



Cornell University Employee Assembly

Cornell Employee Assembly
Minutes of the June 6, 2018 Meeting
12:15-1:45 PM
401 Physical Sciences Bldg.

I. Call to Order

- a. C. Wiggers called the meeting to order at 12:15pm.
- b. *Members Present:* K. Barth, A. Brooks, T. Chams, C. Dawson, K. Fitch, T. Grove, A. Haenlin-Mott, D. Hiner, A. Hourigan, K. LoParco, E. Miller, M. Mosereiff, H. Sheldon, A. Sieverding, K. Supron, P. Thompson, C. Wiggers
- c. *Members Absent:* P. Andersen, M. Benda, H. Depew, A. Howell, L. Johnson-Kelly, K. Mahoney, B. Roebal, C. Sanzone, S. Vaccaro

II. Presentation regarding the Committee on Organizational Structures in the Social Sciences

- a. Presenters
 - i. Provost Michael I. Kotlikoff, V.M.D., Ph.D.
 - ii. Vice Provost & Alfred H. Caspary Professor of Immunology Judy Appleton, Ph.D.
 - iii. Senior Associate Dean for Social Science & Zubrow Professor of Economics Ted O'Donoghue, Ph.D.
 - iv. Email ssreview@cornell.edu with any feedback.
- b. J. Appleton said the committee did not talk about the impact of the contract colleges across the endowed. It is something that needs to be developed going forward.
- c. C. Wiggers asked how the EA can assist future committee work.
 - i. M. Kotlikoff said they have gone through all the assemblies, senate, departments, chairs, and staff in the colleges. They are trying to get feedback and facilitate a conversation. They can work with the status quo bias and not change a lot, but it is valuable to hear what people like.
 - ii. J. Appleton said every group brings a different lens to the report. Perspectives from those new to the university or with experience at another institution are very helpful.
 - iii. M. Kotlikoff underlined this is not about staff or faculty reduction, but rather organizing in the best way. One goal is to figure out where to invest. It is possible that to create efficiencies, they may shift some roles, but it would not be an abrupt transition. If they ask people to do different jobs, there will be appropriate training. They want to pursue institutional goals that individual colleges cannot necessarily pursue on their own.
- d. A. Haenlin-Mott asked how they would go about assuring their commitment to diversity and inclusion, and what aspects of it they are considering.
 - i. T. O'Donoghue said when the committee talked about different structures, it was not clear any structure was targeted specifically at diversity, but that they all create scopes. The big thing is having flexibility and a lot of these structures help with that.
 - ii. M. Kotlikoff added that one potential opportunity is creating an environment broader than the way they are currently organized. They have many small units that can struggle in terms of inclusion and recruiting.
- e. G. Giambattista asked if the feedback gathered would be implemented in a way that would give the community another opportunity to see reshuffling plans. She also inquired for the implementation timeline.
 - i. M. Kotlikoff said the next likely step would be getting groups of faculty together to evaluate the feedback and think about the next iteration of these ideas. These groups could perhaps refine some of these into proposals that would come back and be subjected to the same community discussion. They do not have a timeline and are going to take as long as they need, but he expects this to go into the fall at least.

- f. A. Sieverding said the ILR faculty, staff, alumni, and former deans have stood in strong opposition to the idea of the merger between ILR and HumEc. 84.2% of ILR staff members who completed a survey opposed the merger. She asked what they see in this merger, the costs and benefits, and how the merger would get them where they want to go with the social sciences.
 - i. J. Appleton said there is an idea of a combined unit as a home for public policy. Bringing the two units together would aggregate a large number of social sciences in one college. There are roughly 50-60 social scientists in ILR, and roughly 70-80 in HumEc. However, if this massing effect does not make sense or does not give academic opportunities, it is perhaps not a good idea.
 - ii. T. O'Donohue said one of the things they hoped was for people to take the time to think about and walk through what it would look like, and then reject it after.
 - iii. A. Sieverding said as a staff member in ILR, this idea designed to bring about efficiency seems to eliminate a significant number of staff positions. For example, there would not be a need for two career services offices and two admissions offices.
 - iv. M. Kotlikoff said the rationale is for academic benefit. There are two schools not well understood by the general public. He cited the applied economics management major in Dyson not really understood as a place students go for a general undergraduate business education. However, the first year after Dyson was put in the College of Business, applications jumped. The public understood where to go for an undergrad business education. Whereas every other college's applications have been increasing, ILR's has been declining for the past two years. HumEc has a focus on social and health policy, and ILR has a focus on labor policy. There are potential synergies that could create a school focused on public policy much more recognizable outside of the domain of Cornell.
 - v. J. Appleton said the committee never got to discussing economic efficiency. It was about opportunities for academic stature and positioning Cornell to be outstanding in the social sciences. A. Sieverding's duplication comment has to do with faculty burden.
 - vi. M. Kotlikoff said there will be investments in the social sciences, but they have not decided where and how.
- g. M. Kotlikoff said there is a longstanding concern of not having a large scale social sciences center. They have an uncountable number of small centers that impact the social sciences, but no centralized center that brings people together and projects outward to enhance Cornell's reputation. There are ideas to pursue, but he and President Pollack are not yet convinced they know the answer.
- h. K. Barth said this sounds like an identity and culture problem. Being a non-faculty representative, he can hear the case for the potential of taking two really good things and making it so people on the outside can see how great it is, but there are a lot of emotions.
- i. K. Supron mentioned the ideas are not mutually exclusive. Many are supportive of each other and not necessarily in conflict.
- j. C. Wiggers thanked their guests for coming.

III. New Business

- a. C. Wiggers thanked those who participated in the recent tabling event at the vendor show.
- b. C. Wiggers said the Board of Trustees presentation on May 25th was well received.
- c. C. Wiggers said the Executive Committee met with members of the Employee Welfare Committee and Personnel Policy Committee last week on the Cornell University retirement plan. The purpose of the discussion was not to look at the requests for information they discussed the last EA meeting when they voted to request more information from stakeholders. They still do not have a clear conclusion on that. L. Johnson-Kelly is out of town this week, but once she returns, C. Wiggers proposed taking some time during the summer retreat to address these issues.
- d. C. Wiggers announced two potential dates for the retreat: Wed. June 27 and Fri. August 10.
 - i. G. Giambattista will send out a doodle poll to see when they can get majority participation.

- ii. H. Depew and P. Thompson will be working with the OA for a venue.
- iii. The time frame will be the whole day, tentatively 9:30am to 3:30pm.
- e. C. Wiggers announced that committees not completely populated today will be discussed at the retreat.

IV. Approval of Minutes

- a. C. Wiggers announced that the listserv has just been updated. The minutes were not circuited in the same fashion, but they should be up on Box now.
 - i. P. Hampton announced they were on the website.
- b. A. Haenlin-Mott flagged that a lot of her EA emails ends up in her clutter, so she had to adjust it.
 - i. EA member suggested setting a rule in clutter so that anything with the word "Cornell" in it goes into the inbox.
- c. Motion to approve the minutes of the EA meeting of May 16, 2018 – approved with no dissent.

V. Committee Staffing

- a. Communications Committee
 - i. C. Sanzone will continue as chair.
- b. Employee Education & Development Committee
 - i. P. Thompson said M. Mosereiff asked to step down from chair, so the seat is open. He or she would be responsible to lead the e-list, set up meetings and agendas, deal with any associated tasks that come up, request information, put forward possible draft resolutions, and recruit speakers for EA meetings.
- c. Employee Welfare Committee
 - i. Chair position open.
 - ii. C. Wiggers said L. Johnson-Kelly is planning to step down as chair but still wants to be a participant.
- d. Elections Committee
 - i. P. Thompson said only those newly elected, except for M. Benda who is on a one-year term, are eligible to run the committee. Those who did not run are going to be up next year, so they cannot participate in the elections. Members would work with the OA, make sure the calendar runs correctly, get materials out, and recruit new candidates.
- e. Staff Recognition, Awards & Events
 - i. C. Wiggers said T. Grove said she would continue as chair unless someone else would like to step up. If someone steps up, she will remain on the committee in a supporting role.
 - ii. P. Thompson said EA members are encouraged to participate in at least two committees.
- f. Staffing Logistics
 - i. C. Wiggers said they do everything as a team, so taking on chair roles would not be by themselves.
 - ii. The EA went around the room for introductions.
 - iii. For positions and preferences, P. Thompson will email the group. EA members can also email her to let her know what committees/roles they are interested in.
 - iv. A. Haenlin-Mott said she has someone from Facilities and Campus Services interested in participating.
 - 1. P. Hampton said there is an online application system.
 - 2. P. Thompson said they have to find a chair first. The chair has the responsibility of receiving those requests and/or recruiting.
 - v. C. Wiggers said they earlier voted to have a meeting on June 20th. He proposed they cancel that meeting in lieu of the upcoming retreat.
 - 1. Seconded.
 - 2. Motion to cancel the June 20th meeting – cancelled.

VI. New Business (cont.)

- i. T. Grove introduced a new software, ProHabits. Participants pick a “track” they want to work on, for example learning to be more innovative or being better at giving feedback. ProHabits will send a tip or trick to consider doing that day and participants have a choice to commit to it or not. Her task today regarding “pro-empowerment” is to tell ten people they are special. Cornell is testing this software and they are asking people across campus to use it. One recommendation was to ask the EA to participate. If anyone is interested, it will be launched in the next couple weeks. Those who do not want to participate do not have to sign up.

VII. Old Business

- a. Response to EA R8: Furthering the Institutional Commitment to LGBTQ+ Inclusion
 - i. P. Hampton asked the EA to make note of the letter in relation to EA R8. The resolution and the president’s response, as well as this letter, are posted on the website.

VIII. Adjournment

- a. G. Giambattista announced the voting for the employee-elected trustee election is up until 10:00am tomorrow morning. They should have a new employee-elected trustee tomorrow afternoon.
- b. C. Wiggers adjourned the meeting at 1:45pm.

Respectfully Submitted,
Catherine Tran
Clerk of the Assembly