



EA R2: Fostering Meaningful Employee Engagement

Abstract: This resolution recommends that the Board of Trustees Committee on Composition and Governance establish a committee on the workforce and add an additional Employee-elected Trustee.

Sponsored by: Ulysses Smith, Chair and LGBTQ+ Representative, Employee Assembly

Reviewed by: Executive Committee, 06/07/2017

Whereas, Article II of the Charter of the Employee Assembly states that the Assembly shall, “ensure a direct focus for the continued involvement of exempt and non-exempt staff members in the governance of non-academic affairs and in the life of the University;” and

Whereas, Article II of the Charter of the Employee Assembly states that, “the Assembly will bring about a higher visibility for employees as community members, more equal participation with faculty and students in the policy-making process, and an increased sense of community among all constituencies through shared responsibilities;” and

Whereas, Cornell University employs over 8,000 non-academic, union, and non-professorial academic staff on the Ithaca and Geneva Campuses; and

Whereas, the Board of Trustees of Cornell University is comprised of sixty-four voting members, including two student-elected trustees, two faculty-elected trustees, and one employee-elected trustee; and

Whereas, the committees of the Board include the Committee on Student Life and the Committee on Academic Affairs, and no committee dedicated to addressing the welfare of the workforce; and

Whereas, the Employee Assembly unanimously approved R2: Resolution to Increase Employee-Elected Representation on the Board of Trustees on October 15, 2003.

Be it therefore resolved, the Assembly recommends the Board of Trustees Committee on Composition and Governance add an additional employee-elected trustee to the Board.

Be it further resolved, that every effort be made to have one exempt employee-elected trustee and one non-exempt employee-elected trustee.

Be it further resolved, the Assembly recommends the Board of Trustees Committee on Composition and Governance form a Board committee on the workforce strategically focused on engaging staff in the mission of the university, workforce trends and patterns affecting the financial health of the university, and assessing the impact of university decisions on the workforce.

Be it finally resolved, the Assembly recommends that this committee include the employee-elected trustees and the Vice President and Chief Human Resources Officer.



Cornell University
Employee Assembly

- 43 **Adopted by Vote of the Assembly (18-0-1), June 7, 2017,**
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45 **Respectfully Submitted,**
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47 Ulysses Smith, *Chair and LGBTQ Representative*