ILRAA Board of Directors Meeting

June 4, 2018

NYC ILR Extension Conference Center

1:03pm Meeting called to order by Joe Cartafalsa.

Present: Joe Cartafalsa, Susan Panepento, Esta Bigler, Richard Berman, Robert Molofsky, Tom Barreca, Suzette Simon Rubinstein, Dawn Levy-Weinstein, Philip Capell, Marion Zinman, Marty Schmelkin, Jordan Berman, Marty Josephson, Nicole Mormilo, Leona Barsky, Jason Jendrewski, Nicole Kuzdeba, Sue Sappington, and Jennifer Thurston. Remote access[via Zoom]: Joel Friedman, Nadine Reid, Jason Nhambiu, Lisa Hunter, Valerie Benjamin, Susan Youngblood, Howard Byck, Harvey Sanders, Jacqueline Brady, Beth Florin, Christopher DelGiorno, Raphel Sebastian, Mary Zitwer-Millman, Elizabeth Greenridge and Joanne Bush.

Joe Cartafalsa seated the new Board Members.

1:14 **Dean’s Report**

Dean Hallock reported on topics he is currently thinking about including: how technology is affecting higher education; Greek Life and student health and well-being; and increasing financial pressures on the school. Other issues he is currently addressing include: continuing faculty retirements; excellence in the ILR community - extraordinary Social Scientists on staff; continuing an emphasis on student health and well-being; and new Extension office 55th St. and Park Ave. Lately, his main focus has been on fund-raising, re-branding and communication, and the Faculty Social Sciences Committee Report.

The Dean gave a report on the Social Sciences Committee Report and the idea it generated to merge the ILR School with the School of Human Ecology. He explained that the reaction and opposition to the report was immediate because the merger of the University’s business programs appeared to happen very quickly. There were numerous meetings on campus with administrators, faculty and students and tremendous opposition from alumni. The Dean reported that the Provost recently said that a full merger is unlikely to occur in face of opposition by faculty, students and alumni. However, the Provost also said that the discussion will continue in the fall and encouraged further debate and discussion of the idea. The Dean explained that while many parts of the College of Human Ecology are physical science areas of study, there are programs in the College of Human Ecology that could be absorbed by the ILR school based on academic commonalities. The Dean took questions and there was general discussion of the merger proposal. He noted that a social sciences super center for research is one possible “consolidation” that would be beneficial to the ILR school and University. The Dean was asked what alumni can do to help? He suggested that individual letters may be more meaningful than large group letters and can be sent to – [president@cornell.edu](mailto:president@cornell.edu), and [provost@cornell.edu](mailto:provost@cornell.edu). The Dean remarked that the Provost’s focus and willingness to spend money on social sciences at the University is a positive thing for the ILR School.

In response to questions, the Dean reported that: ILRies continue to play a leadership role in all aspects of campus life, including Greek life. Scheinman Institute dispute resolution programs may be introduced campus-wide. There will be no effective changes in curriculum for Fall 2018. Three proposals are being considered for fairly minor curriculum changes for faculty approval in the fall. The earliest possible effective date will be Fall 2019. He expects no change to the labor history curriculum. One recommendation may be to extend the freshman colloquium course longer than the current six weeks. Other possibilities under consideration are: a capstone program, methods for teaching statistics and data science, and modifications to the honors program. Also the students have requested a course or increased focus on Diversity and Equality.

2:00 pm **Board Business**

Joe Cartafalsa opened additional discussion of the merger asking whether the ILRAA should submit a statement. A lengthy discussion ensued on whether the ILRAA should weigh in, when and how to do so. Tom Barreca made a motion that the ILRAA oppose the merger proposal, but indicate that the other proposals my be worth exploring further. Seconded by Richard Berman and Nadine Reid. It was suggested that we request that Alumni have a voice in the decision making process, and this amendment was added to the motion. A vote was held on the following motion – the ILRAA will state its opposition in writing to the proposal to combine the ILR and the Human Ecology schools and will request to have a role in the decision-making process as it moves forward, including the continuing exploration or other recommendations made by the Social Science Committee. The motion was unanimously approved. Robert Molofsky volunteered to help the Executive Committee in the drafting.

**Approval of the Minutes**

Susan Panepento presented the draft February 2018 minutes. Dawn Levy Weinstein offered one correction to the draft – to delete the word “heads” and add in “chairs voting.” Susan noted that this was a typographical mistake and should be changed as suggested. Leona Barsky submitted proposed written amendments. Susan Panepento distributed the proposed amendments. She indicated she did not have the opportunity to review the amendments prior to the meeting, but would do so and make a recommendation. She asked that the February minutes be approved as drafted, and that the Board consider the amendments at the next meeting. Leona objected and asked that the minutes not be approved without the proposed amendments.

Esta Bigler made a motion to approve the draft February 2018 minutes with the amendment proposed by Dawn Levy-Weinstein, subject to further review of Leona Barsky’s proposed amendments. The motion was seconded by Nicole Mormilo. The motion was approved. Nadene Reid abstained. Joe Cartafalsa clarified that the requested amendments will be reviewed and presented to the full board at the Fall meeting. Leona Barsky requested that the amendments she proposed not be considered until the February 2019 meeting because she cannot attend the fall meeting and Joe Cartafalsa agreed.

**Financial Report**

Joe Cartafalsa reported that the new MOU with the University is being finalized. A budget report was submitted by the treasurer, Don Zinn. Esta Bigler made a motion to approve the financial report. The motion was seconded by Robert Molofsky. Thanks were given to Sue Sappington and Jennifer Thurston for the improved format to the budget. The motion was approved.

**Other Business**

Susan Panepento made a motion to approve the Graduate Masters Program affinity group. She explained that the Executive Committee approved the application conditionally last year and the group has been operating since, but the Executive Committee neglected to bring the application to the full Board for a vote. The motion was seconded by Marty Schmelkin. The motion was approved. Harvey Sanders abstained.

Susan Panepento also made the following motion on behalf of the Executive Committee:

In order to promote better coordination and communication among ILRAA committees, Chapters and Affinity Groups, the Executive Committee has approved and recommends that the Board of Directors approve the following:

Pursuant to Article V. Section 2. H. of the ILRAA By-Laws, each Affinity group shall elect one representative to serve as a member of the Board of Directors.

Richard Berman seconded the motion. The motion was approved.

Leona Barsky asked that the Affinity Group Guidelines be placed on the website. She also asked that the Affinity Groups be given the discretion to determine their own leadership, without involvement of the Executive Committee or Board. A discussion followed concerning the leadership of the Affinity groups. The organization structure provisions of the Affinity Group Guidelines were read. A discussion ensued concerning the formation of the Women’s Network with comments by both Leona Barsky and Dawn Levy- Weinstein.

3:23 Zoom with Tom Addonizio

Tom Addonizio reported on the ILR School’s branding project; it will be featured in the upcoming ILR Advance magazine. The School’s new mission statement is future focused based on it’s historical role in workplace studies. The logo or workmark will have the ILR School in an open “box” to convey the open and interactive mission. The tag line is “It Takes Work.” Addonizio explained this has two meanings: millions of people work and anything that is worth doing takes effort. The ILR School website will be updated to use the new branding and make other improvements with a focus on the user experience. New podium aprons, courtyard flags and swag will be brand consistent and ready for August roll out.

Jordan Berman said that he would like to coordinate and try to incorporate the branding into the ILRAA brand.

Jordan Berman and Nikki Kuzdeba made a presentation on how to use the Google Calendar. [see attached] Joe Cartafalsa noted that we will have to coordinate use of this calendar with the University, but it could also be used as a useful planning tool internally in the ILRAA. Sue Sappington explained how she manages the event posting using Event Brite, and a calendar.

**Election Report**

Ellen Dember, the committee chair, submitted data on the election. There were 40 candidates for 10 seats. There were 907 votes cast, out of 11,133 Alumni. This was 8.15% response rate. Joe praised the candidates and the Election Committee’s work. Sue Sappington noted that there are inconsistencies in the biographical submissions, and suggested that we come up with a set of questions that the candidates answer next year. Other Board members offered suggestions to improve attendance of the current Board Members. The portion of the By-laws relating to Board Member attendance/participation was read.

**Chapter Report**

Harvey Sanders asked for a volunteer to co-chair the committee. He reported that there has been significant drop off in Chapter events and outreach to the Chapter Chairs to encourage and coordinate their activities.

**Report on May Graduation Celebration**

Sue Sappington reported that the celebration was held on the last day of classes, the day before Slope Day. 80 students attended and the Dean spoke. Joe Cartafalsa thanked Sue for making arrangements.

**Fall Event**

The Fall meeting dates are September 28 and 29 in Ithaca. Joe explained the format of the meeting to the new Board Members.

**February 2019 Board Meeting**

CALC 2019 is in Boston, February 8-10, and Joe Cartafalsa announced that we will have the ILRAA meeting during that event and try to host an alumni networking event. Tom Barreca noted that the Boston Beer Works at the Fenway is owned by Hotelies ’86. Mark Dembo reported CALC was a very good networking event to attend.

**President’s Report**

Joe Cartafalsa explained that communication between committees, affinity groups and chapters is still a challenge. He will be trying to focus on this issue this summer. Joe introduced Marty Josephson, the new Long Island Chapter Chair. A discussion followed concerning what geographic areas need greater involvement, and developing a starter kit for an event. Harvey Sanders said there are some canned programs already and guidelines. Joe noted that Ogletree has offices in lots of places and he can arrange space for alumni events in those offices.

Esta Bigler reported that the ILR Extension program summer interns started today and will be attending tonight’s reception for newly accepted students.

Following up on earlier discussion regarding amendments to the minutes and the formation of the Women’s Network, Joe Cartafalsa asked for advance notice of issues so that adequate time can be allotted on the agenda for all topics and conducting all the Board’s business. Leona Barsky asked that the agenda be sent to all alumni in advance of the meeting. She also requested time on the Board’s February 2019 agenda to address her proposals to amend the minutes. A brief discussion followed regarding the formation of the ILRAA Women’s Network.

Motion to adjourn made by Robert Molofsky and seconded by Esta Bigler. The meeting adjourned at 5:30 pm.