

Cornell University
Employee Assembly

Cornell University Employee Assembly

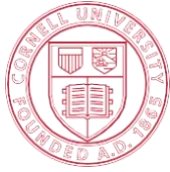
Agenda for October 6th, 2021

12:15 pm – 1:30 pm

“An Active Voice for Cornell Staff”

- I. Call to Order
- II. Roll Call
- III. Land Acknowledgement
- IV. Approval of [September 15th Minutes](#)
- V. Call for Late Additions to the Agenda
- VI. Business of the Day
 - a. EA Resolution 2: [Support for Interim Policy 6.3](#)
 - b. [Liaison Appointments](#)
 - c. Special election update from Elections Committee
- VII. Committee Reports and Updates
 - a. Executive Committee
 - b. Employee Welfare Committee
 - c. Benefits and Policy Committee
 - d. Communications, Outreach and Recognition Committee
 - e. Education Committee
 - f. University Assembly
- VIII. New Business/Open Discussion
- IX. Adjournment

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Cornell University Employee Assembly

Cornell Employee Assembly

Minutes of the September 15, 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 [19]: D. Barrett, M. Benda, J. Cannella, M. Cherry, S. Coil, J. Creque, H. Depew, J. Duong, B. Fortenberry, B. Goodell, A. Haenlin-Mott, D. Howell, K. LoParco, K. Mahoney, E. Miller, M. Podolec, K. Supron, K. Tannenbaum, J. Townley, J. Withers, L. Zacharias
Members Absent [4]: M. Brooks, B. Fisher, D. Howell, A. Mittman

III. Approval of September 1, 2021 Minutes

- a. Motion to approve September 1, 2021 minutes was **approved** unanimously.

IV. Call for Late Additions to the Agenda

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

V. Business of the Day

- a. Interim Policy 6.3 (Consensual Relationships) – Laura Rugless and LaDreena Walton, Office of Institutional Equity and Title IX (OIETIX)
 1. L. Rugless thanked the Employee Assembly for all of its work during the pandemic. L. Rugless introduced the OIETIX, emphasizing all the work it has done besides Title IX especially in terms of new changes that have been made such as involvement with the bias response process and religious accommodations.
 2. L. Walton introduced herself, highlighting her role overseeing the Consensual Relationships policy. L. Walton stated that as of 8/2/2021, romantic and sexual relationships between staff members and undergraduates students are prohibited and will be next reviewed with stakeholders so that a report can be prepared.
 3. L. Rugless noted that for an interim change to go into effect it must pass through the Executive Policy Review Group, which already occurred for this new change.
 4. B. Fortenberry questioned, as a supervisor, what protocol would be for supervisors having knowledge of an undergraduate student and staff relationship that occurred before this new policy came into implementation.
 5. L. Walton stated that one can report directly to herself and the OIETIX office through email, and that afterwards the OIETIX would work together with the respective HR unit of the staff member to work out a recusal plan if necessary.

- L. Rugless agreed with L. Walton, noting that it should also be encouraged for the employee to report as well.
6. E. Miller questioned when it could be expected for the OIETIX to receive all feedback for the interim policy, to which L. Rugless stated that feedback from the stakeholder group could be expected in about a month or so.
 7. L. Walton stated that she has had discussions with Anuli Ononye and that the Student Assembly is interested in passing a resolution on this same topic matter.
 8. B. Goodell questioned if the new policy would exclude pre-existing relationships.
 9. L. Rugless stated that if there is a pre-existing relationship that violates this policy, it would need to be disclosed and evaluated under the specific circumstances of their specific relationship, highlighting that there is no blanket response to these different circumstances.
 10. J. Duong questioned if this was done to bring staff and faculty rules more in line with each other or if there was a history of problematic issues. L. Rugless stated that the policy was for both, in terms of keeping in line with other Ivy League institutions while addressing previous issues that have occurred.
 11. B. Fortenberry thanked the OIETIX for coming out with this new policy.
 12. M. Benda noted the presence of nontraditional undergraduate students and asked for clarification on how the policy would apply to them, to which L. Rugless stated that regardless of age or any other factor, the policy would still be applicable.
 13. K. Tannenbaum questioned if there would be provisions based upon similar age ranges when considering a relationship, to which L. Walton clarified that age is not a factor when it comes to this policy, but rather status in terms of being a student or an employee.
- b. Liason Appointments
1. J. Withers stated that the EA is responsible for fulfilling some liaison roles both in the UA and through other various organizations at Cornell. J. Withers noted that anyone who would be willing to volunteer for roles would be greatly appreciated. J. Withers questioned if these positions would need to be voted in, or if people could simply volunteer themselves.
 2. G. Giambattista stated that these appointments need to be voted upon.
 3. L. Zacharias and M. LoParco volunteered for appointment to the UA Codes and Judicial Committee. L. Zacharias was **approved** for appointment as EA representative to the UA Codes and Judicial Committee for the 2021-2022 term.
 4. J. Cannella volunteered for appointment to the UA Campus Welfare Committee. J. Canella was **approved** for appointment as EA representative to the UA Codes and Judicial Committee for the 2021-2022 term by unanimous consent.
 5. E. Miller asked for clarification on the purpose of the UA Campus Committee on Infrastructure, Technology, and the Environment, to which B. Fortenberry stated that the Committee is a conglomeration of different topics with a focus on new sustainability initiatives.

6. J. Withers stated that A. Haenlin-Mott and K. Mahoney both previously served as the two representatives for the Campus Planning Committee and noted both K. Mahoney and A. Haenlin-Mott's hopes to continue in their roles. K. Mahoney and A. Haenlin-Mott were approved for appointment as EA representatives to the Campus Planning Committee for the 2021-2022 term by unanimous consent.
7. J. Withers stated that there are two openings for the Transportation Hearing and Appeals Board that could be available for either a member of the EA or a regular staff member. J. Withers stated that the position would continue to be looked into after no volunteers for appointment.
8. K. Supron volunteered to continue her role on the Committee for Campus-Constituency-Elected Trustees but noted that should anyone else wish to take the role, she would step back. K. Supron was approved for appointment as EA representative to the Committee for Campus-Constituency-Elected Trustees for the 2021-2022 term by unanimous consent.
9. J. Creque volunteered to continue her role on the Faculty Senate. J. Creque was approved for appointment as EA representative to the Faculty Senate for the 2021-2022 term by unanimous consent.
10. A. Haenlin-Mott noted a desire to hear about reports back from these particular meetings, to which J. Withers agreed that liaison reports would be beneficial.

VI. Committee Reports and Updates

- a. Executive Committee - A. Haenlin-Mott
 1. A. Haenlin-Mott stated that the Executive Committee decided to look at Zoom meetings for the EA at least through October. A. Haenlin-Mott also noted that following the Priorities Poll from last term, a new Priorities Poll for this coming year would not be done since the previous one was surveyed so close in date.
 2. E. Miller questioned B. Fortenberry how in-person meetings were going for the UA. B. Fortenberry stated that the meetings have been very well received so far. M. Benda also agreed that in-person meetings were a lot easier but noted that transitions between in-person and online members were difficult and that it would be easier if meetings were either entirely in-person or entirely online.
 3. J. Canella stated that there was a flood in Day Hall and as such, there is not currently a projected date for when meetings will return onto campus.
 4. J. Withers noted that EA meetings have traditionally been hybrid due to employee participation from NYC or Geneva campuses.
- b. Elections Committee - J. Duong
 1. J. Duong stated that, in reference to a special election, the Elections Committee voted to approve the elections calendar which has set voting to take place on the third week of October. J. Duong emphasized that members should inform their constituents on the many open positions available through this special election.
- c. Employee Welfare Committee - K. Mahoney
 1. K. Mahoney stated that the Committee is working on issues of belonging for

certain communities at Cornell due to a belonging survey hosted by the DCNG. K. Mahoney stated that alongside Cornell Wellness, ideas around rejuvenation and reflection circles for self-care are also being explored.

2. A. Haenlin-Mott thanked the Employee Welfare Committee for their work in bringing the discussion forward on disability welfare.
- d. Benefits and Policy Committee - B. Goodell
 1. B. Goodell stated that there has not been a new Committee meeting, but that in the upcoming meeting, a guest speaker will be coming and discussions on pet policy and more will occur.
- e. Communications, Outreach and Recognition Committee - E. Miller
 1. E. Miller stated that there has not been a new Committee meeting, but that there will be an upcoming meeting where positions on the Committee will be decided. E. Miller noted that the publication of a new EA Voice newsletter will occur in the next week that will follow up on the OIETIX presentation from today and the call for the new Hearing Panel members.
- f. Education Committee - M. Benda
 1. M. Benda stated that there has not been a new Committee meeting but stated that the Committee has been working with HR to host and volunteer for a staff graduate reception.
- g. University Assembly - B. Fortenberry
 1. B. Fortenberry stated that UA Resolution #1 was brought up in the first meeting advocating for a mandate that would require staff and faculty members to vaccinate on Cornell campus. Resolution #1 was postponed due to new concerns over what President Biden's new Executive Order.

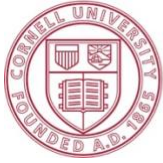
VII. New Business

- a. Open Discussion
 1. No new discussions were brought up.

VIII. Adjournment

- a. The meeting was adjourned at 1:25pm.

Respectfully Submitted,
Office of the Assemblies



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)

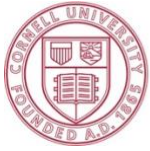
The Transportation Hearing and Appeals Board shall consist of two members nominated by their respective Assemblies and approved by those bodies and one ex-officio member representing the administrative staff of Transportation and Mail Services. Members shall be

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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EA Resolution 2: Support for Interim Policy 6.3

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.

Sponsored by: Michelle LoParco

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

Type of Action Recommendation

Originally Presented:

Current Status: New Business

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

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

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

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

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

Respectfully Submitted,

Michelle LoParco, EA Graduate and Law School representative