

## EA Resolution 2: Consolidation of Committees

**Abstract:** By reducing the number of committees, the Assembly will be able to more fully staff its committees, resulting in increased member participation and focused efficiencies.

**Sponsored by:** Carrie Sanzone, *Vice Chair for Communications*; Karen LoParco, *Parliamentarian and EA Representative for Graduate, Johnson and Law Schools*.

**Reviewed by:** Executive Committee, June 14, 2019

---

**Whereas,** the objective of the Employee Assembly is to ensure a direct focus for the continued involvement of staff members in the life of the University, and

**Whereas,** the Assembly is empowered to amend its Bylaws to provide for more effective operations, and

**Whereas,** the following are the current standing committees of the assembly, last ratified in October 2010: Communications; Employee Education and Development; Employee Welfare; Elections; Personnel Policy; Staff Recognition, Awards & Events; and University Benefits, and

**Whereas,** at its summer retreat in 2018, the Assembly reviewed the current committee structure related to participation, engagement and productivity, and found there were opportunities to merge committees to gain efficiencies, and

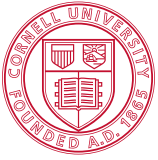
**Whereas,** in September 2018 the Employee Assembly voted to adopt EA Resolution 2, Consolidation of Committees on a Trial Basis, and

**Whereas,** the University Benefits committee, while inactive, is chartered jointly by the Employee Assembly and the Faculty Senate and therefore cannot be eliminated without additional input from our faculty partners, and

**Whereas,** the Transportation Task Force, an ad hoc committee established in 2017 to review employee concerns, has dissolved following the completion of its charge, and transportation issues remain in the scope of the Employee Welfare committee moving forward.

**Be it therefore resolved,** the Assembly will permanently merge its Communications and Staff Recognition, Awards & Events committees, and expand the scope of its Personnel Policy committee, resulting in the following five standing committees:

- 1) Communications, Outreach and Recognition
- 2) Employee Education and Development
- 3) Employee Welfare
- 4) Elections
- 5) Benefits and Policy



**Cornell University**  
**Employee Assembly**

41 **Be it further resolved,** the Assembly proposes the attached amendments to Section 3.4, Charges of  
42 Standing Committees, of its bylaws;

43

44 **Be it further resolved,** the Executive Committee of the Assembly may add members to or remove  
45 members from the committees to assure effective operation and fair representation of stakeholders;

46

47 **Be it finally resolved,** that this resolution be submitted to the President of the University and the  
48 Vice President and Chief Human Resources Officer.

49

50 **Adopted by Vote of the Assembly (17-0-1) July 29, 2019**

51

52 **Respectfully Submitted,**

53 Carrie Sanzone, *Vice Chair for Communications and Representative at-large*

54 Karen LoParco, *Parliamentarian and Representative for Graduate, Johnson and Law Schools.*