

Cornell University
Employee Assembly

AGENDA
Employee Assembly Meeting
December 16, 2020
12:15 – 1:30 pm
Remote Via Zoom

“An Active Voice for Cornell Staff”

We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or assembly@cornell.edu.

- I. Call to Order 12:15pm
- II. Roll Call
- III. Approval of the minutes from November 18 and December 2
- IV. Business of the Day
 - a. Student Code of Conduct outline of key changes- Brandon Fortenberry
 - b. Brief overview of the Priorities Poll- Hei Hei Depew
 - c. Staff Forums for 2021- Hei Hei Depew
 - d. EA sponsorship of initiatives and events- Rigel Lochner and Michelle LoParco
 - e. Introduction of Student Assembly Liaison, Claire Tempelman- Jamie Duong
 - f. Benefits & Policy Committee Resolution – EA R5 – Michelle LoParco
- V. Committee Reports
 - a. Executive Committee – Michelle LoParco
 - b. Communications and Awards Committee – Ellen Miller
 - c. Education Committee – Jessica Withers
 - d. Welfare Committee – Kristine Mahoney
 - e. Benefits and Policy Committee – Brian Goodell
 - f. Elections Committee – Nasser Siadat
- VI. New Business
 - a. Open Discussion
- VII. Adjournment – 1:30pm



Cornell University Employee Assembly

Cornell Employee Assembly Minutes of the November 18, 2020 Meeting 12:15-1:30 PM Zoom

I. Call to Order

- a. Chair H. Depew called the meeting to order at 12:16pm.

II. Roll Call

- a. *Members Present:* S. Barry, J. Cannella, M. Cherry, J. Creque, H. Depew, J. Duong, B. Fortenberry, B. Goodell, A. Haenlin-Mott, R. Lochner, K. LoParco, K. Mahoney, J. Michael, A. Miller, E. Miller, M. Newhart, M. Podolec, N. Siadat, K. Supron, K. Tannenbaum, L. Taylor, J. Townley, J. Withers, L. Zacharias
- b. *Members Absent:* B. Fisher, D. Howell, E. Ivory, V. McAuley, K. Wilcox

III. Approval of Minutes

- a. October 21, 2020 – approved unanimously
- b. November 4, 2020 – approved unanimously

IV. Business of the Day

- a. Staff Forums
 - i. H. Depew informed the Assembly members that upon return from Thanksgiving break, there will be a Cornell Health staff forum on Tuesday, December 1, 2020 from 12:00 PM to 1:00 PM with special guests Dr. Anne Jones and Dr. John Clarke from Cornell Health, along with Vice President and Chief Human Resources Officer Mary Opperman. She further stated that the forum would be focused on best practices in combatting COVID-19, surveillance testing and ways that staff can prepare as they head into the extended Winter Break.
 - ii. H. Depew asked K. LoParco if there was a need for volunteers to assist with questions during the forum.
 - iii. L. Zacharias stated that she would be able to assist with the question and answer portion of the forum.
 - iv. A. Haenlin-Mott asked if there was a description of the forum on the EA webpage so Assembly members could share the information with their constituents.
 - v. K. LoParco indicated that there is information about the forum on the EA LinkedIn page.
 - vi. E. Miller further stated that there is a listing for the forum on the Cornell Events calendar.
 - vii. K. Tannenbaum added that the information will be included in the EA Voice newsletter which is distributed to all staff.
 - viii. E. Miller mentioned that a standalone email will be sent out to staff as well.
 - ix. H. Depew stated that K. Mahoney of the Employee Welfare Committee has been working with members of the HR community to put together a wellness series focusing on mental and physical wellness during these difficult times. She added that, while it hasn't been publicized yet, the first of the series "Wind Down to Winter Break" will be held on Monday, December 14 from 12:00 PM to 1:00 PM with guests from Faculty and

Staff Assistance Program (FSAP) as well as individuals from Cornell Wellness. She stated that this will be more like a panel instead of a forum with a smaller portion focused on Q&A.

- x. H. Depew stated that there has been a suggestion to have members of the EA record short videos with senior leadership asking questions on wellness and how they have been managing their own mental health during the pandemic. This suggestion is purely in the preliminary stages and is under consideration. These short videos can be added at the beginning of a staff forum or a wellness panel for staff to get to know EA members and senior leadership.
 - xi. E. Miller stated that this is a great idea and what needs to be done to get that idea or suggestion started.
 - xii. B. Fortenberry acknowledged that not every constituency has a key individual or contact within senior leadership.
 - xiii. H. Depew agreed and provided the Women's Representative or the Less Than 5 Years Representative as examples.
 - xiv. E. Miller added that some constituencies have more than one individual in senior leadership and used her seat as an example in that she could go to either the Vice Provost for Research or the head of CIT.
 - xv. K. Mahoney added that while the staff have been hearing from President Pollack or VP Opperman or Lombardi, they may view or experience leaders in many different ways.
- b. Retreat
- i. H. Depew reminded the Assembly members that the retreat would be an opportunity to plan and to hold it sometime in the winter, possibly in January or February. She stated that a Doodle poll would be sent to get availability.
 - ii. H. Depew stated that the retreat would be a half day and held remotely for safety and social distancing protocols. The primary focus of the retreat would be using the information gathered from the Priorities Poll which was sent to staff via the EA Newsletter. She added that there are currently 470 responses and a new question was added to the poll about how well staff think the EA has represented them. She urged the EA members to promote and share the Priorities Poll with their constituencies.
 - iii. K. Tannenbaum asked if there might be December options for the retreat as well.
 - iv. E. Miller stated that she felt that some member may need a break and that early January might work better.
 - v. H. Depew concurred that early January is a possibility and that a Doodle Poll would assist in determining everyone's availability.
- c. University Assembly Codes and Judicial Committee Update
- i. B. Fortenberry, newly elected Chair of the University Codes and Judicial Committee, provided a brief update on the work and efforts of the University Codes and Judicial Committee. He commended J. Michael for her work on the committee and her support.
 - ii. He stated that there was a deadline of November 17 to provide feedback from the public to University Counsel on the current code revisions for Fall 2020. He added that there was a public forum held and there was a lot of feedback provided (approximately 90 comments submitted and 50 questions during the public forum).
 - iii. He mentioned that the suggestions included restorative justice, student involvement in the hiring process for the Judicial Administrator, and how the complainant and respondent codes counselors are reviewed and their roles in the codes and judicial process.

- iv. He further mentioned that the feedback was provided to the University Counsel's office by the deadline and they will be taking the feedback into consideration in revising the code and presenting it back to the University Assembly Codes and Judicial Committee for review. It is his understanding that the code will be moving from a clear cut one copy to a new version due to the changes that are currently proposed.
- v. J. Withers commended B. Fortenberry on his work facilitating the public forum on the code revisions.
- vi. L. Taylor also acknowledged the work and effort that has been put into the Codes and Judicial Committee and congratulated B. Fortenberry on a job well done.
- vii. E. Miller asked about the attendance during the forum. B. Fortenberry responded that he felt at the high point, he saw about 60 attendees. He went on to add that some individuals are very involved in the process, yet others have no clue about it or understanding about the process.

V. Committee Reports

- a. Executive Committee (K. LoParco) – met on November 13 and discussed the staff forum, the wellness series, and an education staff forum; additionally, there was discussion about the EA Priorities Poll and the request for a letter of support from the EA for naming a building in the North Campus Residential Expansion project. There was other conversation about restructuring of committees and review of the bylaws as there isn't much in the Charter or Bylaws that indicates that each Assembly member has to be on more than one committee. Lastly, it was brought up that some Assembly members haven't been receiving communication or missing meetings so that was the purpose for the roll call for attendance this afternoon.
- b. Communications and Awards Committee (E. Miller) – met last week with an upcoming meeting before Thanksgiving. The EA Voice newsletter was published on Monday, November 16 and the committee is preparing for the December newsletter. They are also assisting the executive committee with communications for the staff forum and other events moving forward. In their upcoming meeting, there will be a discussion about the George Peter award with a plan to move forward on that as there wasn't an award presented last year for either this award or the Opperman Award.
 - i. J. Creque asked about the letter of support for the naming of a building and whether she would be sending it or if the EA would like to review and provide edits before it gets sent.
 - ii. E. Miller indicated that she was under the impression that J. Creque would handle the letter.
 - iii. K. LoParco stated that if the letter is being sent on behalf of the EA, the entire EA should have an opportunity to review and approve it before it is submitted.
 - iv. J. Creque informed the Assembly that the Faculty Senate had a timeframe and inquired about what sort of timeline might be for review.
 - v. H. Depew informed the Assembly that she has been in contact with the Office of the Assemblies regarding the process or if there is a template that can be used. She further indicated that the review by Assembly members could be done online in order for them to provide feedback.
 - vi. J. Creque stated that she has been charged with getting it done and it would be helpful to have review and edits completed by Tuesday, November 24 so the letter can be submitted to the Faculty Senate.

- c. Education Committee (L. Taylor) – meeting on Friday, November 20 at 1:00 PM. There is still a need to find a replacement for the Education Committee Chair. Work has been done with the Communications Committee regarding an article about education in the December newsletter.
 - i. H. Depew mentioned that if anyone would like to step into the role of Chair of the Education to please let her or L. Taylor know.
- d. Welfare Committee (K. Mahoney) – met on Wednesday, November 18 just before the EA meeting. Discussed the planning for the Winter Wind Down panel discussion as well as opportunities to support international students as well as the student body in general in Fall 2 which is post Thanksgiving. They spoke with Reba McCutcheon, advisor for Cornell Minds Matter and EARS, and Brandon Lanners from the Office of Global Learning regarding their initiatives to offer some opportunities for connection between a few programs. The Welfare Committee will be working with the Communications Committee in the coming weeks with some interesting opportunities for staff and students. Mention of the Big Red Writes initiative as well as the Safe Zone initiative and conversation around reviewing the Belonging at Cornell survey data with the LGBTQ+ community in mind.
 - i. E. Miller inquired about the staff and employee relationship with international student support.
 - ii. K. Mahoney provided examples from Brandon Lanners such as a Thanksgiving dinner and a conversations group that takes international students focused by time zone and partners them in small groups facilitated by staff. She added that these opportunities include not just the international students, but the general student body and it allows for staff to become engaged. She also mentioned the Big Red Writes initiative and Cornell Minds Matter is launching an initiative around quarantine stories to participate in a dialogue with students in quarantine.
- e. Benefits and Policy Committee (B. Goodell) – meeting on November 24. Presentation with Linda Croll-Howell and continuation of the discussion on release time for committees.
 - i. H. Depew added that Linda Croll-Howell does a lot of work with data and heads up the Belonging at Cornell survey so she may be able to provide some interesting data.
 - ii. E. Miller inquired about the Belonging at Cornell newsletter that was mentioned by Mary Opperman at the last EA meeting and if there was more information as she hadn't received it.
 - iii. A. Miller provided input that the best person to contact regarding the Belonging at Cornell newsletter would be Anthony Sis as they would have more information.
- f. Elections Committee (N. Siadat) – met on November 10 with the next meeting to be sometime in mid December. Discussed a list of items that was provided by J. Withers, former Elections Committee Chair. There was discussion regarding the merit of signature requirements for future elections given the hybrid model of work – remote vs. on campus – that staff are currently working under. There are some other topics that need to be discussed with the Office of the Assemblies with respect to electronic voting signature and registration and the timeline for spring elections to start scheduling. There have been suggestions about including additional candidate forums and work with Angela Winfield about engaging the CMGs in getting the word out about the upcoming elections.

VI. New Business

- a. Open Discussion
 - i. R. Lochner stated that a constituent reached out regarding Cornell's quarantine policy in relation to New York State's quarantine policy. He stated that New York Stat has moved

to a four day quarantine policy as long as you get a test done; however, Cornell hasn't mentioned that they are going to follow that guidance and are sticking with the two week quarantine policy for out of state travel. He asked if there are similar concerns throughout the other constituencies.

- ii. L. Taylor stated that she was under the impression that Cornell was going to be following the New York State guidelines based on the recent message from the Provost. She added that Cornell's testing policy is a little more robust than what New York State is requiring.
- iii. B. Fortenberry informed the EA that the student move in process for next semester will involve the students being asked to test three days prior to coming to New York State, test when they arrive on campus or in Ithaca, then a test four days after arrival. He added that the policy has not been updated to implement New York State's most recent adjustments. He felt that it may be more of a challenge for staff to monitor that and it is more cut and dry for staff to follow the 14 days of quarantine after traveling out of state.
- iv. K. Supron provided the link to the new student policy from the Cornell COVID website and check-in.
- v. H. Depew informed the Assembly members of an email that he received from Chief David Honan of the Cornell University Police Department regarding the Student Assembly working on a resolution to disarm the Cornell University Police Department and dissolve ties with the Ithaca Police Department. She added that Chief Honan is willing to meet with the EA to answer any questions or how they deliver their services to staff.
- vi. K. LoParco stated this would be a great idea to have Chief Honan come talk with the Employee Assembly and she was stunned that the Student Assembly is asking this of the university.
- vii. B. Fortenberry mentioned that a Student Assembly representative brought this topic up during an University Assembly meeting and that it is an interesting topic. He stated that it would be importation to be aware of and asked those that are able to attend the Student Assembly meeting to hear their perspective and the resolution they are putting forth. He felt it is a challenging topic and there are repercussions and concerns overall from both sides of the argument.
- viii. A. Haenlin-Mott stated that she is on the newly reinstated Public Safety Advisory Committee that Executive Vice President Joanne DeStefano is leading. She stated that CUPD are talking about initiative that they are undertaking and that Do Better Cornell is represented on the committee. She felt this would be timely as they are in the thick of things and it would be a good discussion.
- ix. B. Goodell agreed this would be a good idea to have CUPD come to talk with the Employee Assembly.
- x. K. Supron informed the Assembly that the combined Tompkins County and City of Ithaca Reimagining Public Safety Task Force has held three public information sessions with another two being held on Friday, November 20 and Friday, November 27. She felt this would be beneficial given that 76% of Cornell employees live in Tompkins County and they would appreciate student, faculty and staff feedback in the process.
- xi. H. Depew stated that she will invite Chief Honan to come to the next EA meeting to discuss new initiatives and community outreach.
- xii. K. LoParco asked if they can discuss the task force that K. Supron referenced.
- xiii. B. Goodell mentioned it would be helpful to see what the Assembly can offer in support.

- xiv. M. LoParco mentioned the two vacancies in membership, one of which is an ex-officio member of the Student Assembly Liaison to the EA.
- xv. H. Depew asked G. Giambattista from the Office of the Assemblies regarding the process of getting that appointment filled.
- xvi. G. Giambattista stated that they should work with the Student Assembly Executive Committee, specifically the Vice President for Internal Operations.
- xvii. E. Miller asked if that individual is a member of the Employee Assembly or the greater staff community.
- xviii. G. Giambattista replied that she would refer to the governing documents but that it seems like it would be someone from the assembly.
- xix. B. Fortenberry mentioned that TCAT is hosting a series of forum regarding use of TCAT and there is a forum the evening of Wednesday, November 18.
- xx. E. Miller mentioned the idea that was brought up last term by B. Fortenberry and K. Barth regarding Employee Assembly office hours and meeting in dining hours around campus with open hours for staff to chat with members of the Assembly. Given the pandemic, that isn't possible; however, she mentioned the possibility of virtual office hours with the suggestion of an hour a week that different Assembly members would be available to meet with staff. This would give the members of the Assembly an opportunity to have another connection with their constituents. She inquired about any feedback or suggestions for this idea and how to go about getting it initiated.
- xxi. B. Fortenberry agreed that this was a great idea to try to create an environment where employees could go and have a chat with an Assembly member or ask questions. He mentioned that it would allow for Assembly members to be more accessible and if even one person showed it, there would be great value.
- xxii. H. Depew asked Assembly member to forward any feedback or suggestions for this idea to E. Miller.

VII. Adjournment

- a. Chair Depew adjourned the meeting at 1:22 PM.

Respectfully Submitted,
Wendy Treat
Senior Coordinator, Office of the Assemblies



Cornell University Employee Assembly

Cornell Employee Assembly
Minutes of the December 2, 2020 Meeting
12:15-1:30 PM
Zoom

I. Call to Order

- a. Chair H. Depew called the meeting to order at 12:16pm.

II. Roll Call

- a. *Members Present:* S. Barry, J. Cannella, M. Cherry, J. Creque, H. Depew, J. Duong, B. Fortenberry, B. Goodell, A. Haenlin-Mott, R. Lochner, K. LoParco, K. Mahoney, V. McAuley, J. Michael, A. Miller, E. Miller, M. Newhart, M. Podolec, N. Siadat, K. Supron, K. Tannenbaum, L. Taylor, J. Withers, L. Zacharias
- b. *Members Absent:* B. Fisher, D. Howell, E. Ivory, J. Townley, K. Wilcox
- c. *Special Guests:* Laura Rugless (Associate Vice President for the Office of Institutional Equity and Title IX Coordinator); Chief David Honan, Deputy Chief Jeffery Montesano, Deputy Chief Anthony Bellamy (Cornell University Police Department)

III. Business of the Day

- a. Interim Policy 6.4 Title IX presentation (Laura Rugless and J. Canella)
 - i. L. Rugless thanked the Assembly for inviting her and presented on the changes to Policy 6.4 ([presentation](#) available on meeting details page on Office of the Assemblies website).
 - ii. With regard to the Policy 6.4 Stakeholder Review Group, there are representatives from each assembly, as well as Cornell Tech and Weill Cornell, included in the review group.
 - iii. J. Canella asked if there was a representative from the Geneva AgriTech campus. L. Rugless responded that there currently is not a representative from Geneva.
 - iv. L. Rugless indicated that the main discussion items for the review group include:
 1. Policy – Evidentiary Standard and Designated Reporters
 2. Procedures – Alternate Resolution and Hearing Panel Process
 - v. B. Fortenberry stated that he is the Chair of the Codes and Judicial Committee and inquired about the thought process behind the decision for the evidentiary standard.
 - vi. L. Rugless replied that preponderance is a standard that is used in all equity cases and in civil litigation.
 - vii. H. Depew thanked L. Rugless for her presentation and commented that any questions be sent to the Title IX office.
 - viii. J. Canella stated that questions could be submitted to titleix@cornell.edu and that the submission deadline is December 8, 2020.
- b. Cornell University Police Department Chief Honan
 - i. D. Honan thanked the Assembly for inviting him and his colleagues to the meeting and presented on the mission of Cornell University Police Department and the services and resources it provides ([presentation](#) available on meeting details page on Office of the Assemblies website).
 - ii. J. Cannella inquired about information and analysis of incidents in determining bias.
 - iii. D. Honan responded that officers are mandated to indicate the race of the person with whom they have an adverse action against. Those totals are then compared against the

demographics of the university to identify any trends. He stated that one noticeable trend was that officers hadn't been completing that information as much as they should have, so it left for some unknowns. This allows for reinforcement of that mandate with the officers and better training for the whole department.

- iv. J. Cannella added that having information about LGBTQ+ individuals being involved in incidents, either as perpetrators or victims, would be helpful and encouraged CUPD to look into that if possible.
 - v. D. Honan indicated that he would be interested in speaking offline with J. Cannella regarding that topic.
 - vi. J. Duong stated that he had three questions. He inquired about how an officer determines an individual's race or ethnicity and if that is something the officer does on the scene or something they ask. Secondly, he inquired about the internal affairs report and whether it is possible to have an investigation with no corrective action. Lastly, he asked if there is any data that reflects what percentage of calls that CUPD received require an armed officer versus those that could be handled by an alternative method.
 - vii. D. Honan replied that officer observation is used in determining race or ethnicity. He added that if CUPD sustains a complaint, there is corrective action of at least counseling so he will see why that is not accurately reflected in the report. Lastly, he responded that there are a lot of things that are handled by CUPD because they are on campus 24/7 365 days a year. He would prefer that some of those things be handled by other staff if they wanted to handle it. He also added that an officer can't always predict what the call is and the weapons they carry are defensive and are there in order to protect the office and other parties.
 - viii. E. Miller wanted to know how many officers are on duty at any given time and what is the coverage area outside of the direct Cornell Campus.
 - ix. D. Honan stated that every shift can vary depending on staffing fluctuations. He indicated that there are four different beats on campus based upon analysis of call volume and density; however, there is a minimum of at least three officers and a sergeant on each shift. He added that Wednesdays are training days, and all staff are working. With regard to the coverage area, he replied that CUPD patrols Cornell owned or controlled property and has jurisdiction on any public highway adjacent or joining the property.
 - x. A. Haenlin-Mott stated that she's a new member of the Public Safety Advisory Committee and appreciated the information and knowledge provided by D. Honan.
 - xi. E. Miller stated, in her role as Vice Chair of Communication for the Employee Assembly, that if there is any way the Assembly can help CUPD engage with staff or employees to let them know.
- c. Postmortem discussion of December Staff Health Forum
- i. H. Depew informed the Assembly that there were 662 unique views and that six pre-submitted questions, along with 19 live questions, were answered during the webinar. She then opened up the floor to Assembly members for suggestions and feedback.
 - ii. K. LoParco stated that she had heard from colleagues that the seminar was well received and appreciated the time from Dr. Jones and Clark to answer questions.
 - iii. B. Goodell commented that the seminar was informative; however, he had a constituent who asked about getting his question answered as it wasn't during the webinar.
 - iv. H. Depew indicated that the recording and transcripts are available for viewing. With regard to unanswered questions, she informed the Assembly that she had a discussion

- with Mary Opperman and that there is a lack of time available to go through all of the questions that were left unanswered to provide replies.
- v. K. LoParco stated that as the questions are coming in live, she does try to combine questions that address the same topic or concern.
 - vi. B. Fortenberry offered that it may help to find a way in which to get more questions answered if possible, yet recognized the short window of time, and that there is an opportunity to expand on transparency and openness.
 - vii. E. Miller echoed the comments of K. LoParco and B. Fortenberry and agreed that there has to be some filtering of questions behind the scenes as it is not possible to answer every question submitted. She added that the questions will be posted on the website and suggested that committee chairs take a look at them and determine if there is something they can focus on to get a response back to the staff and employee constituents.
 - viii. B. Goodell suggested that there may be an opening statement that all the questions cannot be answered and suggested posting an email for individuals to send questions for them to be answered after the event.
 - ix. K. LoParco stated that a transcript of the forum would be available and agreed with E. Miller's suggestion of having the committee chairs review the transcript and see if there were any questions that may have been asked but not answered that they would like to focus on.
- d. Wellness Forum December 14 – Wind Down to Winter Break
- i. H. Depew informed the Assembly that the upcoming wellness forum is not a traditional staff forum. Instead, it will be more of a panel discussion with individuals from Cornell Wellness and the Faculty and Staff Assistance Program. Topics to be discussed will include suggestions for mental health wellness during the winter break, as well as nutritional tips and ideas. She asked Assembly members to publicize the events through their networks and constituents.
 - ii. E. Miller added that there are resources available to publicize the event, including flyers, posters and website links, along with a page on the Assemblies website.
 - iii. J. Cannella asked for guidance on whether it is appropriate to include EA events and information in his email signature.
 - iv. K. Mahoney stated that she does include EA links and information in her emails.
- e. Vote on David Hiner to be UA Rep (Jonathan Froehlich who stepped down)
- i. H. Depew stated that the University Assembly currently has a vacancy for the Employee Representative seat. She read a brief statement from David Hiner, a prospective candidate for this seat.
 - ii. Motion to vote on D. Hiner as the UA – Employee Representative was **approved** by a vote of 21-0-0.
 - iii. H. Depew stated that she will inform Logan Kenney, Chair of the University Assembly, and D. Hiner of this approved appointment.

IV. Committee Reports

- a. Executive Committee (K. LoParco) – discussion regarding the end date for the Priorities poll, agenda for this particular meeting, and committee vacancies. She announced that J. Withers has volunteered to be the new Chair of the Education Committee and that J. Duong will be reaching out to the Vice President of Internal Operations for the Student Assembly for their appointment of liaison to the Employee Assembly. The end date for the Priorities Poll will be Friday, December 4 and to notify constituents as there are currently 668 submissions out of 7,485 staff members.

- i. H. Depew added that as of this morning, there are 721 responses, yet she would like to see more engagement from staff.
 - ii. K. Tannenbaum asked if there was going to be an official reminder sent by the Employee Assembly with the link so it can be shared more broadly.
 - iii. E. Miller stated that the EA is only allowed to send one email communication per month and the Voice newsletter takes utilized that allowance. In addition, they are allowed one promotional email for specific events. She added that events are publicized on social media (Facebook and LinkedIn).
 - iv. K. Supron asked for the new deadline of the priorities poll. H. Depew stated that the deadline is now Friday, December 4, 2020.
- b. Communications and Awards Committee (E. Miller) – Discussion regarding the George Peter Award with the intent to have it rolled out soon in order to have a winner for the award in the coming year. She added that there will be communication with the Office of the Assemblies to revamp that page on the Assemblies website. There will be an EA Voice Newsletter being sent on December 14. Feedback was provided by Strategic Communications in University Relations and the major change is to focus the newsletter on specific EA focused events, news and updates.
- c. Motion to extend the meeting by 10 minutes was **approved**.
- d. Education Committee (L. Taylor/J. Withers) – met on November 20th and had discussion about different ideas for the committee. L. Taylor thanked J. Withers for stepping in to take on the role of Education Committee Chair.
- e. Welfare Committee (K. Mahoney) – J. Withers provided an update on behalf of K. Mahoney, who had to leave the meeting. Discussion regarding questions from constituents related to the results from the Belonging at Cornell survey, specifically ageism and mentorship. Update about the upcoming Wind Down to Winter Break discussion panel. Information provided to the committee that the University Assembly approved the resolution that thanked the students for following CIVID-19 protocol and procedures.
- i. B. Goodell added that there was discussion with Deborah from the Veterans CMG initiatives and that there are upcoming events happening with wellness and that emails and information will be forthcoming.
- f. Benefits and Policy Committee (B. Goodell) – met on November 24th with the intention of having Linda Croll Howell present; however, she had to postpone until she can get approval to share information with the committee. There was discussion related to attendance and participation in committees and time it takes to do so, and it was determined that a letter should be sent from Mary Opperman to supervisors and managers relating to this and that H. Depew is going to take the lead on that. There was also discussion about the Priorities Poll and ways to get it out to the community for participation. There was conversation about a resolution to thank the administration for the extra day off, no changes in the healthcare plan on the Endowed side and for Cornell resuming the retirement benefits and salaries.
- i. K. LoParco informed the Assembly that the draft resolution was in the Box folder and welcomed input. She added that the intent is to present it at the next Employee Assembly meeting.
 - ii. B. Goodell recognized E. Miller for bringing back the George Peter Award and that it's a great award for the community.
- g. Elections Committee (N. Siadat) – E. Miller provided an informal update as N. Siadat had to leave the meeting. She stated that they met and had a conversation about the role of the Elections Committee and the direction they would like to move in.

V. Adjournment

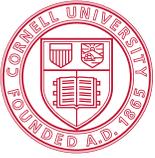
- a. Chair Depew adjourned the meeting at 1:39 PM.

Respectfully Submitted,

Wendy Treat

Senior Coordinator, Office of the Assemblies

DRAFT



1 **EA R5: Thanking the Administration for their Continued**
2 **Support of Staff During COVID-19**

3 **Abstract:** In recognition of Cornell University Senior Leadership for their continued support of
4 staff during the COVID-19 pandemic

5 **Sponsored by:** Benefits & Policy Committee Members: Michelle LoParco, Mary Newhart, Kit
6 Tannenbaum

7 **Reviewed by:** Benefits & Policy Committee; December 15, 2020

8
9 **Whereas,** Senior Leadership worked diligently to balance the budget with minimal impact on
10 employees in an effort to minimize lay-offs and furloughs;

11
12 **Whereas,** Senior Leadership made the difficult but necessary decision to pause retirement
13 contributions for endowed employees and make salary reductions for contract college employees
14 starting in August, and;

15
16 **Whereas,** Senior Leadership promised that they would report the fiscal state of the budget back to
17 employees before the end of the calendar year, and;

18
19 **Whereas,** Senior Leadership held a town hall on November 17, 2020 and reported that after five
20 months of benefits and salary reductions, the University achieved sufficient savings, along with other
21 actions, that they felt reasonably confident of a balanced budget for the fiscal year, and;

22
23 **Whereas,** Senior Leadership stated that starting on January 1, they are reinstating the full retirement
24 benefits for endowed employees and full salaries for contract college employees, and;

25
26 **Whereas,** Senior Leadership granted employees an extra day off on December 24th to thank staff for
27 their efforts during this challenging year, and;

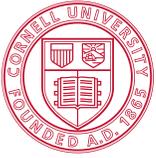
28
29 **Whereas,** Senior Leadership has kept 2021 endowed employee health insurance contributions at
30 their 2020 levels.

31
32 **Be it therefore resolved,** that the Benefits & Policy Committee along with the Employee Assembly
33 formally thank our Senior Leadership with this resolution.

34
35 **Adopted by Vote of the Assembly (X-X-X), {Date},**

36
37 **Respectfully Submitted,**

38 Karen Michelle LoParco, Executive Vice Chair and Graduate, Johnson and Law School
39 Representative



Cornell University
Employee Assembly

40 Kit Tannenbaum, Non-Exempt Employee Representative At-Large