



# Cornell University Employee Assembly

## MINUTES Employee Assembly Meeting February 18, 2015 12:15 -1:30pm 401 Physical Science Building

### I. Call to Order

G. Mezey called the meeting to order at 12:18 p.m.

*Present:* N. Bell, B. Cristelli, L. Croll Howell, T. Grove, H. Hall, S. Jenks, E. Lee, G. Mezey, B. Schaffner, BJ Siasoco, M. Stefanski Seymour, P. Thompson

*Absent:* J. Ballerstein, D. Brooks, M. de Roos, B. Esty, C. Ferguson, L. Morris, J. Rogan

*Also Present:* C. Lender, A. O'Donnell, U. Smith

### II. Call for Late Additions to the Agenda

*None*

### III. Approval of Minutes

T. Grove moved to approve the minutes and the EA unanimously approved the minutes from February 4, 2015.

### IV. Report from the Chair

*None*

### V. Business of the Day

#### A. Education Committee (M. Stefanski Seymour)

M. Stefanski Seymour reported the Education Committee met on February 10<sup>th</sup>. The committee discussed membership, involvement, and committee activity. Part of the discussion revolved around the need for the education committee and what its activity should look like, especially considering the committee functions more on a needs basis. M. Stefanski Seymour asked the EA for their thoughts on whether the committee should meet regularly or only when it is needed and suggested this be addressed at a future EA meeting.

The committee also discussed availability as well as access to resources for employees looking to continue education. M. Stefanski Seymour mentioned the representatives from the Benefits Office are happy to put on a college information session for any number of employees who are interested and she urged the EA to promote this service for their constituents. L. Croll Howell asked if staff members with disabilities are covered under the student disability program? M. Stefanski Seymour answered yes but for further verification she will bring the question to Maureen Brull. M. Stefanski Seymour ended with topics the committee might address in the future which include employee disabilities, spouse education benefits, and external college tuition coverage by Cornell. If members of the EA have other topics they would like the committee to address or if they hear of any staff concerns, please contact M. Stefanski Seymour.

### **B. EA Communications Update (E. Lee)**

E. Lee said the next EA update would be sent out on February 23<sup>rd</sup> and will include descriptions of the EA awards as well as information from the February 4<sup>th</sup> EA meeting on the provost search committee and the discussion with M. Opperman. The update will also feature a short piece written by H. Hall.

### **C. Staff Recognition & Awards Committee (T. Grove)**

T. Grove explained the committee will be meeting on Monday, February 23<sup>rd</sup> to choose the George Peter Award winners. The committee will also be addressing a number of nominations for EA Kudos at the meeting as well. T. Grove asked for the EA's thoughts on the Kudos luncheon and whether the event should be continued this year. It was offered the Kudos luncheon at the Statler should remain but other awards, specifically the Mary Opperman Award, be presented at the Senior Leadership Panel where M. Opperman will be present.

### **D. Creation of Elections Task Force (C. Ferguson)**

G. Mezey spoke on behalf of C. Ferguson. C. Ferguson is looking to create a special task force with the intent to explore and finalize the best structure for the EA by the first meeting in April. There was some discussion on whether or not members up for re-election should be eligible for the membership on the taskforce. It was determined all members are allowed to serve on the as the issue being addressed will affect the future of the entire EA not just those up for election. Members who are interested in serving on the task force should email C. Ferguson for more information.

### **E. Upcoming Meeting with Transportation**

G. Mezey explained he is currently still attempting to set a date with transportation. G. Mezey also added the meeting will be a discussion and he asked members of the EA who have received comments or concerns from staff to please upload them to the box folder so questions can be compiled for the meeting.

### **F. Senior Leadership Panel Planning (BJ Siasoco)**

BJ Siasoco informed the EA there is ongoing planning for the event but it will be held sometime in May. He explained they are looking for questions and might include the request for questions in the next EA update. The speakers will also be selected based on the questions submitted so the best answers can be provided.

## **VI. Old Business**

*None*

## **VII. New Business**

T. Grove was asked to have the EA help with the recognition of the employees who assisted in the TCAT accident. The EA discussed different options on how best to recognize the good samaritans and will be discussing the topic more at the next meeting.

#### **A. Resolution 4: Staff engagement survey plan**

T. Grove explained this resolution is stemming off of the EA Resolution created in 2011 that implemented the Staff Engagement Survey. This resolution requests the survey be conducted every five years and the EA remains a partner in the formation and implementation. T. Grove then opened up the floor for discussion on the resolution. G. Mezey voiced the concern the resolution does not give the EA a lot of involvement and requested a clause be added so the EA is given more strength revolving ownership and data for the survey. U. Smith argued the resolution seems to remove action from the EA by creating a small committee. He suggested the EA put itself as the owner of the survey and the entire ensemble handle the creation of an action plan from the data produced. L. Croll Howell added two amendments to the first and second clause so the EA would be included with M. Opperman as the owners of the survey. This will ensure the data is easily accessible to the EA in the future. T. Grove thanked the members for they're input and will be amending the resolution. The amended resolution will be presented at the EA meeting on March 4, 2015.

#### **VIII. Adjournment**

The Employee Assembly meeting of February 18, 2015 was adjourned at 1:31 p.m. due to time.