

Cornell University Employee Assembly

Cornell University Employee Assembly

Agenda for April 19, 2023

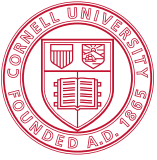
12:15-1:30pm

[Zoom](#)

"An Active Voice for Cornell Staff"

1. Call to Order
 - Roll Call
 - Land Acknowledgment of the Gayogoho:nq (Cayuga Nation)
2. Approval of the minutes from April 5, 2023
3. Business of the Day:
 - Elections Update
 - [Resolution #2: Requesting the University Provide Funds for an MD Gynecologist at Cornell Health](#)
 - Sarah Carson, Director of the Campus Sustainability Office will present:
Sustainability Update
 - Out of Darkness Walk – Jessica Withers
 - UA Assembly [Resolution 7: Right to Protest](#)
4. Committee Reports
 - Executive Committee – Marcella Benda
 - Communications, Outreach and Recognition Committee – Jackie Creque
 - Education Committee – Open
 - Welfare Committee – Kristine Mahoney
 - Benefits and Policy Committee – Kit Tannenbaum
 - Elections Committee – Annyce Shaft
5. Liaison Reports
6. Open Discussion

Adjournment – 1:30pm



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Minutes of the April 5th, 2023 Meeting

12:15pm-1:30pm

Zoom

I. Call to Order

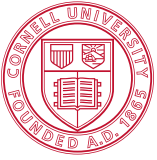
- a. A. Haenlin-Mott called the meeting to order at 12:17pm.
 - i. *Members Present:* M. Benda, J. Chandler, C. Cornell, J. Creque, B. Dixon, A. Haenlin-Mott, E. Krumm, J. Kruser, A. Schafft, K. Supron, K. Tannenbaum, W. Treat, L. Zacharias
 - ii. *Members Absent:* D. Borders, M. Brooks, S. Coil, M. Davis, A. Durant, B. Fisher, D. Howell, M. LoParco, K. Mahoney, A. Mittman, A. O'Connor, K. Phipps, S. Resue
 - iii. *Also Present:* M. Czymmik, Z. Dee, H. Depew, C. Fuerstenau, E. Kalweit, D. Krahmer, D. Lovelace, L. Syer, J. Withers

II. Land Acknowledgement of the Gayogoho:nq (Cayuga Nation)

- a. A. Haenlin-Mott stated the EA's acknowledgment of the Cayuga Nation.

III. Business of the Day

- a. Elections Update – A. Schafft
 - i. A. Schafft stated that she has received seven applications for positions and that the registration deadline is Thursday, April 6th with a candidate forum taking place on Monday, April 10th.
 - ii. Questions for A. Schafft led to a discussion of whether a vote would be necessary on uncontested races and the clarification that incumbent representatives need to fill out the election form.
- b. Presentation – University Budget Overview from Laura Syer, Vice President of Budget and Planning
 - i. L. Syer provided a presentation on the Division of Budget and Planning, the Cornell Budget Model and the current budget, endowment results, and the future budgeting goals of the university.
 - ii. Questions for L. Syer led to discussion of the calculation of tuition and SIP increases in tandem with inflation and whether there is a percentage of positions that the university is looking to fill given current vacancies.
- c. Introduction of [EA Resolution #2 – Requesting the University Provide Funds for an M.D. Gynecologist at Cornell Health](#)



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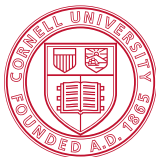
- i. K. Mahoney introduced EA Resolution #2 to the Assembly and stated that the Employee Welfare Committee received a request for this supportive resolution to the original resolution passed by the Graduate and Professional Student Assembly.
- ii. A. Haenlin-Mott stated that the resolution would be voted on at the Employee Assembly's next meeting.
- iii. Questions and comments on the resolution led to a discussion on addressing the President's response to other supportive resolutions passed by other Assemblies, the prospects of the pathway of the resolution to the Board of Trustees upon passage by the Employee Assembly and all other Assemblies, and the unique function of a gynecologist in addition to the current care provided at Cornell Health.

IV. Approval of the Minutes from March 15th, 2023.

- a. A. Schafft put forward a motion to approve the minutes from March 15th.
 - i. M. Benda seconded the motion.
 - ii. The motion **passed** with unanimous consent.
- b. K. Tannenbaum put forward a motion to extend the meeting by ten minutes.
 - i. W. Treat seconded the motion.
 - ii. The motion **passed** with unanimous consent.

V. Committee Reports

- a. Benefits and Policy Committee – K. Tannenbaum
 - i. K. Tannenbaum stated that the Committee is working on a resolution to encourage the President to announce Summer Appreciation half-days for 2023 as was done in 2022 to be introduced at the April 19th meeting and voted on at the May 3rd meeting.
- b. Executive Committee – M. Benda
 - i. M. Benda stated that the Executive Committee has been planning an Employee Forum with Vice President and Chief Human Resources Officer Christine Lovely that will take place on Friday, April 28th at noon.
- c. Communications and Awards Committee – J. Creque
 - i. J. Creque stated that the Communication and Awards Committee is working on the *EA Voice* and the Priorities Poll.
- d. Education Committee – M. Davis
 - i. A. Haenlin-Mott stated that M. Davis is not able to continue as Chair of the Education Committee and that the Assembly is looking to see if there is



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anyone on the committee that would be willing to present on the Committee's affairs to the Assembly.

- e. Employee Welfare Committee – K. Mahoney
 - i. Nothing to report
- f. Elections Committee – A. Schafft
 - i. Nothing to report

VI. Liaison Reports

- a. University Assembly – M. Benda
 - i. M. Benda stated that the University Assembly has introduced and passed a number of resolutions.
- b. Campus Planning Committee – A. Haenlin-Mott
 - i. A. Haenlin-Mott stated that the Campus Planning Committee plans to meet in the next few weeks

VII. Adjournment

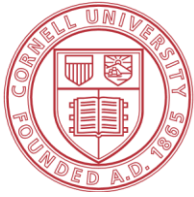
- a. K. Tannenbaum put forward a motion to adjourn the meeting.
 - i. M. Benda seconded the motion.
 - ii. The motion **passed** by unanimous consent.

This meeting was adjourned at 1:39 pm.

Respectfully Submitted,

P.J. Brown

Clerk of the Assembly



E.A. Resolution #2

Requesting that the University Provide Funds for an MD Gynecologist at Cornell Health

March 28, 2023

Abstract: The student health services at Cornell's Ithaca campus, Cornell Health, does not currently have an MD gynecologist on staff, which impedes many students from receiving necessary gynecological care. This resolution requests the at the university provide funding for Cornell Health to employ an MD gynecologist how is able to diagnose and treat the most common gynecological issues in the student population.

Sponsored by: Kristine Mahoney, EA, Chair, EA Welfare Committee;

Whereas, the Graduate and Professional Student Assembly endorsed [Resolution 4: Requesting that the University Provide Funds for a MD Gynecologist at Cornell Health](#), included here as an addendum to this resolution, and

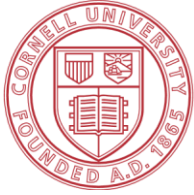
Whereas, the Student Assembly endorsed [Resolution 15: Requesting that the University provide Funds for an MD Gynecologist at Cornell Health](#), included here as an addendum to this resolution, and

Whereas, the University Assembly endorses the [Resolution 2: Requesting that the University Provide Funds for an MD Gynecologist at Cornell Health](#), included here as an Addendum to this resolution, and

Whereas, the GPSA, SA and UA Resolutions outline specific background on the current situation and that context which remains unsatisfactory, and

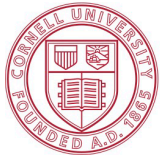
Whereas, the addition of an MD Gynecologist at Cornell Health would supplement an extremely limited and inadequate supply of MD Gynecologist in the Ithaca area by serving the needs of the student population thus freeing more services for the employee population.

Whereas, the Employee Assembly is charged in Section 2 of the Charter to examine matters which involved the interests or concern the welfare of the non-academic employee community and confers that responsibility to the Employee Assembly Welfare Committee is charged in Section 3.4 of the By-laws.



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- 39 **Be it therefore resolved**, the Employee Assembly aligns its support with the GPSA, SA, and US
40 Resolutions imploring the administration to secure funding and develop a projected
41 timeline for hiring an MD gynecologist who can treat the most common gynecological
42 issues faced by the Cornell student population, and
43
- 44 **Be it further resolved** that the University provide regular updates on the hiring process to the
45 EA, and
46
- 47 **Be it finally resolved** that the University adequately communicate gynecological services,
48 including those by the MD gynecologist, that are available at Cornell Health to the
49 student body.
50
- 51 **No signature block is present until the resolution has been disposed of by the Assembly**
52 **(Passed, Failed, Withdrawn, etc.) Then a block with the certifying member (customarily**
53 **Chair/Vice-Chair) verifying the authenticity and vote tally of the resolution.**



Resolution 7: Protecting the Right to Protest

Abstract: This resolution aims to protect the right to protest at Cornell and promote free speech on campus.

Sponsored by: Isaac D. Chasen '23; Shelby L. Williams '25; Duncan A. Cady '23, Danielle Smith '24, Talia Dinstein '25, Ally Leighton '25, Katie Lin '26, Lindsay Reisner '26, Michael Serdula '24, Thej Khanna '26

Reviewed by:

Whereas, freedom of speech and the right to protest is enshrined in the First Amendment of the United States Constitution, and like other great academic institutions, has been one of the core values of Cornell University since its founding;

Whereas, Cornell University was founded as an institution where any person could find instruction in any study, as well as find the opportunity to freely express their views and opinions, freely express themselves, and freely engage in political discussion and disagreement in a respectful and informed environment;

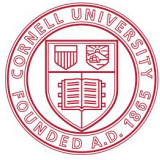
Whereas, while generations of Cornell students have lived and learned under our university motto and have proudly supported and endorsed these values, the university, like many other institutions, is now facing new challenges to the civil and free expression of personal views and opinions;

Whereas, the Cornell community has historically thrived while entertaining all viewpoints, respecting the views of others with whom we disagree, and celebrating what makes every one of us unique, as this is what makes our institution welcoming to any person and accommodating to any study;

Whereas, the right to protest and demonstrate has been a catalyst for change on campus, from past generations' fights for justice and representation, to modern day movements and mobilizations for progress;

Whereas, central to social progress is the ability of Cornellians to peacefully yet powerfully express their viewpoints in a diversity of ways, including large scale demonstrations and protests, as well as sitting in and speaking out around campus;

Whereas, efforts by student, faculty, and employee groups to bring the issue of free expression and the right to protest to the forefront demand the support and promotion of our shared governance system and administration;



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Whereas, any kind of communication that attacks or discriminates against a person or a group based on who they are, such as their race, religion, gender, gender identity, sexual orientation, ethnicity, socioeconomic status, or national origin, always violates our values and Cornell's Code of Conduct, and should be condemned wherever and whenever it occurs;

Whereas, preventing individuals from expressing their views and opinions, regardless of popularity, political preference, and personal identity, always violates our university's values, and should be condemned wherever and whenever it occurs;

Whereas, freedom of speech does not mean freedom from consequences for one's words, and any attempts to prevent students, faculty, and employees from holding others accountable for their words should be condemned wherever and whenever it occurs;

Whereas, in such settings, our community must learn to strike a delicate balance between the rights of those who wish to speak, and the rights of those who wish to protest;

Be It Therefore Resolved, the University Assembly completely and unequivocally supports free expression, organization, speech, representation, and the right to protest within the Cornell community;

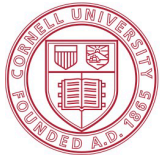
Be It Therefore Resolved, the University Assembly completely and unequivocally supports academic freedom and the freedom of expression in the classroom, at public events, and in all public spaces of Cornell University;

Be It Therefore Resolved, the administration, through words, actions, programs, and policies, should pledge to be a leader in safeguarding free expression and the right to protest on campus, and will work with the University Assembly to provide space and protection for the peaceful expression of all views and opinions.

Be It Therefore Resolved, the administration, in consultation with the University Assembly's members, committees, and constituencies, will develop concrete plans to support and engage directly with these constituent-led efforts to keep free expression and the right to protest front of mind across the Cornell community;

Be It Therefore Resolved, the University Assembly wholeheartedly supports efforts to ensure accountability across the Cornell community for speech that violates our values and our Code of Conduct;

Be It Therefore Resolved, the administration, alongside the University Assembly and all institutions of shared governance at Cornell, must take a leading role in openly discussing



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the most difficult and pressing issues relating to free expression and the right to protest
with all relevant constituencies, as well as creating spaces for intergroup communication;

Respectfully Submitted,

Isaac D. Chasen '23

Co-President of the American Civil Liberties Union at Cornell

Shelby L. Williams

*Student Assembly Representative for the College of Arts and Sciences, Representative to the
University Assembly*

Duncan A. Cady

Chair of the University Assembly

Danielle Smith '24

Co-President of the American Civil Liberties Union at Cornell

Talia Dinstein '25

Co-President of the American Civil Liberties Union at Cornell

Michael Serdula '24

Treasurer of the American Civil Liberties Union at Cornell

Katie Lin '26

Secretary of the American Civil Liberties Union at Cornell

Thej Khanna '26

Recruitment and Membership Chair of the American Civil Liberties Union at Cornell

Lindsay Reisner '26

Communications Chair of the American Civil Liberties Union at Cornell

Ally Leighton '25

Events and Advocacy Chair of the American Civil Liberties Union at Cornell