

MINUTES
Employee Assembly Meeting
Wednesday, February 19, 2014
12:15-1:30pm
401 Physical Sciences Building

I. Call to Order

B. Schaffner called the meeting to order at 12:19 p.m.

Present: J. Ambrosetti, J. Ballerstein, N. Bell, D. Brooks, B. Cristelli, L. Croll Howell, C. Ferguson, T. Grove, H. Hall, E. Lee, G. Mezey, J. Rogan, B. Schaffner, B.J. Siasoco, M. Stefanski Seymour, P. Thompson

Absent: L. Morris

Also Present: G. Giambattista, C. Halloway, A. Snell, C. Lender, A. O'Donnell

II. Call for Late Additions

B. Schaffner called for late additions to the meeting. E. Lee asked to send around a schedule for *The PawPrint* and asked the members of the EA to sign up for their .

III. Approval of Minutes from January 8, 2014

J. Ambrosetti motioned to approve the minutes from January 8, 2014. C. Ferguson seconded and the minutes were unanimously approved.

IV. Business of the Day

B. Schaffner introduced the guest speakers, Chris Halloway and Anne Sneel, and explained they would be presenting information on the progress of the Committees on the Employee Survey.

C. Halloway explained most of the committees are beginning to wrap up the brainstorming phase and are moving into implementation. The Career Growth and Opportunities Committees is one of the largest committees and C. Halloway believes this committee will have changes that take longer to implement but will have the best results on the Cornell culture. Currently, the group has been focusing on internal and external hiring at Cornell.

L. Croll Howell began the presentation for the EA on the internal and external hiring analysis. She explained A. Snell's group has been tracking external versus internal hiring at Cornell. She presented graphs that illustrated the different salary bands versus the external and internal hiring. On average thirty-four percent of hires are internal and the other sixty-six percent are external hires. C. Ferguson asked if this data has looked specifically at underrepresented minorities. L. Croll Howell explained they are looking into this, but as of now the data indicates it follows the general population trend.

T. Grove asked about the comparisons on secondary internal hires after the job has been offered to an external hire. L. Croll Howell said this information would be difficult to gather but she presented other data that encompassed some of what the question was asking. L. Croll Howell then went on to explain during the economic down turn there was a lot of concerns about employees not wanting to move internally for fear of losing their original job. A. Snell explained 2009-2010 were the down turn years but as of 2013 this trend has reversed, which she showed with a graph of lateral moves within the 2013 fiscal year.

J. Ambrosetti questioned the classification of people working in temp positions who are then permanently hired. L. Croll Howell said those individuals were considered as external hires. G. Giambattista asked if there is a certain level, or ratio, of internal to external hires the committee is attempting to set. Currently, there is nothing official on this; however, it may be something the EA might be interested in looking into. C. Halloway also added there is no industry standard for this.

L. Croll Howell brought up when looking at the percentage results in hiring, the internal applicants seem to have a higher chance of being selected. The analysis indicated about 4% of internal applications led to hire whereas only 1.6% of external applications led to hire. One of the main questions this poses is why are internal applicants not applying more—currently there are only about 15.2% are in the candidate pool. T. Grove said at the beginning the lack of internal applications might have been because of fear of losing their jobs but now people are just giving up and not even attempting to make lateral moves. B. Cristelli added a lot of positions are not opening and people are beginning to feel stuck in a specific salary band.

A. Snell said in the next three years they are anticipating 160 administrative postings, so more opportunities should be occurring in the coming years.

The EA then discussed the lack of lateral movement due to the employees' skills not transferring. A. Snell said one way to help this situation is to educate the hiring supervisors so that they can advise the employees as to what skills are transferable. They also discussed the potential of working with HR to help educate employees who may have weaker resumes. Those employees could then receive assistance so that when they apply internally again they will be presented as a stronger candidate.

B. Schaffner thanked the presenters and explained the Employee Survey Results will be discussed again in the EA meeting in two weeks.

V. Report from the Chair

A. UA Meeting

B. Schaffner said during the last UA meeting there were two main topics presented, one of which was on TCAT. Due to a budget short fall, TCAT is planning to increase rates. Currently, they are unsure of where the increases will be coming from; however, the assembly is considering discontinuing the free first year student passes and the student omni-pass rates.

B. Elections

A. O'Donnell explained there were going to be no official elections this year because only one candidate is not running for re-election but one new candidate submitted materials so they are still at one vacant seat.

C. EA Representation for the Recognition Team

B. Schaffner said they have been asked for an employee for the recognition team. This is a larger commitment; however, she would like to have EA representation in the group. If any member is interested they should contact her for more information.

VI. Old Business

A. Academic Non-Professorial

P. Thompson explained the EA is beginning to reach out to employees in academic non-professional positions to gauge their interest in the EA. This information will help us to see if they need more or less representation. P. Thompson and B. Schaffner encouraged the members of the EA to reach out and talk to the employees in academic non-professorial positions.

B. Leadership Breakfast - Joe Rogan

J. Rogan attended the Leadership Breakfast this month where the discussion revolved around Cornell beginning to offer MOOCs. Initially, Cornell was hesitant, however, there are now four MOOCs provided by Cornell, the first of which was launched at the beginning of the year. The goals of the MOOCs are to give a world-class education to anyone who is interested. These are supplementary courses and will not count for credit or degree.

VII. Adjournment

J. Ambrosetti made a motion to adjourn the meeting. G. Mezey seconded the motion and the EA meeting of February 19, 2014 was adjourned at 1:33 p.m.