



## Cornell University Employee Assembly

### Cornell Employee Assembly

Minutes of the November 3, 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* [28]: M. Benda, J. Chandler, M. Cherry, D. Barrett, M. Brooks, J. Cannella, S. Coil, J. Creque, H. Depew, J. Duong, A. Durant, B. Fisher, B. Fortenberry, B. Goodell, A. Haenlin-Mott, D. Howell, K. LoParco, K. Mahoney, E. Miller, A. Mittman, M. Podolec, S. Resue, A. Schafft, K. Supron, K. Tannenbaum, J. Townley, J. Withers, L. Zacharias

*Members Absent* [5]: M. Brooks, J. Cannella, J. Stewart, K. Tannenbaum, L. Zacharias

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

- a. J. Withers stated the Land Acknowledgement.

#### IV. Approval of October 20, 2021 Minutes

- a. Motion to approve October 20, 2021 minutes was **approved** unanimously.

#### V. Open Forum

- a. Conflict Coaching Program--Dani Haynes, Associate Dean of Students for Conflict Coaching and Case Management
  1. D. Haynes introduced herself. D. Haynes introduced key sentiments to her presentation such as conflict, bias, othering, and power. D. Haynes stated that there are different types of power such as structural, personal, or relational. D. Haynes noted that bias can show up in many situations such as in personal, work, education, or religious life, bias that can often be unintentional and not seen by those with bias.
  2. D. Haynes utilized videos to demonstrate examples of bias. E. Miller agreed with the message of the video and highlighted the importance of recognizing one's own biases when interacting with others. B. Fortenberry mentioned a moment where he also made a biased statement due to previous experiences. D. Barrett stated that he has also considered his own biases and thanked D. Haynes for her presentation.
  3. D. Haynes noted that biases often can occur due to exterior feelings and referenced feelings such as imposter syndrome and also further noted that once one has recognized their weaknesses and biases, one also has the responsibility to go out of their way to address them.

4. D. Haynes asked if anyone had any tips to addressing one's blind spots of their biases. R. White noted that after she asked, there was a long silence without anyone speaking up, and referenced the fact that our biases truly our blind to many of us. B. Fortenberry mentioned a situation where he was ignoring the intentions of another co-worker and later went to apologize to them and acknowledge that he was not listening. H. Depew noted that working in different roles at different institutions has allowed her to see how differently those in different positions may view many situations, highlighting the importance of having conversations. B. Goodell noted that as far as blind spots go, it is important that we begin evaluating reasons why things are, rather than simply questioning.
5. D. Haynes presented a video on microaggressions. D. Haynes then had members of the meeting take a quiz on conflict management styles to gauge which of the five conflict management styles, accommodating, avoidant, collaborative, competitive, or compromise that people have. Members of the meeting then reviewed results people have had.
6. D. Haynes stated that collaborative is for those who work with others often, accommodating is cooperating at a very high level, avoidant is to stray from taking part in any conflict, competitive is to focus on achieving goals even at the expense of others, and compromise is a middle ground where not much is achieved close to what was desired.
7. A. Haenlin-Mott noted that it would be helpful to share this quiz and other resources on conflict management and mediation, to which D. Haynes obliged.

## **I. Business of the Day**

- a. Welcome new members
  1. J. Duong noted that the five new members were in the meeting today and began to introduce them. J. Duong introduced Stephanie Resue representing the College of Art, Architecture, and Planning, Annyce Shafft representing the School of Continuing Education, Jeremy Stewart representing those with less than 5 Years of Service, and Adrian Durant and Justin Chandler as At-Large Representatives.
  2. J. Withers welcomed and thanked all the new members.

## **II. Committee Reports and Updates**

- a. Executive Committee - A. Haenlin-Mott
  1. A. Haenlin-Mott stated that the next Friday is the President's Address to Staff and noted that there would be refreshments for any in-person participants. A. Haenlin-Mott noted that M. Pollack would be attending the next EA meeting to present and that questions would need to be submitted for this presentation, questions that would be compiled from a survey that would be quickly sent out.
- b. Communications, Outreach and Recognition Committee - E. Miller
  1. E. Miller stated that the EA Appreciation Award for Staff would be presented during the President's Address to Staff. E. Miller stated that there were 6 nominations for the award, but that there is a tie currently with 11 members who have not yet voted; E. Miller encouraged any remaining members to vote. E.

Miller thanked D. Barrett for assistance with promotions for the EA and noted that they have created an updated flyer to help promote the EA. E. Miller stated that there would be a call for volunteers sent out for the President's Address to Staff.

- c. Education Committee - M. Benda
  - 1. M. Benda stated that the Committee met and discussed comparing educational benefits with other universities, creating a formal resolution to support CLASP, and how to continually support pre-existing staff education programs.
- d. Elections Committee - J. Duong
  - 1. J. Duong stated that the Special Election has concluded and that as such, his tenure as chair of the Elections Committee has concluded.
  - 2. J. Withers thanked J. Duong for his help with the Special Election.

### **III. New Business**

- a. Open Discussion
  - 1. A. Haenlin-Mott motioned to adjourn. J. Duong seconded. The motion was approved unanimously.

### **IV. Adjournment**

- a. The meeting was adjourned at 1:30pm.

Respectfully Submitted,  
Office of the Assemblies