



EA R3: Revision of the Employee Assembly Awards

Abstract: In 2023, the Employee Assembly Recognition and Awards sub-committee of the Communications, Outreach & Recognition Committee made several updates to the Award for Staff Integrity and Inclusion and the George Peter Award for Dedicated Service. The changes more appropriately reflect the Cornell University’s values as well as align with the eligibility, criteria and scoring of the University’s [President’s Awards for Employee Excellence](#).

Sponsored by: Sophie Lanchez - EA Chair of Communications and Cornell Tech Campus Representative; Kristen Ciferri - Employee Representative Member of the Communications, Outreach & Recognition Committee and Co-chair for the Recognition and Awards Sub-Committee; and Erin Kelly - Employee Representative Member of the Communications, Outreach & Recognition Committee and Co-chair for the Recognition and Awards Sub-Committee

Reviewed by: Recognition and Awards sub-committee of the Communications, Outreach & Recognition Committee, 09/15/2023, and Communications, Outreach & Recognition Committee, (6-0-0), 9/19/2023

Whereas, the Cornell University Employee Assembly (Assembly) values and recognizes outstanding staff contributions “above and beyond normal job expectations” via the George Peter Award for Dedicated Service (George Peter Award) that was established in 1980; and

Whereas, the Cornell University Employee Assembly (Assembly) values and recognizes employees who consistently demonstrate their commitment to encouraging and supporting staff integrity and inclusion via the Award for Staff Integrity and Inclusion that was established in 2021; and

Whereas, historically, all exempt and non-exempt Cornell staff members have been eligible for consideration for the awards; and

Whereas, historically, the Award for Staff Integrity and Inclusion is awarded to one employee at a time and may be awarded up to two times per calendar year and the George Peter Award is awarded once to one employee at a time and only awarded once a year; and

Whereas, the George Peter Award was most recently presented in 2022 and the Award for Staff Integrity and Inclusion in 2023.

Be it therefore resolved, the Assembly continues to recognize the historical importance of both awards; and

Be it further resolved, the Assembly redefines the staff eligibility for the Award for Staff Integrity and Inclusion from “All exempt and non-exempt Cornell staff members” to “All



Cornell University Employee Assembly

41 benefits eligible Cornell staff, union and academic employees who work on the Ithaca, Geneva,
42 or Tech campus are eligible” to align with the President’s Awards due to the monetary
43 contribution given to the honoree. In alignment with the President’s Awards, this does not
44 include temporary and casual employees, graduate and undergraduate students, postdocs, visiting
45 fellows, fellow post doc, post doc associate, cooperative extension staff or retired employees;
46 and

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48 **Be it further resolved**, the Assembly redefines the nomination criteria for both awards from “at
49 least one additional brief letter of support and may include up to three total letters of support” to
50 “one additional letter of support...nominations and letters of support should be more no more
51 than 2 pages each” to allow for a manageable, equitable review process of each nomination; and

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53 **Be it further resolved**, the Assembly further defines edits and additions to both awards verbiage
54 to further clarify eligibility, criteria, and letter requirements (see red text in Award addendums);
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57 **Be it further resolved**, the committee of the Assembly currently charged with oversight of
58 awards and recognition shall retain authority to update the criteria, timing and communications
59 of these award as needed over time without further need for resolutions; and

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61 **Be it finally resolved**, a copy of this resolution be presented to Martha Pollack, President and
62 Christine Lovely, Vice President and Chief Human Resources Officer.

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64 **Adopted by Vote of the Assembly (10-0-1), 9/20/2023,**

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66 **Respectfully Submitted,**
67 **Employee Assembly Communications, Outreach & Recognition Committee:**

68 Kristen Ciferri - Voting Member, Employee Representative
69 Danielle Cox - Voting Member, Employee Representative
70 Erin Kelly - Voting Member, Employee Representative
71 Henry Lam - Voting Member, Employee Representative
72 Sophie Lanchez, Voting Member, Employee Assembly Representative
73 Ashley Miller - Voting Member, Employee Assembly Representative
74 Denny Totman - Voting Member, Employee Representative
75 Wendy Treat – Voting Member, Employee Assembly Representative
76 Jessica Withers - Observer, Office of the Assemblies Director

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78 **Addendum 1:** Award for Staff Integrity and Inclusion Overview and Rubric

79 **Addendum 2:** George Peter Award Overview and Rubric