

Cornell University
Graduate and Professional
Student Assembly

Cornell University Graduate and Professional Student Assembly

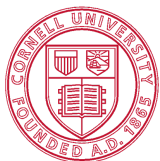
Agenda of the April 10th, 2017 Meeting

5:30 PM – 7:00 PM

Bache Auditorium, Malott Hall

- I. Call to Order
- II. Roll Call (5 minutes)
- III. Approval of the Meeting Minutes (1 minute)
 - a. Minutes for 20 March 2017
- IV. Presentations (5 minutes)
 - a. Jason Kahabka, Associate Dean for Administration, Graduate School
- V. Breakout Session by Division
 - a. Overview of GPSA Elections Procedure
- VI. New Business (70 minutes)
 - a. Resolution 13: Cornell Commitment to Web Accessibility/SAC
 - b. Resolution 14: Consensual Relationships Revisited/SAC
 - c. Resolution 15: Subsidizing the BRB's 25th Anniversary Improvements/AC
- VII. Business of the Day
- VIII. Reports of Officers and Committee Updates (5 minutes)
 - a. Executive Committee
 - b. Operations
 - c. Appropriations
 - d. Communications
 - e. Finance
 - f. Student Advocacy
 - g. Diversity and International Students
 - h. Programming
 - i. Faculty Awards
 - j. General Committee
 - k. Graduate School
- IX. Open Forum (4 minutes)
- X. Adjournment

If you are in need of special accommodations, contact Office of the Assemblies at (607) 255-3715 or Student Disability Services at (607) 254-4545 prior to the meeting.



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Minutes of the March 20, 2017 Meeting

5:30 PM – 7:00 PM

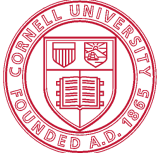
Bache Auditorium, Malott Hall

- I. Call to Order
 - a. N. Rogers called the meeting to order at 5:30 PM.
 - b. *Members Present:* T. Bollu, R. Boylan, E. Case, C. Franklin, J. Goldberg, J. Hernandez, S. Hesse, A. Loiben, J. Maynard, E. Michel, M. Munasinghe, I. Smythe, T. Snider, Y. Tang, A. Waymack, E. Winarto.
 - c. *Members Absent:* M. Jodlowski, M. Milano, L. Munguia.
 - d. *Also Present:* J. Lamey, J. Kahabka.
- II. Approval of the Minutes
 - a. A motion was made to approve the minutes from the March 6, 2017 meeting. The minutes were approved by unanimous consent.
 - b. A motion was made to add an election for DISC chair to the agenda after division breakouts, there was no dissent.
- III. Presentations
 - a. Janna Lamey then made her presentation.
 - i. GPWomeN is a unified voice for women's organizations across Cornell. They recently won a \$10,000 leadership grant for their speakers' series. Asked the GPSA to continue to support the speakers' series.
 - b. Jason Kahabka
 - i. The CGSU election is scheduled for March 27 & 28. The election will be overseen by the American Arbitration Association. Everyone wants high turnout.
 - ii. Government issued IDs or Cornell issued IDs are valid
 - iii. It was asked that if one is on fellowship and can't vote, would the unit still apply to that person.
 - iv. The unit would negotiate with regards to employment, and would not cover academic issues.
 - c. Tyler McCann and Paul Berry



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- i. CGSU is a member driven organization. It has local autonomy and opportunities to get involved. Big issues are child care, dependent health care coverage, workers' compensation, intellectual property rights, gender equity and harassment in the workplace, more details on [CGSU's website](#).
 - ii. CGSU is affiliated with AFT because they needed staff who could devote more time to the campaign. But CGSU will run contract negotiations, AFT will not.
 - iii. It was asked if graduate students would potentially strike.
 - iv. Strikes are a tool that unions have. Not something to use easily or carelessly, they are only effective if the membership really cares. Members never have to go on strike. Membership votes whether or not to go on strike, and even if they vote to strike, you can still go to work. You don't have to follow it.
 - v. Contract negotiates fair minimums for everyone.
 - vi. CGSU has current internal governing documents.
 - vii. Some CGSU staff get paid an hourly wage so they can have enough time to organize.
 - viii. The bargaining unit would apply to all assistantships, establishing minimums that meet as many needs as possible. Many labor needs are not related to fields (i.e. child care).
 - ix. Everyone pays the same amount in dues and has the same rights.
 - x. Contact tbm45@cornell.edu or pgb52@cornell.edu if you have questions.
- d. Nathaniel Stetson, EVP, then made his presentation on workers' compensation, attempting to clarify previous conversations the GPSA has had on the subject.
- i. If you have further questions, please email nms96@cornell.edu
 - ii. A motion was made to extend the meeting by five minutes, there was no dissent.
- IV. Breakout Session
- V. Election for Diversity and International Students Committee chair
- a. A. Natarajan was nominated and elected by unanimous consent.
- VI. Reports of Officers and Committee Updates
- a. Executive: email N. Stetson if you are not receiving emails.
 - b. Operations: nothing to report.



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- c. Appropriations: nothing to report.
- d. Communications: the GPCI committee is meeting for the first time at 10am on Wednesday (3/22), talk to S. Hesse if interested.
- e. Finance: \$20,000 left, will probably extend budget deadlines.
- f. Student Advocacy: think about filing your taxes.
- g. Diversity and International Students: Tuesdays are going to be the new meeting days.
- h. Programming: nothing to report.
- i. Faculty Awards: nominations are supposed to be due April 3rd, please send in nominations. Email C. Franklin (cgf44@cornell.edu) with questions.
- j. General Committee: nothing to report.
- k. Graduate School: nothing to report.

VII. Open Forum

- a. March 24th is the deadline to request an absentee ballot for the CGSU election.
- b. Sexual Health Awareness Week is happening in April.
- c. E. Winarto thanked survey respondents.
- d. April 10th is the next GPSA meeting
- e. A motion was made to adjourn, there was no dissent.

The meeting was adjourned at 7:07 PM.

Respectfully Submitted,
Matthew Ferraro
Clerk of the Assembly



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GPSA Resolution 13: Cornell Commitment to Web Accessibility

Sponsored by: GPSA Student Advocacy Committee and GPSA Diversity and International Student Committee

Whereas there are 285 million people worldwide with visual impairment¹, 275 million people worldwide with moderate-to-profound hearing impairment, and many more with physical, speech, cognitive, neurological disabilities; and

Whereas Cornell University's global community both includes and interacts with many of these people, as well as many people with a limited understanding of English, all of whom could benefit from web technology that meets accessibility standards; and

Whereas in 1990 the Americans with Disabilities Act (ADA), a federal civil rights law that prohibits discrimination against people with disabilities in areas of public life, was passed; and

Whereas Section 504 of the Rehabilitation Act of 1973² states, "No otherwise qualified individual with a disability in the United States...shall...be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance or under any program or activity conducted by any Executive agency...";

Whereas under Section 508 of the Rehabilitation Act of 1973³, federal agencies are required to make their electronic and information technology accessible to people with disabilities, and standards are provided; and

Whereas the Cornell motto reflects our inclusive goal of "... any person ... any study"; and

Whereas The University's Equal Education and Employment Opportunity Statement⁴ declares that Cornell is "committed to assisting those persons with disabilities who have special needs related to their educational pursuit or employment" and prohibits discrimination on this basis; and

Whereas The Campus Master Plan states that, "Cornell campus will support and cultivate academic

¹ <https://www.who.int/mediacentre/factsheets/fs282/en/>

² <https://www.dol.gov/oasam/regs/statutes/sec504.htm>

³ <https://www.section508.gov/content/learn/laws-and-policies>

⁴ <https://hr.cornell.edu/our-culture-diversity/diversity-inclusion/equal-opportunity-and-affirmative-action/equal-education>

success and growth, providing high quality open, collaborative and adaptable environments for teaching, research, service and outreach, the exchange of ideas and the nurturing of innovation...”;
and

Whereas Cornell’s websites are one of our most visible communications tools, and any site on the Cornell.edu domain is a representation of the university, reflecting our competency, values, and standards; and

Whereas a similar resolution has been passed with the unanimous support of the Employee Assembly on December 21, 2016; and

Whereas the University Assembly will be considering a similar resolution on April 11, 2017;

Whereas an inaccessible website can exclude faculty, staff, peer researchers, prospective and existing students, and their families, due to their abilities or the method they use to access the web; and

Whereas in order to meet our stated institutional commitment to accessibility, our web administrators, content providers, and developers need institutional support and a set of published standards to work from when creating new websites and remediating legacy sites; and

Whereas the Web Content Accessibility Guidelines (WCAG) 2.0⁵ published and endorsed by the World Wide Web Consortium (W3C) in 2008 covers a wide range of recommendations for making Web content more accessible; and

Be it therefore resolved, that the Graduate and Professional Student Assembly petitions that by January 1, 2018 the Divisions of University Relations, Cornell Information Technologies, and Human Resources set, publish, and disseminate to all levels of University personnel an Accessibility Policy for all websites on the Cornell.edu domain which will:

1. Set a baseline standard to meet the WCAG 2.0 AA Standard, established internationally by the World Wide Web Consortium.

Should this not be possible for an individual page, we ask that there be an exemption process such that they are permitted to meet the minimum Section 508 Standard.

2. Require all newly created sites to conform with University standards.
3. Require all legacy sites to be remediated for conformance upon any major update.
4. Using the model for IT Security exemptions, provide a process for exemption of sites for which conformance would impose an undue burden;

⁵ <https://www.w3.org/TR/WCAG20/>

Be it further resolved, that the Graduate and Professional Student Assembly asks the Cornell Administration, in consultation with the Department of Inclusion and Workforce Diversity, the ADA Coordinator Team, the Divisions of University Relations, and Cornell Information Technologies, to name and/or identify an office or person(s) as a point of contact on campus to handle reporting, assist with procedures, and periodically assess the resources needed to ensure successful implementation of the policy;

Be it further resolved, that the Graduate and Professional Student Assembly petitions for the Divisions of University Relations and Cornell Information Technologies to:

1. Revise the Brand Book by January 1, 2018 to include accessible templates for items including but not limited to presentations, videos, posters, and digital media.
2. Provide and make readily available information on making digital information accessible and using automated tools to check the accessibility of content.
3. Provide guidance, incentive, and encouragement to all University academic, administrative, and business units, aiming for the highest level of conformance in all possible cases.
4. Provide tools to all University academic, administrative, and business units to perform standardized evaluations of conformance.
5. Compile annual surveys from all University academic, administrative, and business units for their level of conformance, making the survey results available to the Assemblies. The first survey is to be completed before August 1, 2018.
6. Set a goal for domain-wide conformance exceeding 85% within 5 years.
7. After this goal is reached, refer any non-exempt sites falling below 75% conformance to the administrator for remediation or exemption.
8. Re-evaluate exemptions at least once per year.

Be it finally resolved, that we ask Cornell University to prioritize those pages relevant for course registration, finances, and admissions, and require compliance from those pages by August 1, 2018.

Respectfully submitted,

Alex Loiben
Chair of the Student Advocacy Committee
Voting Member for the Physical Sciences, GPSA

Aravind Natarajan
Chair of the Diversity and International Students Committee

Anna Waymack
Voting Member for the Humanities, GPSA

Manisha Munasinghe
Voting Member for the Biological Sciences, GPSA

GPSA Resolution 14: Consensual Relationships Policy

Revisited Sponsored by: GPSA Student Advocacy Committee

WHEREAS, there is a real and unavoidable power differential between faculty and students, as faculty have power over graduate students' available courses of study, laboratory access, funding, fellowships, awards, publications, letters of recommendation, grades, job opportunities, progress towards degree, and professional reputations (as a partial list), such that they wield significant authority over many aspects of students' lives; and

WHEREAS, this power differential between faculty and students creates the risk of intentional or unintentional coercion and professional harm even within ostensibly consensual romantic or sexual relationships; and

WHEREAS, faculty are, by virtue of their position, insulated from the scope and pervasiveness of this problem; and

WHEREAS, the conflicts of interest and cases of coercion generated by a select few professors are not highly visible to their peers in the faculty; and

WHEREAS, the Faculty Senate adopted the Cornell University Romantic and Sexual Relationships Between Students and Staff resolution on September 18, 1996, over two decades ago;¹ and

WHEREAS, this policy dictates that “No member of the university community should simultaneously be romantically or sexually involved with a student whom he or she teaches, advises, coaches, or supervises in any way. Individuals in such positions of authority must not allow these relationships to develop or continue”; and

WHEREAS, this policy continues with “the supervising dean of the person in a position of authority may grant an exemption from this policy when full severance of the university relationship would create undue academic or financial hardship for the student”; and

WHEREAS, the existing policy contains no enforcement provision and may thus be violated with impunity; and

WHEREAS, the Faculty Senate has had multiple opportunities to update or amend this policy; and

WHEREAS, in October and November of 2015, the Committee on Academic Freedom and Professional Status of the Faculty in concert with the Dean of Faculty, the Dean of Students, Alan Mittman (then Director, Workforce Policy & Labor Relations and Title IX Coordinator for

¹ Available at <https://gradschool.cornell.edu/relationships>, and theoretically (albeit with a broken link at <https://blogs.cornell.edu/deanoffaculty/files/2015/12/ROMANTIC-xvdlg4.pdf>) in the Faculty Handbook.

Investigations), and Pam Strausser (Senior Consultant, Academic Human Resources) brought forward proposed changes to the Faculty Senate,² to wit:

1. Relationships with undergraduate students.³
2. Relationships with graduate students and professional school students.⁴
3. Obligation to disclose relationships.⁵
4. Remedies;⁶ and

WHEREAS, on November 11, 2015, the Faculty Senate voted down three of these four proposed changes, on the grounds that 58% of the Faculty Senate disapproved of banning relationships with undergraduates (with exceptions for unusual circumstances), 60% disapproved of requiring the disclosure of faculty-student relationships covered by this policy, and 74% disapproved of introducing remedial and disciplinary possibilities;⁷ and

WHEREAS, GPSA AY 2015-16 Resolution 7 asked the Cornell Faculty Senate in Spring of 2016 to implement changes to this policy similar to those proposed by the Committee on Academic Freedom and Professional Status of the Faculty; and

WHEREAS, the GPSA has not yet seen changes in this policy from the Faculty Senate; and

² “October 14, 2015 Faculty Senate Agenda & Meeting Minutes,”

<https://blogs.cornell.edu/deanoffaculty/files/2016/07/AFPSRPT101415-1rfvd9u.pdf>

³ “No faculty member shall engage in romantic or sexual relationships with undergraduate students. Unusual situations... must be disclosed and remedies sought to avoid real or apparent conflict of interest.”

(<https://blogs.cornell.edu/deanoffaculty/files/2016/07/REGAN-ROMANTICSLIDES111115-238wi3c.pdf>)

⁴ “No faculty member should simultaneously engage in a romantic or sexual relationship with any graduate student over whom he or she exercises any academic authority. Further, whenever a faculty member might reasonably be expected to have academic authority over a graduate student in the future, romantic or sexual relationships are prohibited. Conversely, no faculty member shall exercise academic authority over a graduate student with whom he or she has previously pursued or had a sexual or romantic relationship.” (Ibid.)

⁵ “If a relationship covered in this policy exists or develops, it must be disclosed and a remedy must be pursued. It is the faculty member who bears the obligation of reporting relationships covered in this policy to the Supervising Dean. Failure to disclose the relationship in a timely fashion will itself be considered a violation of policy. If there is any doubt whether a relationship falls within this policy, individuals should disclose the facts and seek guidance rather than fail to disclose.” (Ibid.)

⁶ “In case of failure to reach agreement concerning the remediation or in the event no such disclosure has been made but the Supervising Dean has determined a relationship prohibited by this policy exists, that Dean shall resolve the situation to end the conflict of interest. In any event, disciplinary measures up to and including termination and revocation of all university rights and privileges may be taken, if appropriate to the circumstances, by the relevant Supervising Dean. See Policy 4.6, Standards of Ethical Conduct, Enforcement, p. 11. In unusual circumstances the Supervising Dean may grant an exemption from this policy when full severance of the university relationship would create undue academic or financial hardship for the student and oversight to protect the student can be ensured.” (Ibid.)

⁷ “A Meeting of the University Faculty Senate, Wednesday, November 11, 2015,”

<https://blogs.cornell.edu/deanoffaculty/files/2016/07/111115FSMIN-1r26eyl.pdf> 29-30

WHEREAS, several of Cornell’s peer institutions have more comprehensive bans or restrictions on supervisor-supervisee relationships, several of which provide for feasible enforcement;⁸ and

WHEREAS, the AAUP recognizes that the “respect and trust accorded a professor by a student, as well as the power exercised by the professor in an academic or evaluative role, make voluntary consent by the student suspect;”⁹ and

WHEREAS, faculty have power such that they can ignore requests by fellow stakeholders, and have (as demonstrated above) done so in the case of Workforce Policy & Workforce Relations, Academic Human Resources, and the Graduate and Professional Student Assembly; and

WHEREAS, the positive experiences of supervisor-supervisee relationships several Cornell faculty have cited cannot be construed as representative, as negative experiences often go unreported due to feared or actual repercussions including but not limited to exclusion from academia; and

WHEREAS, faculty do not uniformly agree with graduate and professional students on where overtures shade into harassment and coercion; and

WHEREAS, a recent AAU survey at Cornell found that 22.4% of female graduate and professional students who reported experiencing sexual harassment identified the offender as a faculty member, as did 16.5% of male graduate and professional students;¹⁰ and

WHEREAS, studies in the 1980s found that approximately 30% of female graduate students were harassed by faculty members;¹¹ and

WHEREAS, contemporary studies show no improvement, such that a 2016 study among graduate

⁸ See, e.g., Brown University (comprehensively banning relationships with undergraduates and relationships that implicate academic supervision, including “teaching, advising, supervising research, serving on a dissertation or other academic committee, grading, mentoring, coaching, overseeing and/or having influence upon funding and/or academic progress, and/or otherwise occupying a position of influence or power over a student’s academic program,” <https://www.brown.edu/about/administration/title-ix/policy>); Stanford University (comprehensively banning relationships with undergraduates and relationships where a teacher “has had or might be expected ever to have academic responsibility” over the student, <https://harass.stanford.edu/be-informed/guidelines-consensual-relationships>); Columbia University (comprehensively banning relationships between faculty who have “academic or professional authority” over the other party, as well as banning the exercise of academic or professional authority over any student with whom one has previously had a relationship, <http://eoaa.columbia.edu/eoaa-policies-and-procedures/consensual-romantic-and-sexual-relationship>); University of Michigan (requiring faculty members to disclose any relationships between faculty and students and strongly discouraging such “inherently unequal” relationships as a matter of sound judgment and professional ethics due to the risks to all parties of real or apparent favoritism and exploitation, <http://spg.umich.edu/sites/default/files/601x22.pdf>).

⁹ <https://www.aaup.org/issues/sexual-harassment/policies-2002>

¹⁰ “Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct” <https://blogs.cornell.edu/sexualmisconduct/files/2015/09/aaup-aggregate-report-full-1yq8tkw.pdf> 31 and 85.

¹¹ <http://www.sciencedirect.com/science/article/pii/0001879188900127>

students found 38% of female and 23.4% of male participants had been sexually harassed by faculty or staff;¹² and

WHEREAS, the same study found that 57.1% of female law students have been sexually harassed by faculty or staff;¹³ and

WHEREAS, increasing media attention has exposed a pattern of troubling cases at peer institutions, including but by no means limited to

- 1) Eric Gans sexually harassing a female graduate student while grading her, assuming his harassment was welcomed despite her explicit message that “I have to make it clear that I don’t see you in a romantic way” (UCLA)¹⁴
- 2) Geoffrey Marcy sexually harassing female students (UC Berkeley)¹⁵
- 3) Gabriel Piterberg sexually harassing female students (UCLA)¹⁶
- 4) Christian Ott sexually harassing female graduate students (Caltech)¹⁷
- 5) Nezar AlSayyad sexually harassing female graduate students (UC Berkeley)¹⁸
- 6) Colin McGinn sexually harassing a female graduate student (University of Miami);¹⁹ and

WHEREAS, the consequences for graduate and professional students of speaking out mean that many more examples remain unproven or anonymous, such as those at <http://www.facultyagainstrape.net/faculty-retaliation-experiences/>; and

WHEREAS, lack of clear and unfettered consent contributes significantly to this pervasive harassment and sexual assault that graduate and professional students experience; and

WHEREAS, several arguments in the Faculty Senate against a more restrictive policy seem based on a perception of graduate students as autonomous peers; and

¹² Marina N. Rosenthal, Alec M. Smidt, and Jennifer J. Freyd, “Still Second Class: Sexual Harassment of Graduate Students,” *Psychology of Women Quarterly* 40.3 (2016) <http://journals.sagepub.com/doi/full/10.1177/0361684316644838>; as this article explains, similar studies abound, e.g. McKinney, Olson, and Satterfield (1988) finding 35% of female and 9% of male graduate students had been sexually harassed; Fitzgerald (1988a) finding 30% of female graduate students reported encountering “unwelcome seductive behavior” from faculty; Fitzgerald, Weitzman, Gold, and Omerod (1988b) finding 37% of male faculty members reported attempting a relationship with a student; and Cortina, Swan, Fitzgerald, and Waldo (1994) finding 53% of female graduate students encountered sexual harassment from an instructor.

¹³ Ibid.

¹⁴ <https://www.theguardian.com/world/2017/mar/08/sexual-harassment-university-california-faculty-target-students>

¹⁵ <https://www.theguardian.com/us-news/2015/oct/14/uc-berkeley-astronomy-professor-quits-amid-sexual-harassment-allegations>

¹⁶ http://www.huffingtonpost.com/entry/gabriel-piterberg-returns-ucla_us_57757836e4b0a629c1a92d22?aw60fs3oyugo315rk9

¹⁷ <http://www.sciencemag.org/news/2016/01/caltech-suspends-professor-harassment-0>

¹⁸ <https://www.insidehighered.com/quicktakes/2016/11/15/berkeley-finds-professor-guilty-harassment>

¹⁹ <http://www.nytimes.com/2013/08/03/arts/colin-mcginn-philosopher-to-leave-his-post.html>

WHEREAS, members of the Faculty Senate hinged arguments for inaction on this policy on students' perceived freedom to give or withhold consent from faculty members without penalty, making the following points:

1. That this policy is not about "gross power imbalances," and that "we expect our students to be adults and to be able to give consent...it maybe reduces the power of consent when you continually construct environments where people are not allowed to give it and not give it."
2. That "we create a set of compulsion[sic] to lie under threat of your job for things that sometimes happen between consenting adults."
3. That graduate students by implication "would then be not able to gauge or deal with power differentials, as if they were somehow to magically disappear when they were to graduate... they will have to deal with power differentials at every single point of their careers, and here it would be the faculty having, bearing the responsibility,"
4. That "We have this tendency to conflate this relationship stuff with assault, with predation;"²⁰ and

WHEREAS, as we have demonstrated above, an academic and professional power differential between faculty and students nonetheless exists, compromises autonomy, and creates significant potential for abuse; and

WHEREAS, the GPSA speaks on behalf of the graduate and professional students of Cornell University and has clearly requested that the policy (affecting graduate and professional students as both students and instructors, lab supervisors, and other figures of academic authority) be amended as it regards their constituents; and

WHEREAS, the Faculty Senate is in a position not only to unilaterally set policy directly affecting graduate and professional students, but also, in doing so, to consider, reject or ignore the input of graduate and professional students (here, conveyed through the GPSA); and

WHEREAS, by ignoring the wishes of graduate and professional students regarding policy around faculty/staff-graduate/professional student romantic relationships, the Faculty Senate ignores our collective refusal of consent; and

WHEREAS, the GPSA is committing our constituents through this resolution to the same standards we ask of the faculty, insofar as we are allowed to govern the conduct of our members; and

WHEREAS, shared governance of, by, and for stakeholders is a core value of Cornell University; and

WHEREAS, it is in the best interests of Cornell as an institution, as well as its faculty, administration, and student body, that Cornell avoid attracting negative media attention in line with recent publicized cases from peer institutions; and

²⁰ "A Meeting of the University Faculty Senate, Wednesday, November 11, 2015," <https://blogs.cornell.edu/deanoffaculty/files/2016/07/111115FSMIN-1r26eyl.pdf> 21, 23, 24 and 27

WHEREAS, such a public reputation would negatively affect Cornell's present and prospective graduates and their career prospects, reflecting on Cornell at large and the relevant department(s) in particular; and

WHEREAS, discussion of the faculty's bad actors harms recruitment efforts, both of top faculty members and of top students; and

WHEREAS, the Department of Education's Office of Civil Rights has more open Title IX investigations into Cornell than into any other institution; and

WHEREAS, it is in the best interest of faculty, students, and the university as a whole to avoid ambiguities around consent;

BE IT THEREFORE RESOLVED, that the GPSA calls upon the Faculty Senate to either promptly act upon our resolution, or extend to us equal ability to amend and revise policies that directly pertain to us; and

BE IT FURTHER RESOLVED, that the GPSA calls upon the Faculty Senate to reconsider the policy with the following specific recommendations:

- 1) That relationships, with rare exceptions available for pre-existing ones, be banned
 - a) between students and individuals who might reasonably be expected to write them a letter of recommendation (e.g. advisors, committee members, PIs, current class instructors, and other mentors),
and
 - b) between students and individuals who can directly control grades, academic progress, or professional development (e.g. advisors, committee members, current class instructors, current TAs, graders, directors of graduate studies, or individuals who control funding);
- 2) That pre-existing relationships require exemption by both the faculty member's supervising dean and the Division of Human Resources;
- 3) That other relationships involving a supervisor-supervisee power imbalance (i.e. shared departments, shared fields of research, the possibility that one member may assume one of the aforementioned positions of power, or pre-existing relationships) be reported to a point person, chosen at the discretion of the Faculty Senate;
 - a) Such reporting must be incumbent upon the person in the position of power
 - i) If relationships are not reported within two weeks, and are subsequently discovered, they are presumed coercive and fall within the jurisdiction of Policy 6.4
 - ii) Determinations of what must be reported should abide by the proposed language that "If there is any doubt whether a relationship falls within this policy, individuals should disclose the facts and seek guidance rather than fail to disclose."
 - b) That the point person then contact the subordinate member of the relationship to ascertain free consent, present available resources for navigating complicated relationships and conflicts of interest, emphasize support of subordinate's freedom to leave relationship (specifically the point person's support in this eventuality), and clarify possible professional repercussions to the subordinate;

- | | |
|--|---|
| 4) That the policy implement remedies: | |
| a) | In cases of consensual relationships, that upon the close of that relationship the department and university endeavor to restore to the subordinate any professional or academic disadvantage that occurred as a result of this relationship or its termination (e.g. flexibility with academic deadlines, course enrollment, or thesis committee nominations). |
| b) | In cases of violations of this policy, that all information collected under this policy be forwarded with the subordinate's approval to a 6.4 investigation, and that the professional relationship be replaced with one amenable to the subordinate within reason at minimal financial or academic cost to the subordinate; and |

BE IT FURTHER RESOLVED, that until the policy is satisfactorily amended the GPSA enjoins its constituent graduate and professional students to uphold a higher standard of behavior in their roles as instructors and authority figures and to eschew romantic or sexual relationships with their own students; and

BE IT FURTHER RESOLVED, that the GPSA promises the SA that it will commit to the following actions:

- | | |
|----|--|
| 1) | Holding its elected officers, voting members, and (inasmuch as in our power) field representatives accountable; |
| 2) | Facilitating reports to the Title IX office; |
| 3) | Asking our representatives to the University Assembly to move for tighter restrictions on supervisor/supervisee relationships through the Campus Judicial Codes committee; and |

BE IT FURTHER RESOLVED, that the GPSA explicitly asks the SA for input with regard to graduate or professional student-undergraduate relationships; and

BE IT FURTHER RESOLVED, that the GPSA send this resolution to the Faculty Senate; and

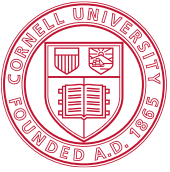
BE IT FURTHER RESOLVED, that the GPSA asks the Faculty Senate that members of the GPSA Student Advocacy Committee be permitted to present this resolution to the Faculty Senate by the end of September 2017; and

BE IT FINALLY RESOLVED, that the GPSA thanks Alan Mittman, Pam Strausser, and those administrators and faculty who have devoted time and energy to advocating for such changes to the relevant policy.

Respectfully submitted,

Anna Waymack

Voting Member for the Humanities



Cornell University
Graduate and Professional
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1 GPSA Resolution 15:

2 Subsidizing the BRB's 25th Anniversary Improvements

3
4 Sponsored by: Tyler McCann

5
6 **WHEREAS**, the Big Red Barn Graduate and Professional Student Center (BRB) celebrated its 25th
7 anniversary in 2017;

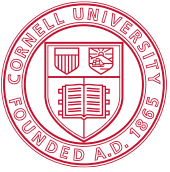
8
9 **WHEREAS**, the BRB conducted a crowdfunding drive during the month of November to finance
10 new additions to the Center;

11
12 **WHEREAS**, the BRB raised ~\$7500 from the crowdfunding drive of which \$5200 was spent on a
13 wood pellet stove;

14
15 **WHEREAS**, the president of the GPSA reached out to the BRB manager, Kris Corda, in Fall 2016
16 to determine how successful the fundraising drive was, and to share the possibility of financial
17 support from the GPSA for this drive;

18
19 **WHEREAS**, two remaining improvements have not been fully funded: a piano (plus
20 transportation), and additional bike racks (plus curb removal) adjacent to the BRB;

21
22 **WHEREAS**, Corda informed the Appropriations Committee that a baby grand piano was located
23 in the BRB until 2014 when building renovations began. This piano was used by students,
24 particularly during end of semester and holiday parties. The BRB paid for annual maintenance, but



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25 determined the age and condition of the previous piano did not warrant the cost of moving the
26 piano back into the BRB upon completion of renovations;

27
28 **WHEREAS**, the Appropriations Committee agreed upon the intrinsic importance of facilitating
29 opportunities for public arts and music, and acknowledge that this opportunity expands the range of
30 possible activities available at the BRB to members of the graduate and professional student
31 community;

32
33 **WHEREAS**, the BRB has received comments from students that existing bike racks at the Center
34 are insufficient to meet current and future demand of bicyclists wanting to attend events;

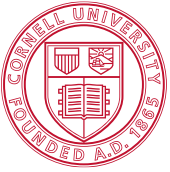
35
36 **WHEREAS**, incorporation of these bike racks will complement the initiatives of sustainability at
37 Cornell to facilitate greater use of bicycles for transportation to, from, and on campus¹;

38
39 **WHEREAS**, the BRB currently has approximately \$2300 remaining from its fundraising drive to
40 put towards these two remaining projects. The estimated cost of both improvements after
41 accounting for this balance is approximately \$6700 (see appendix);

42
43 **WHEREAS**, the Appropriations Committee discussed the interest of its members and the opinions
44 of the assembly that the rollover funds should be actively used, and not passively held on to, for
45 graduate and professional student community benefit;

46
47 **WHEREAS**, the GPSA rollover account stood at approximately \$18,000 as of March 6th, 2017;

48



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49 **BE IT THEREFORE RESOLVED**, that the GPSA will grant the BRB no more than \$2700 for
50 the purchase and transportation of a piano for the Center;

51

52 **BE IT FURTHER RESOLVED**, that the GPSA will grant the BRB no more than \$4000 for the
53 purchase and installation of 3-4 inverted U-loops in front of the Center;

54

55 **BE IT FINALLY RESOLVED**, that the Graduate School currently supports the BRB through
56 publicizing, promoting, and holding various programs at the Center. We strongly encourage the
57 Graduate School to provide financial support for this important graduate and professional student
58 community resource during the current and any future improvement projects at the BRB;

59

60 **RESPECTFULLY SUBMITTED,**

61

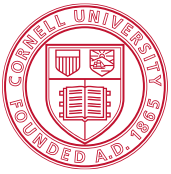
62 **TYLER MCCANN**

63 GPSA Appropriations Committee Chair

64

65

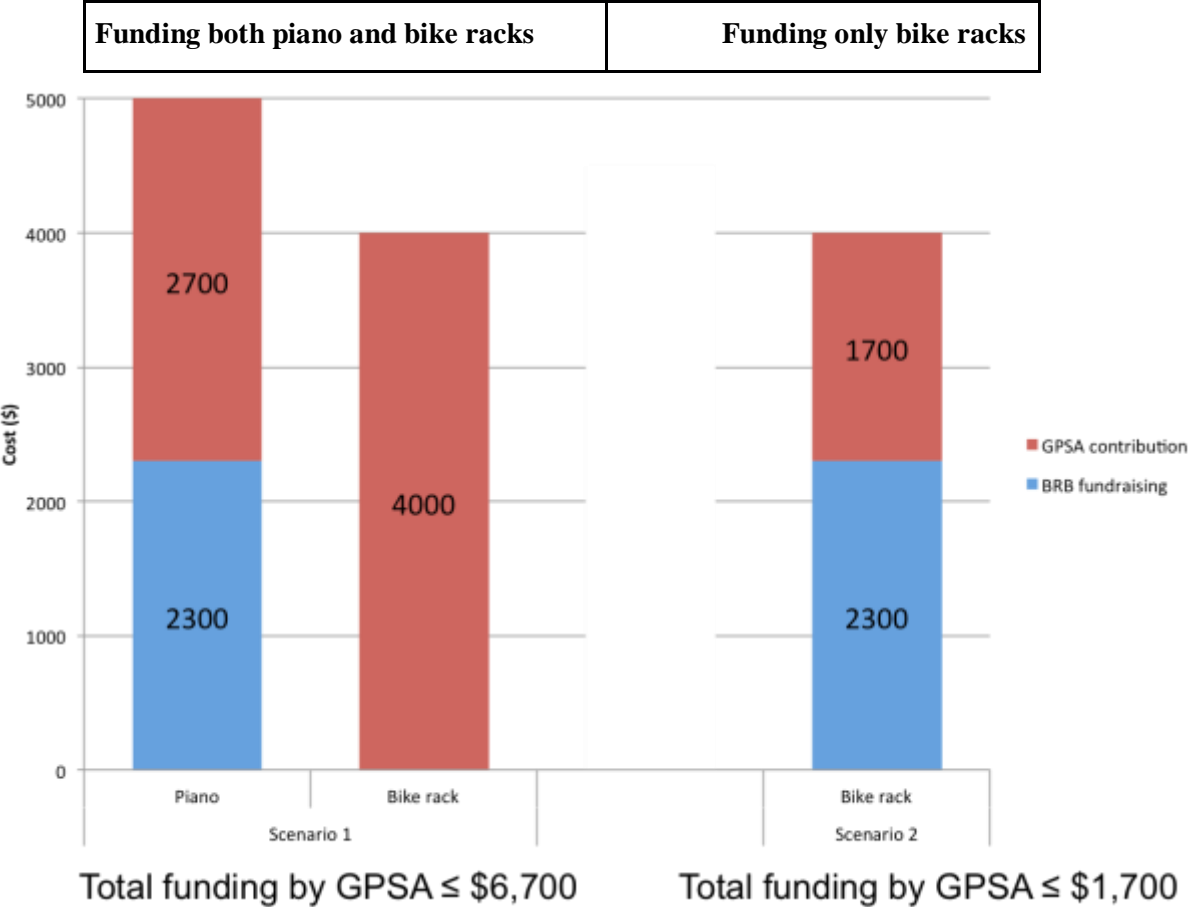
1. <http://www.sustainablecampus.cornell.edu/transportation>



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66 **APPENDIX**

67



68