



# Cornell University Employee Assembly

## **AGENDA** **Employee Assembly Meeting** **Wednesday, November 19, 2014** **12:15 -1:30 p.m.** **401 Physical Sciences Building**

### **I. Call to Order**

G. Mezey called the November 19, 2014 meeting of the Employee Assembly to order at 12:17 p.m.

*Present:* D. Brooks, B. Cristelli, L. Croll Howell, M. de Roos, N. Doolittle, T. Grove, H. Hall, S. Jenks, E. Lee, G. Mezey, L. Morris, B. Schaffner, M. Stefanski Seymour, P. Thompson

*Absent:* J. Ballerstein, N. Bell, B. Esty, C. Ferguson, J. Rogan

*Also Present:* G. Giambattista, C. Lender, A. Mittman, A. O'Donnell, *The Sun* Reporter

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

There was one late addition to the meeting by BJ Siasoco in regards to the Ivy Summit that was held over the weekend.

### **III. Approval of Minutes**

M. de Roos made an amendment to the third page of the minutes on the spelling of the "Bain" Report. T. Grove moved to approve the minutes and B. Cristelli seconded. The minutes from November 3, 2014 were unanimously approved.

### **IV. Business of the Day**

#### **A. President Skorton and VP Mary Opperman Meeting (45 minutes)**

G. Mezey explained President Skorton would be unable to attend the meeting but M. Opperman had received all of the talking points presented by the EA and will be discussing them with the EA. G. Mezey then introduced M. Opperman and opened the floor for questions. T. Grove began by asking how things are in general with the staff and if M. Opperman has noticed a decrease in complaints and/or concerns. M. Opperman said she has noticed people have begun to adjust to a new normal and what that means for them. BJ Siasoco asked what ways the university is looking to help people with the change of thinking. M. Opperman said there is no perspective that is incorrect or correct, it is all a matter of where somebody is coming from and their expectations. M. Opperman explained that a long-term answer is to address how we work together as opposed to attempting to beat down one idea or opinion.

BJ Siasoco asked about the rotational programs that some units have begun to try out and whether or not it is something to be considered and discussed further. M. Opperman said facilities as well as some HR groups are beginning a formal rotation program. She explained supervisors are in charge of creating the rotational plan and ensuring staff has all of the information as well as the opportunity to be included in the plan if they would like. M. de Roos asked if there are any advisors or mentors for staff. M. Opperman answered they are trying to work on this but one thing which will help is improving Work Day. M. Opperman explained Work Day will help to explain core competencies of jobs and allow employees to see what they might need in order to move up.

D. Brooks asked M. Opperman for her advice on how to develop a relationship with the new president. M. Opperman said the best way would be to present president elect Barrett with the information on the EA and invite her to attend a meeting. M. Opperman also explained there is a transition team who will be helping to present president elect Garrett with the university information as well. Finally, the EA ended their discussion with M. Opperman on the subject of Cornell affiliated housing and the next employee survey scheduled to be released in two years.

### **B. Charter Day Updates -VP Mary Opperman and Dean Glenn Altschuler**

M. Opperman and G. Altschuler gave a presentation about Charter Day Weekend which is occurring on April 24-27<sup>th</sup>, 2015. The weekend will be a celebration of Cornell University receiving the charter to run the university in 1865. M. Opperman explained the Cornell 150<sup>th</sup> celebration began this year with Homecoming and is scheduled to continue until December 2015. Across the globe there will be alumni events as well as a number of events on the Cornell campus throughout the year.

G. Altschuler briefly detailed how the Charter Day celebrations are structured and how it will differ from Homecoming. As a part of Charter Day weekend, there will be a number of presentations from panels of faculty on key issues affecting the world, such as global climate change and the future of higher academics. The opening event on Friday, April 24<sup>th</sup> will be a presentation by Bill Nye '77 and Steve Squyres '78, PhD '81, on "Cornell and the Joy of Discovery" followed by a campus and community kick-off celebration in Barton Hall. Some of the Charter Day events will require registration so that an accurate headcount can be obtained; however, all events are open to both Cornell and Ithaca community.

G. Altschuler and M. Opperman requested that people look at the 150<sup>th</sup> website and she asked for the EA's participation either as volunteers and/or event attendees. Registration for events will open in late January, early February and emails about the events as well as ticket availability. For more information or question G. Altschuler requested that people email him at [gcal1@cornell.edu](mailto:gcal1@cornell.edu) or contact Kristin Hopkins.

### **V. Report from the Chair**

This portion of the meeting was tabled due to time.

### **VI. Old Business**

This portion of the meeting was tabled due to time.

## **VII. New Business**

### **A. Campus Welfare/Campus Infrastructure Appointments**

BJ Siasoco asked if any EA member would be interested in serving on either the CWC or the CIC. He is currently on both committees, and since they meet at the same time, he needs someone to take over his place on one or the other. The meetings are typically held the second Tuesday of the month from 4:30-6:00 p.m. If anybody is interested in the position please email BJ Siasoco.

### **B. Structure Resolution**

This item was tabled until the next meeting.

## **VIII. Adjournment**

G. Mezey adjourned the meeting at 1:30 p.m.