



**Cornell University
Employee Assembly**

**EA R4: In Support of Cornell’s Removal of the Conviction Question
 (“Ban the Box”) from its Job Applications.**

ABSTRACT: This resolution urges Cornell University to remove the conviction question from its job applications.

1 Sponsored by: Shelly Cowles, Jeramy Kruser, Linda Robi Majani
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3 **Whereas,** Cornell University is the largest employer in Tompkins County and influences the labor
4 market through its application policies, and
5

6 **Whereas,** the City of Ithaca recently “Banned the Box” on its job applications in favor of a conditional
7 offer of employment approach, and
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9 **Whereas,** Cornell University should strive to be a fair chance employer, and
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11 **Whereas,** a petition urging Cornell to remove the conviction question received 125 signatures from
12 current students in less than a week, and
13

14 **Whereas,** Cornell University is already implementing a fair chance employment policy for its employees
15 in New York City to comply with city legislation requiring all private employers to refrain from
16 inquiring about criminal convictions until a conditional offer of employment is extended, and
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18 **Whereas,** 21 states and over 100 cities in the United States have adopted Ban-the-Box or Fair-Chance
19 policies, and
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21 **Whereas,** these policies have proven to be effective enough to warrant expansion into private employer
22 law as endorsed by the US Equal Employment Opportunity Commission, and
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24 **Whereas,** the policies include integrating EEOC arrest and conviction record guidelines and adopting
25 strong standards of accuracy and transparency to maintain the integrity of background checks
26 when they are required, and
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28 **Whereas,** there are over 70 million US adults with conviction history and a conviction record reduces
29 the likelihood of job callback or offer by nearly 50%, and
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31 **Whereas,** post-sentence employment has been proven to significantly reduce chances of re-offending.
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33 **Be it therefore resolved,** that the Employee Assembly strongly urges Cornell University to remove the
34 conviction question (“Ban the Box”) from its job applications, and
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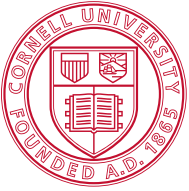
36 **Be it finally resolved,** that Cornell only inquire about applicants’ criminal histories during a background
37 check after a conditional offer of employment is extended.
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39 **Respectfully Submitted,**

40 Shelley Cowles, Geneva Representative

41 Jeramy Kruser, At-large Representative

42 Linda Robi Majani, Exempt Representative



Cornell University Employee Assembly

E.A. Resolution #5

Employee Assembly Seat Allocation Restructuring

Sponsored by: BJ R. Siasoco, Tanya Grove, Marie de Roos

Whereas, the preamble of the Employee Assembly charter states “The Employee Assembly will actively seek to involve all segments of Cornell’s diverse employee population in the Assembly’s decision-making activities. Particular effort will be made to ensure that women and minority persons have equal access to Employee Assembly positions.”; and

Whereas, the current seat allocation of the Employee Assembly--while intended to allow a broad scope of employees to participate in shared governance--has not led to a representative composition of the staff community; and

Whereas, shared governance bodies must undergo regular evaluations to ensure they are best representing their constituencies; and

Whereas, the Employee Assembly convened a restructuring committee and determined a revised seat allocation must be made to more accurately reflect and encourage the participation of all staff members in the community; and

Whereas, these seat allocations were presented to key stake holders for comment and feedback; and

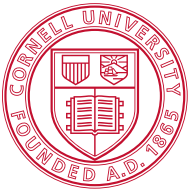
Whereas, this restructuring represents an opportunity for the Employee Assembly to more fully realize its charter preamble to “...actively seek to involve **all** segments of Cornell’s diverse employee population in the Assembly’s decision-making activities.”

Be it therefore resolved, the Charter of the Employee Assembly be amended as follows:

3.2 Seat allocation

~~3.2.1 The Assembly consists of nineteen voting members, of whom six represent exempt employees, six represent non-exempt employees, one represents the New York State Agricultural Experiment Station at Geneva, hereafter referred to as the Geneva campus, and six represent all employees, regardless of job classification or location.~~

28 voting members allocated as follows:

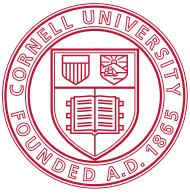


Cornell University Employee Assembly

- 31 • Academic College/Schools (1 seat each, 9 seats total)
- 32 1. College of Architecture, Art, & Planning
- 33 2. College of Arts & Sciences
- 34 3. College of Agriculture & Life Sciences
- 35 4. College of Engineering / Computer & Information Science
- 36 5. College of Human Ecology
- 37 6. School of Hotel Administration
- 38 7. School of Industrial and Labor Relations
- 39 8. Graduate School/Law School/Johnson Graduate School of Management
- 40 9. College of Veterinary Medicine
- 41 • Staff Units (1 seat each, 11 seats total)
- 42 1. Alumni Affairs & Development
- 43 2. Student and Campus Life
- 44 3. Health and Safety
- 45 4. University Relations
- 46 5. Human Resources
- 47 6. Library/Museum
- 48 7. Facilities
- 49 8. Research/Tech Transfer
- 50 9. Division of Financial Affairs
- 51 10. Administration
- 52 11. Geneva Campus
- 53 • Affinity Based (1 seat each, 8 seats total)
- 54 1. International
- 55 2. Diversity
- 56 3. Women
- 57 4. LGBTQ
- 58 5. Veterans
- 59 6. Less than 5 years of service
- 60 7. Exempt
- 61 8. Non-exempt

62 3.2.2

63 In the event a seat remains open because an eligible staff candidate did not run for election, that
64 seat is first filled from any eligible candidates not seated from other elections. If there are no
65 eligible candidates, that seat remains open and quorum for that session will be based on the filled
66 seats. If a candidate later emerges for that seat, the assembly members may vote by a simple
67 majority of seated members to appoint that candidate to fill the remainder of the open seat's
68 term.



Cornell University Employee Assembly

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70 **Be it further resolved**, the next election (and subsequent elections) in May 2016 for
71 the Employee Assembly legislative session dated 2016-2017 be conducted under this
72 seat allocation; and

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74 **Be it further resolved**, the election committee for the May 2016 elections consist of
75 the current Executive Committee of the Employee Assembly; and

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77 **Be it further resolved**, the newly elected Assembly consider holding transitional
78 meetings with outgoing Employee Assembly members on June 1, 2016 and June 15,
79 2016; and

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81 **Be it further resolved**, this charter change will be fully implemented after the
82 elections are completed in May 2016; and

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84 **Be it further resolved**, terms for the new assembly seats are for two years. After the
85 election is conducted in May 2016, an election task force consisting of the Chair of the
86 Employee Assembly, four Employee Assembly members, and a member of the Office of
87 Assemblies will be convened to determine the staggering of terms by September 1, 2016;
88 and

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90 **Be it finally resolved**, this new seat allocation be reviewed for effectiveness by the
91 Employee Assembly in the 2017 Employee Assembly Summer Retreat.

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93 **Respectfully Submitted,**

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95 *BJ R. Siasoco*
96 Chair, Employee Assembly

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98 *Tanya Grove*
99 Executive Vice Chair, Employee Assembly

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101 *Marie Anne de Roos*
102 Non-exempt Member, Employee Assembly