the funding application.
- l. K. Tannenbaum asked where employees can find the eligibility information to receive funding. M. Beth Jordan recommended reaching out to Wendy English, who oversees patient assistance funding and would be able to answer that question.
- m. M. Benda stated that the Cornell veterinary hospital treats all kinds of animals, that not every bill is expensive, and that she would provide the contact information of Wendy English to the Assembly.

VI. President's Address to Staff: Watch Parties, Remote Access Discussion, EA Appreciation Award

- a. A. Haenlin-Mott asked G. Giambattista whether the meeting was confirmed for November 30th. G. Giambattista stated that the meeting was confirmed for that date, the address would be hybrid, and that the President would present the speech in person.
- b. J. Creque asked whether the Assembly's representatives would want to host watch parties. She also stated that she would send out an email to the Assembly asking



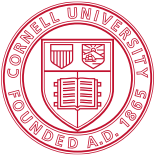
Cornell University Employee Assembly

about details for possible watch parties and that information would likely be included in the second edition of the EA Voice.

- c. A. Haenlin-Mott stated that the address would take place during the same time as the November 30th Employee Assembly meeting.
- d. J. Creque provided an overview of the application process for the EA Appreciation Award. She stated that the Award is sent out to all Assembly members and recognizes a group that has notably supported the university over the past year, with two honorable mentions announced ahead of the President's Address to Staff.
- e. A. Haenlin-Mott asked when nominations would be requested. J. Creque stated that the initial nomination survey would be sent in early October and that past information on nominees and winners can be found on the Assembly's website. G. Giambattista stated that the earlier the nominations are requested, the better for the Office of the Assemblies. A. Haenlin-Mott stated that since the Assembly will not have a meeting in two weeks due to Yom Kippur, it would be good to finalize nominations by the October 12th meeting.

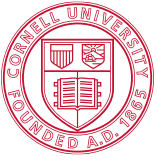
VII. Priorities Poll: EA Voice

- a. A. Haenlin-Mott stated that she received feedback from the Welfare Committee asking why the Assembly would survey again if they were able to predict responses already from the 2020 poll. She then asked the Assembly whether they want to do the priorities poll given this feedback.
- b. C. Cornell asked when the Belonging Survey would be sent out. A. Haenlin-Mott stated that the Survey would be sent out in November. C. Cornell asked whether this may provide insight as to how the Assembly would approach their Poll if it was sent out in the spring or summer. A. Haenlin-Mott stated that it is a question of whether committees would want the information provided by the poll now.
- c. H. Depew emphasized that the value of the priorities poll has been to get aggregated data on what broad groups of employees think are issues. She also stated that while committees would be able to poll opinions more broadly and take in more perspectives, the poll was mainly used to report to the Board of Trustees to demonstrate shifts in employee priorities. A. Haenlin-Mott stated that it is important to understand the role of the Assembly with the information that they are polling, as some feedback received from the poll could not be under the Assembly's jurisdiction.



Cornell University Employee Assembly

- d. J. Kruser emphasized the importance of the poll, but that the improvements Assembly has learned for the poll should be applied this year. He also stated that putting off the poll would be a better way to do so.
- e. J. Creque stated that the concerns felt by Welfare Committee should be used to communicate to staff about the presence and duties of the Assembly and that employees would be able to reach out to and engage with committees in a stronger way with this channel of communication. She also expressed interest in completing the poll as it is currently constructed.
- f. G. Giambattista stated that new staff members of the community would be informed of what the Assembly is through this poll. She also stated that regardless of whether an issue is under the Assembly's jurisdiction, the Assembly is able to request information from any administrative department on campus. She also stated that based on her knowledge from the Diversity Leads Council Committee, the Belonging at Cornell survey is very different from the Priorities Poll. H. Depew stated that the Priorities Poll would give a well-supported idea of staff sentiment to the Assembly.
- g. D. Borders stated that the Communications Committee re-edited the survey and that the data presented by the poll would not differ from past data in a way that disrupts conclusions that can be drawn. He also stated that anecdotal information could likely differ from data drawn from the poll, which would allow the Assembly to better gauge employee perspectives.
- h. B. Dixon stated that the poll would allow the Assembly to identify broad concerns as opposed to individual concerns.
- i. J. Creque stated that the Welfare Committee recommended putting a comments option for each topic before a ranking option, that questions for comments should be tailored to how the Assembly can address the issue, and that information on the Assembly's role should be included.
- j. A. Haenlin-Mott stated that G. Giambattista's comments on the role of the Assembly members are very important and that the expected role of the Assembly on each issue should be shared with employees.
- k. A. Haenlin-Mott asked whether J. Creque has enough information to be able to send out the poll soon or after the first of the next year. J. Creque stated that she would have a firmer decision by the end of the week.



Cornell University Employee Assembly

VIII. Committee Reports

- a. Executive Committee – Marcella Benda
 - i. M. Benda stated that the Committee worked on the agenda for this Assembly meeting at their last meeting.
- b. Communications and Awards Committee – Jackie Creque
 - i. J. Creque stated that the Committee sent out the draft of the EA Voice yesterday and that this included a draft of the priorities poll. She also stated that the Committee had the idea of using a virtual bulletin board on Padlet for communication.
- c. Education Committee – Matthew Davis
 - i. M. Davis stated that the Committee met for the first time and that they passed a resolution in support of an online bachelor's degree program open to the Employee Degree program. He also stated that they discussed possible areas of focus for this year and that two are bringing in a speaker about the benefits of the mentorship program and creating a menu of educational courses for employees to take. He also stated the Committee would meet every third Tuesday of the month at 2 pm.
- d. Welfare Committee – Kristine Mahoney
 - i. A. Haenlin-Mott stated that the Committee provided feedback of the Priorities Poll at their last meeting.
- e. Benefits and Policy Committee – Kit Tannenbaum
 - i. A. Haenlin-Mott confirmed that the first meeting of the Committee would take place on October 4th.
- f. Elections Committee – Annyce Schafft
 - i. Nothing to report

IX. Liaison Reports

- a. A. Haenlin-Mott stated that she presented all the data she collected over the summer in an accessibility map to the Campus Planning Committee and that all of North Campus is now included in the map. She also stated that the Committee discussed the new CIS building and the establishment of Campus Road from the Vet School through all of campus to make it safer.
- b. M. Benda stated that Dan Moss and Dave Honan presented at the University Assembly meeting. A. Haenlin-Mott stated that the additional work and reference of



Cornell University Employee Assembly

both Assembly members and non-Assembly members to the University Assembly at the next meeting.

- c. J. Creque stated that the Faculty Senate met last week and that details would be shared outside the meeting.

X. Open Discussion

- a. A. Haenlin-Mott stated that this is the last meeting with G. Giambattista. G. Gimabattista stated she accepted a position outside of Cornell and that she is thankful for the opportunities to engage with shared governance and with the Employee Assembly. A. Haenlin-Mott stated that the Assembly has greatly appreciated her guidance and ideas.
- b. H. Depew stated that over her 5-6 years on the Assembly, G. Giambattista has provided a great amount of guidance and congratulated her on her new position.
- c. J. Kruser stated that he is very grateful for their relationship and that he wishes her luck in her future position.

Adjournment – A. Haenlin-Mott adjourned the meeting at 1:32pm.

Respectfully Submitted,
PJ Brown
Clerk of the Assembly