



## Cornell University Employee Assembly

### Cornell Employee Assembly Minutes of the March 16th, 2022 Meeting 12:15-1:30 PM Zoom

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

- a. In place of Chair J. Withers, A. Haenlin-Mott called the meeting to order at 12:15pm.

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

*Members Present* [24]: M. Benda, M. Brooks, J. Chandler, M. Cherry, J. Creque, H. Depew, J. Duong, B. Fisher, B. Goodell, A. Haenlin-Mott, D. Howell, K. LoParco, K. Mahoney, E. Miller, S. Resue, A. Schafft, J. Stewart, K. Supron, K. Tannenbaum, J. Townley

*Members Absent* [4]: D. Barrett, J. Cannella, S. Coil, A. Durant, B. Fortenberry, A. Mittman, J. Withers, L. Zacharias

#### **III. Land Acknowledgement of the Gayogoho:nq (Cayuga Nation)**

- a. A. Haenlin-Mott stated the Land Acknowledgement.

#### **IV. Approval of the March 16th, 2022 Minutes**

- a. Motion to approve the March 16th, 2022 minutes was **approved** unanimously.

#### **V. Business of the Day**

- a. Office of Community Relations Spring 2022 Community Report - Kate Supron
  - 1. K. Supron introduced herself as the Campus Community Liaison for the Office of Community Relations which works on fostering relations between the university and the community. K. Supron noted that the Office of Community Relations has a website and noted the existence of a document called CR101 which outlines tasks that the Office does, including a list of boards and working groups that the Office respectively sits on or works with.
  - 2. K. Supron stated that she has been with the Office for around 5 years, and that certain data points for the Community Report such as student and visitor spending and payroll are typically drawn from the Ithaca campus, but that other data points respectively encompass Tompkins County and surrounding areas. K. Supron noted the reports evolution, starting from a thick pamphlet to eventually becoming the one-pager it is now. K. Supron noted that rather than displaying raw numbers, the Office began focusing on impact values, which are much more arduous to calculate but much more informative and meaningful.
  - 3. K. Supron noted that in the past fiscal year of 2021, student spending did rise, but visitor spending decreased by 99% from the previous year due to many scaled back events due to the constrictions of COVID-19. K. Supron stated that there

were \$6.5 million dollars spent on contributions to local public transit and school systems. K. Supron also noted that Cornell does pay property taxes on taxable properties, being the third largest taxpayer in Tompkins County, and that the amount of tax spending reflects both Cornell and Cornell-associated properties.

4. K. Supron stated that, while Cornell does own its own water system, it still pays municipal fees. K. Supron noted the large spending on research funding and stated that the spending pales in comparison to the amount of research money comes into Cornell in comparison. K. Supron finally noted the last two data points in the local economic snapshot, which she stated were the business incubators' revenues.
5. K. Supron acknowledged the procedure through which the snapshot is developed from the time that the fiscal year initially ends, noting that at the time of the report's release the data is about six months old. K. Supron stated that key audiences for the report include, for Cornell, the Albany and DC Offices, the Center for Regional and Economic Advancement, the Assemblies, and the Communicators Network, and for external audiences, the Chamber of Commerce, non-profits, municipalities, and other U.S. college towns. K. Supron acknowledged the value of the report, particularly it's short length and status as a straightforward and reliable resource.
6. B. Goodell questioned if, adding the value of the report together, the statistics total to around 1.5 billion dollars, to which K. Supron agreed. B. Goodell questioned the value if this was a regular year, to which K. Supron stated that the major statistic that was different was visitor spending, but that other spending points increased due to projects such as the North Campus construction sites.
7. K. Supron shared that Cornell conducted 1.15 million COVID-19 tests and reserved 100,000 hotel nights paid for in local hotels that also helped the local economy but weren't reflected in the report.
8. B. Goodell noted the work that Cornell has done for charitable organizations and questioned if this was reflected in the report. K. Supron stated that some of those contributions are reflected in the data, such as contributions to non-profit organizations, though the United Way campaign is not reflected in the report.
9. A. Schafft wondered who ranked in front of Cornell for property taxes in Tompkins County. K. Supron stated that one of the two is a developer, but she isn't entirely sure. B. Goodell stated that NYSEG and Dominion Resources were the top two taxpayers.
10. K. Tannenbaum questioned if the statistic on 100,000 hotel nights that Cornell paid for included stays at the Statler hotel. K. Supron stated that the 100,000 value only included off-campus private hotels.
11. A. Haenlin-Mott questioned if Ithaca College also produces a similar report that could be compared to. K. Supron stated that Ithaca College doesn't, and that creating this sort of report is rare in higher education.
12. J. Sumpter questioned if the statistic on employee salaries covers all faculty, staff, and student employees. K. Supron stated that the statistic only covers full-time employees and only reflects those working at the Ithaca campus.

13. A. Haenlin-Mott thanked K. Supron for her presentation.
- b. CARE Fund Update - Marcy Benda and Kristine Mahoney
  1. K. Mahoney stated that she and M. Benda are co-chairs of the CARE Fund fundraising committee, and that they are more broadly working with HR to review the CARE Fund's application process and awards.
  2. M. Benda stated that there is a group who keeps track of metrics concerning the CARE Fund website, and that whenever she or K. Mahoney present to groups on the CARE Fund the website receives massive spikes in interest. M. Benda noted multiple events taking place such as a raffle basket to help promote the Fund.
  3. K. Mahoney stated that the CARE Fund is operating on a donation pool of about \$40,000 reoccurring donations a year, which seems sustainable. K. Mahoney stated that they have been working with those in HR such as Michelle Artibee to review the criteria and award amounts of the fund, noting that the award amounts have not been re-adjusted for over 10 years. K. Mahoney stated that they are also looking to initiate an engagement campaign with the faculty to encourage full faculty participation.
  4. K. Supron if one could begin to donate to the CARE Fund at any time through Workday, or if it may only be decided annually. K. Mahoney stated that one can choose to donate at any time.
  5. A. Haenlin-Mott thanked K. Mahoney and M. Benda for their presentation and highlighted the importance of their work.

## **VI. Committee Reports**

- a. Executive Committee - Andrea Haenlin-Mott
  1. A. Haenlin-Mott stated that the Executive Committee has been working to figure out the rest of the EA term and finalize guests in meetings. A. Haenlin-Mott noted the monthly meeting the Executive Committee has with Mary Opperman to discuss matters such as the 2022 Award for Staff Integrity and Inclusion, elections, and a farewell forum for her to answer final questions that will hopefully be in June.
- b. Communications, Outreach, and Recognition Committee - Ellen Miller
  1. E. Miller stated that the Committee has a communications subcommittee working with the Office of the Assemblies on projects to better the Employee Assembly website, though temporarily paused as they work with the IT team to outline what the scope of the project will be.
  2. E. Miller stated that for outreach, the Cornell Recreation Connection is planning some events during the student's Spring Break such as bowling and ice skating and will figure out how Employee Assembly will get involved.
  3. E. Miller stated that for awards and recognition, there has been a winner selected for the Staff Award for Integrity and Inclusion that will not yet be released for a surprise celebration for the awardee. E. Miller stated that nominations for the George Peter Award have been launched live.
- c. Benefits and Policy Committee - Brian Goodell

1. B. Goodell stated that the Committee met on the 8<sup>th</sup> and discussed Cornell parental leave, the whistleblower protection policy, and Cornell children's tuition scholarship fund. B. Goodell noted that, should anyone have any issues, he would love to discuss them at the next Committee meeting.
- d. Employee Welfare Committee - Kristine Mahoney
  1. K. Mahoney stated that the Committee met right before the current Employee Assembly meeting to discuss revisions of the employee onboarding resolution, a resolution that will probably return to the full body in April. K. Mahoney stated that the committee is considering developing a resolution in support of the Faculty Senate and University Assembly resolutions. K. Mahoney stated that discussion on respecting boundaries and developing guidances to do so also happened. K. Mahoney stated that the Committee participated in a discussion with the University Managers Working Group where return to work and work situations were discussed, as well as the question of support for hybrid or remote employees.
- e. Education Committee - Marcy Benda
  1. M. Benda stated that the Committee has been asked to volunteer time for the Staff Graduate Reception on May 24<sup>th</sup>. M. Benda noted discussion at the previous Committee meeting on support for employees with disabilities and a possible resolution towards EDP supervisory restrictions that would remove some obstacles to obtaining an EDP or continuing education. M. Benda stated that the Faculty Senate is developing a proposal for a part-time online program to grant bachelor's degrees for non-traditional students, and that the Committee is considering creating a resolution to support this proposal.
- f. Elections Committee - Marin Cherry
  1. M. Cherry stated that the Committee met and have confirmed election rules and a calendar, also noting that due to the presence of the Employee-Elected Trustee election that is happening concurrently, the Committee has decided to mimic this calendar so that both elections may have increased awareness and promotions together. M. Cherry stated that the Committee will look to meet soon to continue making decisions.

## **VII. New Business**

- a. Open Discussion
  1. B. Goodell questioned if there were considerations on having the Employee Assembly meeting format be in-person again, given the new mandates released by the University. A. Haenlin-Mott stated that there was discussion on this topic, and that the thought was to finish out the term on a Zoom format. A. Haenlin-Mott noted that typically, the Employee Assembly would physically meet in room 401 of the Physical Sciences Building.
  2. J. Creque questioned if there was knowledge or concerns on the restructuring of six or seven units. J. Creque clarified that when the pandemic first began, leadership made cost-saving efforts to restructure some units such as HR and IT, which has led to some concerns and misunderstandings.
  3. E. Miller stated that for her in the research division, there were multiple

resignations in the adjacent business center due to some not being interested in transferring to a centralized unit, which caused lots of difficulties due to these openings. E. Miller noted that for many workers, there was a lack of variety from this sort of centralization that they didn't want.

4. B. Goodell stated that he received concerns from correspondents stating their worries for the future due to the changes implemented.
5. J. Creque stated that she was considering the creation of a resolution asking for broader information on leadership's plans for these changes so that people may have resources to become more informed and address their questions.
6. K. Mahoney stated that, as a manager of the fabrication shop, there were problems with the machines that needed to be addressed by CIT, an emergency ticket that was not addressed for over four hours. K. Mahoney stated concerns with the centralization process and questioned if the process was genuinely helping different units.

#### **VIII. Adjournment**

- a. M. Benda motioned to adjourn. K. Supron seconded. The meeting was adjourned at 1:30pm.

Respectfully Submitted,  
Office of the Assemblies