

Cornell University  
Employee Assembly

Cornell University Employee Assembly

Agenda for October 20th, 2021

12:15-1:30

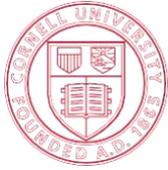
Zoom only

“An Active Voice for Cornell Staff”

- I. Call to Order
  - a. Roll Call
  - b. Land Acknowledgment of the Gayogohono (Cayuga Nation)
- II. Approval of the October 6<sup>th</sup> minutes
  - a. [October 6, 2021](#)
- III. Open Forum
  - a. Gordon L. Barger, Sr. Director, Benefit Services and Administration, open enrollment presentation
- IV. Business of the Day
  - a. Resolution 2: [Support for Interim Policy 6.3](#)
  - b. [Liaison appointments](#)
- V. Committee Reports
  - a. Executive Committee
  - b. Communications, Outreach and Recognition Committee
  - c. Education Committee
  - d. Elections Committee
- VI. Liaison Reports
  - a. University Assembly and committees
  - b. Faculty Senate
  - c. Transportation Hearing and Appeals Board
- VII. New Business
- VIII. Adjournment

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## Cornell University Employee Assembly

### Cornell Employee Assembly

Minutes of the October 6, 2021 Meeting 12:15-1:30 PM  
Zoom

#### **I. Call to Order**

- a. Chair J. Withers called the meeting to order at 12:15pm.

#### **II. Roll Call**

*Members Present* [18]: D. Barrett, M. Benda, M. Brooks, J. Creque, H. Depew, J. Duong, B. Fisher, B. Fortenberry, A. Haenlin-Mott, D. Howell, K. Mahoney, E. Miller, A. Mittman, M. Podolec, K. Supron, K. Tannenbaum, J. Townley, J. Withers, L. Zacharias  
*Members Absent* [5]: J. Cannella, M. Cherry, S. Coil, B. Goodell, K. LoParco,

#### **III. Land Acknowledgement**

- a. J. Withers stated the Land Acknowledgement.

#### **IV. Approval of September 15, 2021 Minutes**

- a. Motion to approve September 15, 2021 minutes was **approved** unanimously.

#### **V. Call for Late Additions to the Agenda**

- a. No late additions to the agenda were made.

#### **VI. Business of the Day**

- a. EA Resolution 2: Support for Interim Policy 6.3
  1. J. Withers gave an overview of the Resolution as support for the policy that romantic relations between students and staff are prohibited. J. Withers asked for any comments or discussion over the Resolution.
  2. J. Duong stated that he is unclear what this policy change is attempting to address, referencing pre-existing rules on romantic prohibitions between superiors and authority figures and those under them. J. Duong questioned if this policy was attempting to mirror faculty policy and noted that the policy does create an unnecessary burden on staff, especially young staff. Acknowledging the burden of reporting, J. Duong questioned the practical uses of the Resolution and questioned its necessity.
  3. B. Fortenberry stated that there have been situations where students, especially those working alongside Cornell staff in different positions, feel discomfort. B. Fortenberry highlighted that the policy would help students work in a more comfortable environment without worry about any romantic advances. B. Fortenberry stated his support for the policy and the way it creates a safe space for student employees.

4. A. Mittman stated that the objective of Interim Policy 6.3 is to create a bright line on what is acceptable, but that this line does take into account individual circumstances.
5. G. Giambattista stated that Interim Policy 6.3 in particular protects undergraduate students with a rationale that acknowledges the power dynamic and difference in position between students and staff.
6. E. Miller noted that Interim Policy 6.3 also protects the employee from any wrongful accusations or situations that could arise from any sort of this relationship.
7. J. Duong stated that he agrees with B. Fortenberry's sentiments on protecting students, but also highlighted that many policies already address these sort of unequal power dynamics and questioned the blanket approach of this new policy. J. Duong questioned what the policy achieves beyond what previous policies already have done.
8. E. Miller noted that there is a stakeholder review meeting on October 20<sup>th</sup> where further discussion of Interim Policy 6.3 will take place.
9. B. Fortenberry motioned to postpone a vote on EA R2 to the October 20<sup>th</sup> meeting. E. Miller seconded the motion. The motion was **approved** unanimously.

b. Liaison Appointments

1. J. Withers stated that there are numerous liaison positions available for appointment and that there were numerous volunteers for some openings.
2. M. LoParco was nominated for appointment as an EA representative for the Transportation Hearing and Appeals Board. B. Fortenberry seconded the nomination. The nomination was **approved** unanimously.
3. M. Podolec was nominated for appointment as a representative for the University Assembly's Campus Committee on Infrastructure, Technology, and the Environment. J. Duong seconded the nomination. The nomination was **approved** unanimously.
4. L. Zacharias was nominated for appointment as an EA representative for the Transportation Hearing and Appeals Board. E. Miller seconded the nomination. The nomination was **approved** unanimously.
5. J. Withers stated that to fill the rest of the staff positions, emails would be sent out to constituents.

c. Special election update from Elections Committee

1. J. Duong stated that as of 10/6, there were 5 people signed up to run for positions. J. Duong emphasized the importance of reaching out to constituents and encouraging them to sign up to run, in particular for academic units, many of which do not currently have any candidates.
2. A. Haenlin-Mott questioned if there were multiple candidates for each seat.
3. J. Duong stated that certain seats have multiple candidates running.
4. J. Withers noted that a call for candidates would be sent out in the next EA newsletter.

## VII. Committee Reports and Updates

- a. Executive Committee - A. Haenlin-Mott
  - 1. A. Haenlin-Mott stated that the Committee has been working on many initiatives and issues, such as scheduling and coordinating the President's Address to Staff. A. Haenlin-Mott also stated that the Committee has been working with Mary Opperman on clarifying questions on vacation days and working towards the coming special election.
  
- b. Employee Welfare Committee - K. Mahoney
  - 1. K. Mahoney stated that most discussion have centered around current topics such as the vaccination requirement and deadline and a pilot program called Restorative Talking Circles that would launch in the spring and allow staff to share experiences in small groups to help create a community of support for staff. K. Mahoney noted that they have also discussed how to support employees that have been forced to work remotely.
  - 2. E. Miller questioned if the Restorative Talking Circles were in relation or replacement of Soup and Hope, a previous program.
  - 3. K. Mahoney stated that she doesn't believe Soup and Hope is being replaced with this new program, highlighting how small the groups are at 10 people or less.
  - 4. J. Withers reiterated K. Mahoney's statement.
  
- c. Benefits and Policy Committee - B. Goodell
  - 1. B. Goodell was not available today, but sent an update presented by J. Withers.
  - 2. J. Withers stated that Alexis Brubaker from the Compliance Office attended a meeting and elaborated on the Compliance process. J. Withers also noted that the pet policy is being updated to acknowledge service and support animals.
  
- d. Communications, Outreach and Recognition Committee - E. Miller
  - 1. E. Miller stated that an EA Voice Newsletter would be sent out this week, calling for feedback on Interim Policy 6.3 and calling attention to the special election. E. Miller stated that the Committee has also worked on the launching of the new award for staff integrity and inclusion. E. Miller also asked members to begin considering nominations for the Employee Assembly Employee Appreciation Award.
  - 2. A. Haenlin-Mott questioned the timeframe for the nominations.
  - 3. E. Miller stated that there is not a confirmed date for the President's Address to Staff when the award would be announced, so hopefully nominations will be presented in the next EA meeting on 10/20.
  
- e. Education Committee - M. Benda
  - 1. M. Benda stated that she has no update.
  
- f. University Assembly - B. Fortenberry
  - 1. B. Fortenberry stated that Student Assembly discussed delays in financial aid and how over 600 students have yet to receive their financial aid bill, a delay

that occurred in part due to staffing concerns in the office. B. Fortenberry stated that the feasibility of ground-heating and cooling is on track to be tested next year, a change which could improve sustainability. B. Fortenberry noted concerns and discussion over a dual degree program between Cornell and a Chinese school which some people are asking to be dissolved. Finally, B. Fortenberry encouraged more EA members to try and join the UA and give representation.

2. K. Mahoney noted that the CARE Fund Development Committee is being nominated for the One Cornell Award.

### **VIII. New Business**

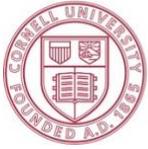
#### a. Open Discussion

1. K. Tannenbaum highlighted that President Pollack very notably returned some lost contributions back to staff.
2. B. Fortenberry reiterated K. Tannenbaum's statement.
3. R. White noted that the rationale for the vaccine mandate is that the executive order from the president forces the university to put forth the mandate given the university's reliance on federal funding.

### **IX. Adjournment**

- a. The meeting was adjourned at 1:12pm.

Respectfully Submitted,  
Office of the Assemblies



# 1 **EA Resolution 2: Support for Interim Policy 6.3**

2 **Abstract:** This resolution affirms the Employee Assembly’s support for the updated Title IX  
Policy 6.3 which will prohibit all romantic or sexual relationships between staff members and  
undergraduate students.

3 **Sponsored by:** Michelle LoParco

4 **Reviewed by:** *Executive Committee, September 30, 2021, 3-0-0*

5 **Type of Action** Recommendation

6 **Originally Presented:**

7 **Current Status:** New Business

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8 **Whereas,** the [updated](#) Policy 6.3 (p.9 Provision 4) prohibits romantic or sexual relationships  
9 between staff members and undergraduate students, regardless of work unit or location of either  
10 party,

11 **Whereas,** the same prohibition already [exists](#) against student-faculty relationships (Policy 6.3, p.  
12 9 Provision 4),

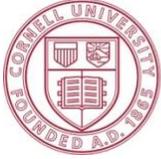
13 **Whereas,** Cornell’s “Consensual Relationships” policy already prohibits student relationships  
14 with “others in positions of authority over them,”

15 **Whereas,** the policy was recently updated on September 10, 2021 to interim status and will be  
16 reviewed this semester by the Policy 6.3 Stakeholder Review,

17 **Be it therefore resolved,** the Employee Assembly calls upon the university to maintain the  
18 changes made in the interim Policy 6.3.

19 Respectfully Submitted,

20 Michelle LoParco, EA Graduate and Law School representative



## Cornell University Employee Assembly

### **Employee Assembly Committee – Liaison appointments (internal/external)**

#### **University Assembly (UA) Standing Committees**

Each UA Standing Committee is composed of 11 voting members – 3 from the UA (one of whom is the chairperson of the committee), 1 from each constituent assembly from its voting membership; and 1 from each constituent assembly from the constituency it represents. Listed below are the current vacancies that are to be filled by the Employee Assembly:

- UA Codes and Judicial Committee (2021-2022 term - chaired by James Richards, GPSA Representative to the UA)
  - **Employee Assembly Representative** – voting member from the EA
  - **Employee Representative** – staff/employee representative who is not a voting member from the EA
- UA Campus Committee on Infrastructure, Technology and the Environment (2021-2022 term – chaired by Ian Akisoglu, GPSA Representative to the UA)
  - **Employee Assembly Representative** – voting member from the EA
  - **Employee Representative** – staff/employee representative who is not a voting member from the EA
- UA Campus Welfare Committee (2021-2022 term – chaired by Debra Howell, EA Representative to the UA)
  - **Employee Assembly Representative** – voting member from the EA
  - **Employee Representative** – staff/employee representative who is not a voting member from the EA

#### **University Assembly (UA) Associated Committees**

- Campus Planning Committee (2021-2022 term – chaired by Sasa Zivkovic, Assistant Professor, Department of Architecture)

The Campus Planning Committee shall consist of: four Presidential appointments, eight position appointments, and nine additional at-large members. The nine at-large members consist of one University Assembly liaison, two graduate/professional student, two undergraduate students, two employees, and two faculty members, each named by his or her respective Assembly for a two-year term. Listed below are the current vacancies that are to be filled by the Employee Assembly:

  - **Employee Representative** – staff/employee representative named by the EA (can be either a voting member of the EA or a staff/employee representative who is not a voting member of the EA)
  - **Employee Representative** – staff/employee representative named by the EA (can be either a voting member of the EA or a staff/employee representative who is not a voting member of the EA)
- Transportation Hearing and Appeals Board (2021-2022 term – chair to be elected)

The Transportation Hearing and Appeals Board shall consist of two members nominated by their respective Assemblies and approved by those bodies and one ex-officio member representing the administrative staff of Transportation and Mail Services. Members shall be

constituted as follows: four students (two graduate/professional, two undergraduate), four faculty, and four employees. No employee of Transportation and Mail Services or Cornell Police may serve on THAB. The term of membership shall be two years, except that initially, so that terms may be staggered, two faculty, two students and two employees shall serve terms of one year. Listed below are the current vacancies that are to be nominated and approved by the Employee Assembly:

- **Employee Representative** – staff/employee representative named by the EA (can be either a voting member of the EA or a staff/employee representative who is not a voting member of the EA);
- **Employee Representative** – staff/employee representative named by the EA (can be either a voting member of the EA or a staff/employee representative who is not a voting member of the EA)

#### **Other University Committee appointments/liaisons**

- Committee for Campus-Constituency-Elected Trustees (2021-2022 term – chair TBA)  
The Committee for Campus-Constituency-Elected Trustees membership will include the 2 faculty elected-trustees, the 2 student-elected trustees, the employee-elected trustee, and one representative each from the Student Assembly, the Graduate and Professional Student Assembly, and the Employee Assembly. Listed below is the current vacancy to be filled by the Employee Assembly:
  - **Employee Assembly Representative** – voting member from the EA
- Faculty Senate (2021-2022 term – chaired by Eve De Rosa, Dean of Faculty)  
The Faculty Senate holds 5 non-voting ex-officio seats: one seat for postdocs filled through the Office of Postdoctoral Studies; one seat for the Graduate and Professional Student Assembly; one seat for the Student Assembly; one seat for the Employee Assembly; and one seat for ROTC. Listed below is the current vacancy to be filled by the Employee Assembly:
  - **Employee Assembly Representative** – voting member from the EA
- University Hearing and Review Board (2021-2022 term – chaired by Tracy Carrick, Review Board Chair; Celia Bigoness, Hearing Board Chair; Michelle Whelan, Hearing Board Chair; Timothy DeVoogd, Hearing Board Chair; Kelly King-O'Brien, Hearing Board Chair)  
The University Hearing and Review Board is composed of 55 members – 25 students, 15 faculty members, and 25 non-faculty members. Listed below are the current vacancies that are to be filled by the Employee Assembly:
  - **Employee Representative** – staff/employee representative named by the EA (can be either a voting member of the EA or a staff/employee representative who is not a voting member of the EA)
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