



Cornell University Employee Assembly

Minutes Employee Assembly Meeting May 4, 2016 12:15 -1:30pm 401 Physical Science Building

“An Active Voice for Cornell Staff”

I. Call to Order -12:15

B. Siasoco called the meeting to order at 12:19 p.m

Present: M. de Roos, S. Cowles, T. Grove, H. Hall, A. Kohut, J. Kruser, E. Lee, L. Majani, B. Nicholson, E. O’Dell Wehling, B. Siasoco, M. Stefanski Seymour and and P. Thompson

Absent: N. Bell, Penny Givin, B. Kepner, Elizabeth

Also Present: G. Borges and N. Doolittle

II. Call for Late Additions to the Agenda

There were no late additions to the agenda

III. Approval of Minutes

There was a motion to approve the minutes, there was a second and the minutes were approved.

IV. Business of the Day

- **Elections update:** B. Siasoco said there are 18 or 19 candidates that are close to submitting their applications. B. Siasoco also asked the assembly what they have hears so far about the elections process.
 - A member said that she did have a question about voting.
 - B. Siasoco explained that people can vote for the different seats but it is one vote for each seat.
 - M. Stefanski Seymour asked about the...
 - B. Siasoco sent an email to Mary Opperman about send it out today encouraging supervisors to support....
 - B. Siasoco said information technology is part of a college unit so they should consider it as a body elective.
 - B. Siasoco also reminded members that election materials are due Friday by noon.
 - N. Doolittle said she is thinking of having a call to candidates and election date be released to the Pawprint by Friday.
- **Prep for meeting with Mary and Hunter**
 - The Employee Assembly’s last meeting of the year the 18th of May.
 - B. Siasoco said he would like to talk about direction and said he wants to continue the conversation they had with the Executive Board of Trustees. He also asked members what questions they have for Mary Opperman and Hunter Rawlings.
 - Members decided to ask Hunter Rawlings what is his approach going to be as Interim Chair and what is his perception of the Employee Assembly.
 - B. Siasoco said if members have any more questions they should him an email by Wednesday May 11th.

- **Presidential Search committee questions**
- B. Siasoco and T. Grove will attend a lunch with the Presidential Search Committee.
- Questions that member would like to include: In recent history, what initiatives do you believe have been most critical to Cornell's success, what are the key challenges and opportunities that Cornell will face over the next five to ten years and what are the key attributes the next president of Cornell needs to have to successfully lead the university forward?
- B. Siasoco asked members what answers they have to the questions above, so that they are voiced in the lunch with the Presidential Search Committee.
- In relation to the first question members said investment in their endowment, reaching out to the staff on key issues, strengthening academic excellence, paying attention to staff needs, focusing on student needs such as a safe and clean environment for students and campus life. Other answers members had to the initial question was review of housing plan in Ithaca as well as challenges students and staff face and how they should address it, awareness of student stress and how the Employee Assembly can support it, how they can notice and respond to FSAP as well as how they can reach new destination in terms of diversity training.
- In terms of the second question members said the challenges Cornell will face will be tuition and student debt, doing more with less, aging workforce, the political climate and how it plays out at Cornell, IT at Cornell facing problems such as changes in jobs as the EA moves applications to the Cloud as well as significant changes in staff position. Other issues addressed were the disparity between the cost of living and the salary improvement plan as well as fewer students in the pipeline as families are smaller.
- Member discussed the opportunities Cornell will face such as: continuing to focus on Diversity and inclusion, training to support changing technology needs and developing trust and transparency with the staff.
- In relation to the third question members said the attributes the next President of Cornell will need are transparency and communication, seeing staff as equal in terms of wants, needs and expectations to the faculty and student, understanding of what Cornell is and how it is different from other places because of their central isolation, ability to bring together different constituency groups to improve workplace and climate on campus. Other attributes members addressed were community building, having a strategic vision and ability to change course based on unexpected things that might come up as well as ability to be a good project manager and ensure each "project" gets attention and moved to completion.

V. Report from the Chair

- B. Siasoco spoke of the previous University Assembly meeting and stated they elected an Interim Executive Board. This will take place until the fall and then they will elect their permanent board for the University Assembly for the academic year.
- P. Thompson was elected as the Vice Chair of Internal Operations of the University Assembly
- G. Kaufman introduced himself stating he will serve as the Interim Chair for the summer.
- B. Siasoco said he wants to do a rap up with Mary Opperman for the end of the year. If members have any thoughts of what should be discussed they can email B. Siasoco.
- B. Siasoco also said the last Board of Trustee is happening May 27th and he will be presenting for the Employee Assembly. He said he will share the report he wrote and said he will continue what the Employee Assembly presented to the Executive Committee on how they can build trust

and engagement with the staff community and what benefits this has on the governance of Cornell and the financial impacts of this.

- B. Siasoco said he would like support at the meeting so members are encouraged to attend. Members that would like to attend should inform the Office of Assembly before attending. B. Siasoco will send an email stating the location and time of the meeting.

VI. Old Business

There was no old business to be discussed.

VII. New Business

There was no new business to be discussed

VIII. Adjournment

A. Kohut stated this is her last meeting because she will be retiring.

Members entered executive session.