

Cornell University Employee Assembly

AGENDA **Employee Assembly Meeting** **June 19, 2019** **12:15 -1:30pm** **WSH Art Gallery**

“An Active Voice for Cornell Staff”

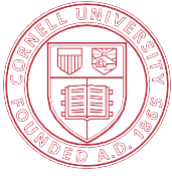
We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or assembly@cornell.edu.

- I. Call to Order & Roll Call -12:15pm
- II. Approval of Minutes
- III. Business of the Day (40 Minutes):
 - a. Remarks from the Chair
 - b. Resolution 2: Committee Consolidation
 - c. Approval of FY20 Budget
 - d. Approval of Full 2019-2020 Term Schedule
- IV. Committee Reports (25 minutes)
 - a. Communications and Awards Committee
 - b. Education Committee
 - c. Welfare Committee
 - d. Transportation Committee
 - e. Benefits and Policy Committee
 - f. Executive Committee
 - g. Elections Committee
- V. New Business (10 Minutes)
 - a. Open Discussion:
- VI. Adjournment – 1:30pm

Note:

Prior to the Wednesday June 19 meeting please review the meeting materials here for discussion:
<https://cornell.app.box.com/folder/79405060895>

You may join via Zoom. Here is the link: Join URL: <https://cornell.zoom.us/j/258604492>



Cornell University Employee Assembly

Cornell Employee Assembly
Minutes of the May 15th, 2019 Meeting
12:15-1:30 PM
401 Physical Sciences Building

I. Call to Order & Roll Call

- a. C. Wiggers called the order to meeting at 12:15pm.
- b. *Members Present:* M. Benda, T. Chams, H. Depew, A. Haenlin-Mott, A. Howell, L. Johnson-Kelly, C. Sanzone, P. Thompson, C. Wiggers, D. Hiner, K. LoParco, K. Supron, K. Barth, A. Hourigan, A. Brooks, T. Grove, K. Mahoney, E. Miller, B. Roebal, B. Goodell, J. Sager H. Sheldon, P. Andersen,
- c. *Members Absent:* N. Doolittle, J. Kruser. C. Dawson, K. Fitch, A. Sieverding

II. Approval of Minutes

Motion to approve the minutes of the EA meeting of May 1st, 2019 – **approved** with no dissent.

III. Business of the Day

a. Voting on the Consolidated Committee Structure

- C. Wiggers started the discussion on the consolidated committee structure and invited EA committee chairs for an open discussion regarding the same.
- C. Sanzone advocated for keeping the consolidated committee structure because it is more efficient, especially for Communication and Awards Committee.
- T. Chams added that it was beneficial to merge Benefits and Policy Committee as they deal with same domain. Moreover, T. Chams stated that he would like to see more engagement.
- K. Barth seconded C. Sanzone's opinion and added that more people mean more hands and it would be more efficient mode of communication.
- C. Wiggers moved forward to take a hand vote in the favor of consolidation and the consolidation committee structure was approved by 18-0-0 votes.

b. Cassandra Pierre Joseph: Cornell Networking Groups

- Cassandra Pierre Joseph introduced herself as the Director of Diversity Engagement & Career/Life at Cornell University.
- Cassandra Pierre Joseph stated that Diversity Engagement & Career/Life at Cornell University is a group of Disability Colleague Network group, LGBTQ Colleague Network group, Men of Color Colleague Network group, Veterans Colleague Network group, Women of Color Colleague Network group and Young Professional Colleague Network group.

- Cornell's Colleague Network groups video which was presented at the EA Assembly meeting by Cassandre Pierre Joseph can be accessed via the link given below:
<http://news.cornell.edu/stories/2014/05/colleague-network-groups-make-connections>
- Cassandre Pierre Joseph's presentation slides can be accessed via the link given below:
<https://cornell.box.com/s/4cjqxo5fs5qle3wbud6ro8lmyrnrf51r>
- C. Wiggers thanked Cassandre Pierre Joseph for her efforts with regard to Cornell Networking groups.
- Cassandre Pierre Joseph thanked the EA Assembly for giving her an opportunity to speak in the EA Assembly meeting.

→ Announcement: C. Wiggers thanked T. Grove for serving the Employee Assembly for last 10 years and wished her all the best for future endeavors.

c. Data Request Template

- H. Depew stated that a Data Request Template has been posted in the Cornell University with the edits which were discussed in the last EA meeting.
- H. Depew stated that a section has been added in the charted with a remark of "3B" which would address the concern of data not being responded beyond the due date or if the member has not able to respond.
- H. Depew also stated that section "3A" by the majority of EA votes would take into account the information request from the unit.
- H. Depew added that the template and the references to the EA charter have been uploaded to the Cornell University Box.
- C. Wiggers asked the Employee Assembly members regarding questions and concerns related to the Data Request Template.
- C. Wiggers stated that since there are no concerns, the Assembly shall move ahead with this template for clear communication for data and information within the Assembly.

IV. Committee Reports

a. Communications and Awards Committee (5 Minutes)

- i. C. Sanzone talked about some quick updates on upcoming events and stated that the procurement will not be doing the supplier show.
- ii. C. Sanzone informed the Assembly that the Summer Red Day was coming up on July 16th and this would be a great networking event.
- iii. C. Sanzone stated that the Staff development day is coming up in early August that would be requiring some sponsorships.
- iv. Sanzone stated about the Staff Graduation Event which is on the 20th and to that, C. Wiggers added that T. Grove is also participating as a Graduate.
- v. C. Wiggers thanked C. Sanzone for all the updates.

b. Welfare Committee (5 Minutes)

- i. A. Haenlin-Mott reported that the Welfare Committee did not have any updates.
- ii. H. Depew stated updates regarding Title IX training and the use of online training services.
- iii. H. Depew stated that the training should be mandatory for Graduate students, faculty and staff members
- iv. H. Depew added that providing new media was another discussion which included podcasts and they are constantly working on new ideas like CITE (Cornell Interactive Theatre Ensemble).

c. Transportation Committee (5 Minutes)

- i. K. Mahoney stated that the Committee is going to meet next week for the last meeting of the term.

d. Benefits and Policy Committee (5 Minutes)

- i. T. Chams thanked the Assembly members for the votes regarding Policy 6.9.
- ii. T. Chams added that there were 21 votes in total which included 1 vote for option 1, 8 votes for option 2 and 12 votes for option 3 and option 3 (slowest access to vacation) is in the lead. The recommendations have been passed on to the HR.
- iii. T. Chams described the concerns regarding connectedness to the campus and how employees feel regarding feeling connected to the campus.

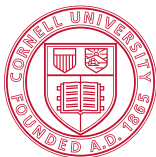
e. Executive Committee (5 Minutes)

- i. H. Depew thanked C. Wiggers and P. Thompson for their contribution to the Employee Assembly.

d. Adjournment

- C. Wiggers adjourned the meeting at 1:31 pm

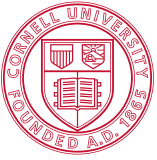
Respectfully Submitted,
Bhagyashri Modi
Clerk of the Assembly



Cornell University Employee Assembly

Cornell Employee Assembly Minutes of the January 16 2019 Meeting 12:15 PM – 1:30 PM 401 Physical Sciences Building

- I. Call to Order
 - a. C.Wiggers called the meeting to order at 12:15
 - b. *Members Present: A. Brooks, A. Hanlin-Mott, A. Hourigan, A. Sieverding, B. Roebal, C. Dawson, C. Sanzone, C. Wiggers, D. Hiner, E. Miller, H. Depew, H. Sheldon, J. Sager, K. Barth, LoParco, K. Supron, K. Maboney, L. Johnson-Kelly, M. Benda, N. Doolittle, T. Chams, T. Grove*
 - c. *Members Absent: A. Howell, J. Kruser, K. Fitch, P. Andersen, P. Thompson*
 - d. *Also Present:*
- II. Approval of Minutes
 - a. Minutes were not upload for the previous meeting so there was a motion to table the approval of minutes until the next meeting. **Tabled**
- III. Business of the Day (35 Minutes):
 - a. Diane Bradac: Work/Life Consultation Services (20 Minutes)
 - i. C. Wiggers introduced D. Bradac to the Employee Assembly (henceforth EA).
 - ii. D. Bradac went over the handouts and introduced herself to the Assembly and thanked them for inviting her.
 - iii. D. Bradac first described the term “well-being” and then went on explain the Well Being Model was developed by M. Opperman as part of the overall plan to help people feel connected.
 - iv. D. Bradac described a handout with a wheel in more details. She informed the EA that help is available and described the physical locations of where the Work/Life Consultants may be found. She gave a brief summary of all the services that the Office offers. Some of those services are in regards to parenting, flexible work arrangement, financial stress, and transitioning to retirement.
 - v. She reminded the EA that the Work/Life Consultation Services are part of the Human Resources (Henceforth HR) Department located in East Hill Plaza. She also said that their services are not only available in-person, but also online, over email or telephone. She also said workshops are available remotely.
 - vi. D. Bradac described her role as a consultant to help individuals obtain the services that they need. She continued to describe the relationships with other Cornell Departments like Cornell Wellness and the Benefits Office.
 - vii. D. Bradac asked if the EA had any questions.
 - viii. L. Johnson-Kelly stated that one of the handouts does not highlight New York Paid Family Leave which she feels is an important resource.
 1. D. Bradac stated that a brochure is being created to focus on Paid Family Leave.



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- ix. H. Sheldon said that the Cancer Resource Center is another resource that people may use. He also asked if there were any challenges working with Departmental HR due to the differences between Cornell HR and Department HR.
 - 1. D. Bradac agreed that the Cancer Resource Center is another important resource. D. Bradac said that they have not been facing too many challenges.
- x. K. Barth thanked D. Bradac for attending the meeting and asked D. Bradac how the department measures success.
- xi. She responded and said that two people focus on data and analytics. They focus on how the information is being accessed and they closely examine employee surveys to make sure they are responding to employees. She reiterated that there is still much work to be done but that it is a collective effort with M. Opperman and the administration.
- xii. C. Wiggers thanked D. Bradac for coming to the meeting and asked her to let the EA know if there is any way that they can collaborate in the future.
- b. T. Chams: Time Off Policy (15 Minutes)
 - i. T. Chams said that this is a personal time off study. He first examined Cornell Policy 6.9 that relates to time off. His initial purpose was to see how on par Cornell was with other peer institutions.
 - ii. He said he wanted to look at time off that employees used for recreational activities. He also looked at that time off for all Ivy League University and Regional Universities.
 - iii. A. Seiverding asked for clarification on the differences between exempt and non-exempt.
 - iv. T. Chams said he did not look at non-exempt employees because he could not tell if non-exempt and exempt employees were comparable due to different workday hours. He said that he did not want to undermine non-exempt employees but rather to make the study as simple as possible. He added that Cornell exempt and non-exempt accrual rates are the same.
 - v. T. Chams described the different graphs such as Vacation Only and Vacation Only + Holidays that he included in the presentation. In comparison to other peer institutions he noted that Cornell still falls behind.
 - vi. T. Grove asked what is Cornell's justification for the rapid succession of step ups between year ten and fifteen.
 - vii. T. Chams replied that he did not know why Cornell was waiting for the increase between ten and fifteen years, he said that he will ask Human Resources. He reported that M. Opperman's team said that the current offerings are generous because it includes health and personal leave, which may be used when an individual is not ill.
 - viii. G. Giambattista asked if T. Chams felt that Cornell's policies were not enough for what he would like or if he felt that Cornell employees should receive more because other people at other universities were receiving more.



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- ix. T. Chams explained that increased benefits might help Cornell recruit and retain employees especially when regional peer institutions offer more time off than Cornell.
- x. T. Grove said that she believes peoples' decisions to stay or leave Cornell relate more to their sense of belonging and networking rather than the amount of time off that they are offered. Regionally, she suggested that they look at salaries at Cornell versus other regional institutions. She suggested looking at Pay Band Information at other institutions to learn more about salaries.
- xi. A. Sieverding asked if T. Chams was including the week off between Christmas and New Year's.
- xii. T. Chams clarified that all holidays, including, but not limited to Christmas and New Year's were included.
- xiii. C. Dawson said that personal and sick days were a huge benefit and he felt that they should not be minimized.
- xiv. T. Chams agreed that personal and sick days were not insignificant, but that many people are not used to the idea of personal days so HR would like to know how to ensure that more people are taking advantage of personal days.
- xv. E. Miller suggested an increase in accruals every two years because staying for two years shows a commitment to the university.
- xvi. H. Sheldon stated that one problem with having sick time is that employees are incentivized not to use it due to saving on insurance premiums.
- xvii. K. Mahoney cautioned the EA for asking for more due to the potential difficulty of the conversation. She said she was interested in having a conversation about how to use the time in a different way such as a sabbatical or a being able to take a month off to spend time with a child.
- xviii. K. LoParco had a question about the comparable caps that an individual can bank in regards to time off. She also asked what the rules were for new hires to use.
- xix. T. Chams reported that the cap is forty days. T. Chams said the rule is for employees wait one year before using their days off. He also that that policy is on par with other institutions.
- xx. C. Wiggers thanked T. Chams for all his hard work and the Committee's hard work.

IV. Committee Reports (25 minutes)

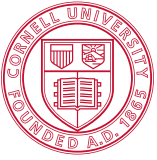
- a. Communications and Awards Committee
 - i. C. Sanzone said she needed to add the spring meetings onto the calendar. She asked if EA members would appreciate having events added to the calendar as a reminder. She also said they will continue with their plan to review the awards ceremony this semester.
- b. Education Committee
 - i. A. Hourigan reported that there will be a meeting on Monday, January 28th. She asked for feedback in regards to the Education Committee's connectedness to Cornell Walks, Urban Legends or Campus Facts. She



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wanted to know if any EA members felt that it was appropriate or inappropriate for the Education Committee to become involved. C. Wiggers felt that it was appropriate.

- c. Welfare Committee
 - i. A. Haenlin-Mott reported that they are looking to reschedule their next meeting. She said the next step would be continuing the conversation with the Title IX Office.
- d. Transportation Committee
 - i. K. Mahoney reported that they had a good meeting on Monday. B. Brady and R. Huegerich presented on several topics such as the Transportation Safety Council. There is also a review of reducing the speed limit on campus to 25 mph, examining cross walks on campus and stop lights on campus. In the wake of the Big Red Bullet crash, The Campus to Campus Bus is being reviewed to make sure students and parents understand the differences in the bus services.
 - ii. K. Mahoney asked for EA members to send them any questions in regards to the Parking Optimization Study presentation.
 - iii. The committee also said that they will be sending a note to EA members asking to continue the discussion that M. Opperman suggested at the Mid-year retreat.
- e. Benefits and Policy Committee
 - i. T. Chams reported that they will be meeting with M. Artibee and G. Barger from Benefits the next day between two and three in Ives Hall.
- f. Executive Committee
 - i. H. Depew reported that the next time they meet President Pollack will be in attendance. She asked EA members to send her any questions that they might have so that she may pass them along to the president. She also thanked EA members for their participation in the Mid-Year Retreat.
- g. Elections Committee
 - i. G. Giambattista reminded the EA that elections will be occurring in the spring. She clarified that a third of the EA, those whose positions will not be up for election will be on the Elections Committee.
 - ii. H. Sheldon said that P. Andersen share one seat and said that this coming year one of them will step down and there will be an election.
- V. New Business (15 Minutes)
 - a. Resolution 3 Update
 - i. C. Wiggers reported that the discussion will be postponed until the next meeting when P. Thompson is present.
 - b. Open Discussion –
 - i. G. Giambattista encouraged the EA to take advantage of President Pollack's visit in the next EA meeting. She reminded the EA that the President's Office needs at least two weeks to adequately respond to the questions that they may receive.

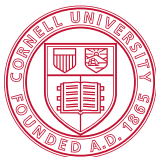


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- ii. P. Hampton brought up the point that EA members should really think about what they would like to say to President Pollack perhaps on behalf of their constituents.
- iii. C. Wiggers said that one of the challenges is sharing the amount of information that the EA has with President Pollack.
- iv. K. Supron said that one of the responses from the retreat was to encourage, managers, directors, and vice presidents to offer encouragement to their staff to become involved with the campus community.
- v. K. LoParco said that she did not know that questions had to be sent to President Pollack so far in advance.
- vi. C. Wiggers said that questions for President Pollack should be sent to H. Depew by Friday.
- vii. K. LoParco also asked if the meeting from the Fall with President Pollack was recorded.
- viii. P. Hampton responded and said that the OA has a full text transcript and can send that to her if she wishes.
- ix. K. LoParco said that she believed that G. Giambattista was suggesting that the EA might give a presentation to President Pollack to encourage discussion.
- x. C. Wiggers suggested doing committee reports while President Pollack is in attendance so that she has a chance to see what the EA is doing.
- xi. E. Miller and T. Chams both supported the idea of doing committee reports when President Pollack is in attendance.
- xii. K. LoParco suggested doing Committee Reports and questions when President Pollack is in attendance.
- xiii. H. Sheldon said that he believed that there should be a discussion about the Core Values when President Pollack is present.
- xiv. G. Giambattista said that she respectfully agreed with H. Sheldon and that it was appropriate to discuss the Core Values Statement when President Pollack was in attendance.

The meeting was adjourned at 1:30 pm

Respectfully Submitted,
Sara DeVault-Feldman
Assembly Coordinator



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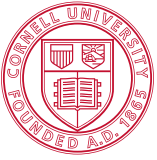
Cornell Employee Assembly

Minutes of the December 5, 2018 Meeting

12:15 PM – 1:30 PM

401, Physical Sciences Building

- I. Call to Order
 - a. C. Wiggers called the meeting to order at 12:15 pm
 - b. *Members Present:* Attendance not available
 - c. *Members Absent:*
 - d. *Also Present:* Mary Opperman, Reginald White
- II. Approval of Minutes
 - a. Motion to approve the minutes of the EA meeting of November 28, 2018 – approved with no dissent. **Approved**
- III. Business of the Day (55 Minutes):
 - a. Mary Opperman joined by Reginald White: Core Values Statement (45 Minutes)
 - i. C. Wiggers introduced M. Opperman and R. White
 - ii. M. Opperman introduced the background of the Core Values Statement. The creation of the Core Values Statements were a suggestion from the Campus Climate Committee created by President Pollack. M. Opperman said she will be meeting with all assemblies to discuss the Core Values Statement. Once all assemblies have been met with they will create a draft and post it online and open it to comments and suggestions from the campus community.
 - iii. D. Hiner asked if there is a previous version of the draft or if they are creating something new.
 - iv. M. Opperman responded and said that there are snippets of values in different places, but that there are no sets of core values that have endured. She said that their goal is to create an enduring set of values.
 - v. M. Opperman went through the PowerPoint on the Core Values Statement.
 1. She explained what Core Values are and what they are not in reference to the PowerPoint. She said that core values should not fluctuate when other things are fluctuating.
 2. She shared the value statements of the University of Texas at Austin, Harvard, Starbucks, and Southwest.
 - vi. K. Mahoney asked what M. Opperman's timeframe was for the draft.
 - vii. M. Opperman said the original goal was to have the first step done by the end of 2018. The new goal is to be done by the end of the next semester.



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- viii. A. Seiverding asked how, once finalized, the core values would become integrated into Cornell.
- ix. M. Opperman said that one way that might happen is to make sure everyone new to the campus receives them. She said the first step is to identify what the values are. She asked Employee Assembly (henceforth EA) members to think about words or short phrases that come to mind when they think of Cornell.
- x. EA members said words like: inclusiveness, excellence, unsinkable, flexible, educational, opportunity, adaptable, respect, transparent, accessible, collaborative, problem solving, groundbreaking, conscientious, pride, kind, humble, empowered, engagement, diversity, multi-generational. EA members said phrases like: "every person" (in regards to the Cornell motto) and knowledge with a public purpose.
- xi. A discussion of the terms between M. Opperman and EA members followed. M. Opperman explained that the ideas from all assemblies on the Cornell campus will be combined together to create the first draft of the Core Values Statement.
- xii. R. White read the terms and phrases that the EA suggested in the discussion.
- xiii. M. Opperman encouraged EA members to send her any other ideas should they think of them and thanked them for their time.
- xiv. H. Depew asked M. Opperman what core values she thought should be included.
- xv. M. Opperman said that she thought that it was a good list. She said she believed a commitment to excellence and a creating a compassionate community and acting with integrity are key.
- xvi. C. Wiggers thanked M. Opperman, and asked to hear committee reports.

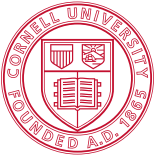
IV. Committee Reports (15 minutes)

- a. Communications and Awards Committee
 - i. N. Doolittle reported that the George Peter Award ceremony went very well. N. Doolittle gave a brief recount of the history of the event and said it went to A. Morris from EH&S.
- b. Education Committee
 - i. H. Depew reported that A. Hourigan sent an email saying no new updates but she is waiting for a response from the EDP Office for Stats and no other initiatives are being pursued at the moment.
- c. Welfare Committee
 - i. A. Haelin-Mott reported that the committee met once and the next meeting will be on Monday the tenth in the morning.



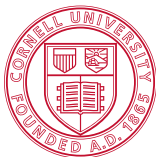
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- ii. A. Haelin-Mott thanked K. Supron for the minutes of the prior meeting and said she believed the next meeting is key for the review due to the timeframe of January. L. Croll Howell was invited to the meeting on Monday the tenth.
 - iii. A. Haenlin-Mott said that she, K. Supron, and H. Depew met with C. Cleary from Title IX to discuss how the Employee Assembly and Welfare Committee can collaborate and support initiatives within the Title IX realm. C. Cleary will be attending the EA meeting on February sixth. A. Haelin-Mott thanked everyone for submitting notes.
 - d. Transportation Committee
 - i. K. Mahoney said that B. Brady and R. Huegerich gave the committee a preview of the optimization study in their first meeting. The Transportation Committee has a meeting in two weeks on the seventeenth. They will be reviewing the poll information from last term to see if there are any issues that they were not previously aware of.
 - e. Benefits and Policy Committee
 - i. T. Chams said they have one more meeting to go. L. Jacoby joined them in a previous meeting to establish how to communicate with the Employee Assembly. L. Jacoby wanted to communicate changes in the vacation policy to the EA. He explained that two existing provisions will be removed from the policy. T. Chams also said that they would like feedback from the Employee Assembly. T. Chams said that he met with G. Barger last week to discuss how to bring ideas in. One idea is a benefit survey. T. Chams said P. Andersen brought up the issue for more education for retirees that are non-union.
 - f. Executive Committee
 - i. H. Depew said that there was nothing new to report.
 - g. Elections Committee
 - i. P. Thompson asked if applications were up and stated that they would wait until C. Sanzone was present on Zoom.
- V. New Business
 - a. H. Depew said that she would like to give M. Benda a chance to speak about the retreat planning.
 - i. M. Benda said that sixteen people responded saying that January 9th was the best date to have the retreat in Geneva. They asked for two volunteers to drive the vans, preferably volunteers that are registered as an approved driver.
 - ii. H. Sheldon volunteered to drive a van.
 - iii. A. Haenlin-Mott asked why the retreat was being held in Geneva.
 - iv. P. Thompson said that there is an open Employee Assembly spot for Geneva and there is a historical precedent to connect with the Geneva campus physically and they have not been up to Geneva in a few years.



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- v. A. Haenlin-Mott asked what would happen if there was inclement weather on the retreat day.
- vi. P. Thompson said that it is paired up with their mid-year retreat (which is in the winter) and that if there is inclement weather they will have a back-up plan.
- b. The next meeting was confirmed as January 16th.
- c. Resolution 3 was introduced to the assembly.
- d. P. Thompson said Resolution 3 is in regards to academic titleholders and giving support to the faculty senate as they proceed to be released from the EA and go over to the faculty senate. P. Thompson asked the EA to think about the 1,000 individuals that will be granted voting rights. The main idea of the resolution is: "formal endorsement by the Employee Assembly to declare its support with the formal recommendations from the Committee on Academic Titleholder Representation (Appendix) in shared governance at the university."
- e. P. Thompson read through specific parts of Resolution 3 to the EA
- f. K. Fitch asked what the benefits are.
- g. P. Thompson responded and said the RTE faculty and the postdoctoral associate community do not have the same representation on the campus as tenured or tenure track faculty. She asked the Employee Assembly to consider that.
- h. K. Fitch asked for clarification on the voting status of the RTE faculty and the postdoctoral associate community.
- i. P. Thompson responded and said that some colleges do allow for some level of voting within specific titles, but it is not consistent and clear. She also said that as a whole they are referred to as non-tenure or non-tenure track faculty.
- j. K. Fitch responded and said that the RTE faculty and the postdoctoral associate individuals could be part of the EA as a representative.
- k. P. Thompson said that the EA tried that but they felt that their work more closely aligns and mirrors the tenure and tenure-track faculty.
- l. K. Fitch stated that he was concerned that distinctions would still be made in the Faculty Senate.
- m. P. Thompson said that the Appendix of Resolution 3 works to eliminate that line.
- n. A. Haenlin-Mott shared a personal experience to describe the position of RTE Faculty.
- o. M. Battaglia shared his interactions with RTE Faculty and raised a question about the status of Postdocs in Resolution 3 and their status in the Faculty Senate.
- p. P. Thompson responded and said that there was less interest from Postdoctoral students to participate in this level of shared governance due to the transient nature

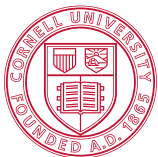


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of the appointment. She reiterated that RTE Faculty and Postdoctoral students are officially under the Employee Assembly

- q. A. Seiverding said the resolution made sense to her and asked what the Faculty Senate thought of Resolution 3.
- r. P. Thompson said the Faculty Senate is engaged and willing to talk with the Employee Assembly.
- s. L. Johnson-Kelly asked what the librarians' thoughts were about this change.
- t. P. Thompson said that they will allocate seats for librarians and has generally been seen as positive by them.
- u. H. Sheldon raised three questions/comments
 - i. How will graduate students working as Teaching Assistants (TAs) be addressed?
 - ii. Postdoctoral students should be included under the Faculty Senate.
 - iii. Will library staff now be subdivided from the librarians?
- v. P. Thompson said that TAs will continue to be represented by the GPSA because their primary role/ core position at Cornell is being a student. P. Thompson and L. Johnson-Kelly said that there are already differences between librarians and library staff. P. Thompson stated that they will not be changing existing distinctions only equivalent tenure track librarians and archivists will be affected.
- w. T. Chams asked for clarification on policy in regards to Academic and Bargaining unit staff.
- x. P. Thompson responded and said they will have their own policies said that she believed the focus should be on the 7,000 banded employees that need the support of the Employee Assembly.
- y. M. Battaglia suggested that the EA talk to the Graduate and Professional Students Assembly (henceforth GPSA) because they were under the impression that postdoctoral students would become represented by the GPSA.
- z. P. Thompson said that the GPSA assimilation of the group was taken off the table. M. Battaglia suggested that the GPSA be informed of the changes.
- aa. A. Seiverding asked for confirmation about who the EA represents.
- bb. P. Thompson said the definition of who the EA represents may change as the process continues.
- cc. There was a suggestion to change the word "post doc" to Postdoctoral associates.
- dd. K. Barth informed the EA that the Codes and Judicial Committee and the Campus Welfare Committee needs a representative.

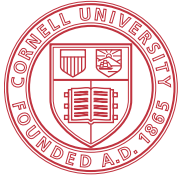
The meeting was adjourned at 1:30.



Cornell University
Employee Assembly

Respectfully Submitted,
Sara DeVault-Feldman
Assembly Coordinator

[illegible]



Cornell University
Employee Assembly

EXECUTIVE COMMITTEE

Adam Howell, Chair

Hei Hei Depew, Executive Vice Chair

Anthony McCabe, Vice Chair for Internal Operations & Finance

Carrie Sanzone, Vice Chair for Communications

Karen LoParco, Parliamentarian

Employee Assembly Meeting Schedule
2019-2020

Fall 2019 (11 meetings)

June 19, 2019

August 7, 2019

August 21, 2019

September 4, 2019

September 18, 2019

October 2, 2019

October 16, 2019

November 6, 2019

November 20, 2019

December 4, 2019

December 18, 2019

Spring 2020 (9 meetings)

January 15, 2020

February 5, 2020

February 19, 2020

March 4, 2020

March 18, 2020

April 1, 2020

April 15, 2020

May 6, 2020

May 20, 2020

Meetings are held in 401 Physical Sciences Building (unless otherwise noted)
on the first and third Wednesdays of each month from 12:15 – 1:30 p.m.

Last Revised 6/14/19

DRAFT

Meetings are held in 401 Physical Sciences Building (unless otherwise noted)
on the first and third Wednesdays of each month from 12:15 – 1:30 p.m.
Last Revised 6/14/19