Abstract: Resolution to amend the Employee Assembly Charter and align the assembly’s membership with current University structure reflecting a more comprehensive representation of University staff.

Sponsored by: EA members of the Membership Task Force, as charged by the Assembly in EA R6.2020

Jessica E. Withers, Chair of the Elections Committee and Library and Museum Representative
Jamie Duong, School of Hotel Administration Representative
Brian Goodell, Representative At-Large
Andrea Haenlin-Mott, Disability Representative At-Large
Ashley Miller, Division of Human Resources Representative

Reviewed by: Elections Committee, August 18, 2020

Whereas, the Employee Assembly is the shared governance body charged to be concerned with those matters directly affecting the staff community of Cornell University; and

Whereas, the staff community encompasses non-academic staff across multiple colleges and units across the university; and

Whereas, the current assembly is not fully representative of the current University structure’s breadth of staff members; and

Whereas, the establishment of voting member seats representing staff not presently covered by the Assembly Charter aligns with the Article II Object: “The Assembly will actively seek to involve all segments of Cornell’s diverse employee population in the Assembly’s decision-making activities.”; and

Whereas, staff of the SC Johnson College of Business, the School of Public Policy, Office of the University Counsel, Office of the Judicial Administrator, Offices of the President and Provost, and eCornell have not had direct representation on the Assembly; and

Whereas, the Employee Assembly Charter does not currently include provisions for non-specific At-Large seats or an explicit process for filling the Retiree seat; and

Whereas, the Assembly recognizes of the value of overall staff engagement and supports inclusive representation on the Assembly even as departments and units change with time; and
Whereas, the Assembly created a Membership Task Force to review terms, seats, best use of At-Large seats, and appropriate total size and make recommendations on these items and any others they discover regarding Assembly make-up for review by the Assembly; and

Whereas, the turnover of Assembly positions on two-year terms creates challenges for knowledge transfers within the body and on specific committees.

Be it therefore resolved; the Membership Task Force recommends the following changes to the Employee Assembly Charter:

Be it resolved, the School of Hotel Administration voting representative shall be renamed the “Cornell SC Johnson College of Business” voting representative to encompass all units within SC Johnson (School of Hotel Administration, Charles H. Dyson School of Applied Economics and Management, Samuel Curtis Johnson Graduate School of Management, and all other staff within the Cornell SC Johnson College of Business); and

Be it resolved, the voting representative for “The Graduate School / Law School / Johnson Graduate School of Management” will be changed to represent “The Graduate School and Law School”; and

Be it resolved, that a voting seat be established for the School of Public Policy; and

Be it resolved, that a voting seat be established for the School of Continuing Education and Summer Sessions and eCornell; and

Be it resolved, that an at-large affinity voting seat be added to represent Black, Indigenous, and People of Color (BIPOC) staff; and

Be it resolved, that an at-large affinity voting seat be added to represent staff who have been at Cornell for more than 20 years; and

Be it resolved, that two at-large representative voting seats be added. At-Large representative seats may be filled by appointment from existing candidate pool after annual elections or by candidates from a department without clear Assembly representation. The term of At-Large representative seats will match the Assembly terms and be split to align with overall body turnover; and

Be it resolved, that staff from the Offices of the President, the Provost, the Board of Trustees, Counsel, Judicial Administrator, Ombudsman be represented by the University Relations seat and that seat be renamed “University Relations and Central Administration”; and

Be it resolved, that two Staff Retirees will be appointed by the Division of Human Resources, in consultation with the HR Retiree Engagement Advisory Committee, to represent the Staff Retiree constituency. The two members shall share one vote but may serve on different committees. The
two-year appointments will be staggered for continuity purposes. The Assembly shall vote to accept
the proposed candidates; and

**Be it further resolved,** that Employee Assembly term lengths be extended to three years from two;
and

**Be it further resolved,** the following representative seats be updated to reflect current titles:
- The Geneva Campus Representative shall become the Cornell AgriTech Representative
- The Infrastructure, Properties & Planning Representative shall become the Facilities and
  Campus Services Representative; and

**Be it further resolved,** that the total number of representatives on the Employee Assembly shall be
increased to 35 and that these membership changes go into effect with the Spring 2021 elections; and

**Be it further resolved,** that §Article V, Section 2A of the Employee Assembly Charter be amended
as follows:

The Assembly consists of **35** voting members elected by and from the eligible employee population
at Cornell University.

1. **Twelve** voting members shall be elected to represent the following academic colleges and
   schools with one representative each: College of Agriculture & Life Sciences; College of
   Architecture, Art, & Planning; College of Arts & Sciences; College of Engineering /
   Computer & Information Science; **the Graduate School and Cornell Law School**
   **(combined seat);** College of Human Ecology; School of Industrial and Labor Relations;
   College of Veterinary Medicine; Cornell Tech; **SC Johnson College of Business; School of**
   **Public Policy; School of Continuing Education and Summer Sessions and eCornell**
   **(combined seat).**

2. Ten voting members shall be elected to represent the following administrative units with
   one representative each: Alumni Affairs & Development; **Cornell AgriTech; Facilities and**
   **Campus Services;** Financial Affairs, Budget & Planning, Audit & Investment; Health &
   Safety; Human Resources; **Library and Museum;** Research, Tech Transfer & Information
   Technology; Student & Campus Life; **University Relations and Central Administration**
   **(the Offices of the President, the Provost, the Board of Trustees, Counsel, Judicial**
   **Administrator, Ombudsman)**

3. **Eleven** voting members shall be elected to represent the following affinity groups with one
   representative each: **BIPOC (Black, Indigenous, and People of Color);** Disability; Exempt;
   International; Less Than Five Years of Service; LGBTQ; **More Than 20 Years of Service;**
   Non-Exempt; Retirees; Veterans; Women;
a. Two voting members shall be appointed by the Division of Human Resources, in consultation with the HR Retiree Engagement Advisory Committee, to represent the Staff Retiree constituency. The two members shall share one vote but may serve on different committees. The two-year appointments shall be staggered for continuity purposes. The Assembly shall vote to accept the proposed candidates.

4. Two voting members shall be elected or appointed to represent staff at-large from across the University. At-Large representative seats may be filled by appointment from existing candidate pool after annual elections or by candidates from a department without clear Assembly representation. The term of At-Large representative seats will match the Assembly terms and be split to align with overall body turnover.

Be it finally resolved, that §Article V, Section 6 of the Employee Assembly Charter be amended as follows:

A. The term of membership is three consecutive sessions of the Assembly unless otherwise explicitly stated. Terms are staggered such that one-third of the members’ terms expire each year.

Adopted by Vote of the Assembly (X-X-X), {Date}, {If adopted, the vote counts and Adopted Date will be filled in by the EA Chair prior to submitting to the President’s Office}

Respectfully Submitted,
Membership Task Force
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