

Cornell University Graduate and Professional Student Assembly

Cornell University Graduate and Professional Student Assembly

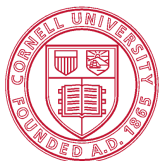
Agenda of the April 17, 2017 Meeting

5:30 PM – 7:00 PM

Bache Auditorium, Malott Hall

- I. Call to Order
- II. Roll Call
- III. Approval of the Meeting Minutes
 - a. Minutes for 10 April 2017
- IV. Presentations
 - a. Mental Health at Cornell: Caroline Thrasher-Carroll Mental Health Program Coordinator, Cornell Health, and Janna Lamey, Assistant Dean for Graduate Student Life, Graduate School
 - b. Update on Maplewood Development Project: Jeffrey Resecto, VP of Real Estate Development and Construction, EdR
- V. Breakout Session by Division
 - a. Voting Member Elections
- VI. Old Business
 - a. **Resolution 13: Web Accessibility/SAC**
 - b. **Resolution 14: Consensual Relationships Revisited/SAC**
 - c. **Resolution 15: Subsidizing the BRB's 25th Anniversary Improvements/AC**
- VII. Reports of Officers and Committee Updates
 - 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
- VIII. Open Forum
- IX. 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 April 10, 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:* R. Boylan, E. Case, C. Franklin, J. Goldberg, M. Jodlowski, A. Loiben, J. Maynard, E. Michel, M. Milano, M. Munasinghe, I. Smythe, A. Waymack.
 - c. *Members Absent:* T. Bollu, J. Hernandez, S. Hesse (deactivated), L. Munguia, T. Snider, E. Winarto.
 - d. An informal division breakout was held because quorum was not reached for the first 15 minutes of the meeting. The Executive Committee voted to deactivate Sarah Hesse for this meeting, and quorum was then reached.
 - e. A motion was made to strike Jason Kahabka from the presentations section, there was no dissent.
 - f. A motion was made to add a vote on next year's proposed meeting schedule before Resolution 13, there was no dissent.
- II. Approval of the Meeting Minutes
 - a. Minutes for 20 March 2017
 - i. A motion was made to approve the minutes, there was no dissent, the minutes were **approved**.
- III. Breakout Session by Division
 - a. A motion was made to strike the breakout session because an informal one had already taken place.
- IV. New Business
 - a. **Proposed Meeting Calendar**
 - i. Several friendly amendments were made to the years on the calendar.
 - ii. Bylaws were suspended for the calendar by unanimous consent.
 - iii. The calendar was **approved** by a 12-0-5 vote.
 - b. **Resolution 13: Cornell Commitment to Web Accessibility/SAC**

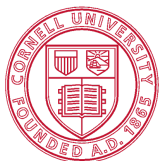


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- i. A. Loiben explained that this resolution is asking Cornell websites to be made accessible by implementing a standard set of guidelines. This resolution is starting the ball rolling.
- ii. M. Munasinghe stated that similar resolutions have done this before, the big difference with this one is this resolution talks about any new website or major updates of old websites. EA has voted on it, UA is voting tomorrow.
- iii. N. Stetson noted the lack of citations in 3 areas.
- iv. R. Carson asked if this would apply to faculty websites (they are old).
- v. M. Munasinghe: that's why this resolution talks about new websites and major updates to old ones.
- vi. R. Walroth motioned to table until next meeting, there was no dissent, the resolution was **tabled**.

c. Resolution 14: Consensual Relationships Revisited/SAC

- i. A. Waymack gave some history of the past resolution that addressed this. This resolution is asking that the GPSA sends this to the Faculty Senate to fix the current policy and make a viable reporting option. The consensual relationships policy went into effect in 1996, in 2015 the Faculty Senate voted down adding changes to this document. Original policy is vague, really want to add a check in with the student. This asks that SAC be allowed to present this resolution at the Faculty Senate by a certain date.
- ii. N. Stetson noted that the faculty handbook doesn't talk about TA-undergrad relationships.
- iii. Under this resolution, if one party is being taught by the other party in a class, no relationship can occur. If there is a relationship with someone in your field, involving someone and a class you might take, then the parties should report it but it would be allowed. If a relationship is academically unrelated, then this resolution does not care about it. Dean of Students is one possibility for reporting relationships to.
- iv. C. Franklin suggested Cornell Health as a reporting possibility as well.
- v. A CIPA student noted that TAs and graders are fellow students in CIPA, they're both graduate students.



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- vi. M. Munasinghe asked if this resolution is saying some relationships are allowed, but enforce this policy.
- vii. A. Waymack responded yes, but also relationships between recommendation letter writers and the person the letter is about are also not allowed.
- viii. R. Walroth stated that he likes the idea of not simply going back to the 1996 policy. The reason that there is no enforcement now is that so many faculty are married to former students. He likes the idea of checking in, to protect student, but is against absolute bans because they become useless.
- ix. A. Waymack noted there is potential harm not just to students for career and well being, but harm to anyone else in their field.
- x. A CIPA student stated that friendship and relationship labeling becomes unclear.
- xi. M. Munasinghe stated the GPSA should make this a referendum.
- xii. N. Stetson stated they could write in an exemption for people who are in the same tier (undergrad-undergrad, grad-grad, etc.). And noted that conflicts are much harder to work around when between romantic or sexual partners than when between friends.
- xiii. A. Natarajan did not approve of the tier idea.
- xiv. I. Smythe stated tiers are problematic, but checking in seems to have a consensus of the people at the meeting.
- xv. C. Franklin stated that at her other institution they would pass off grading to instructor or another TA if this was an issue.
- xvi. J. Goldberg stated that the 1996 policy just addresses this if the instructee is in your class.
- xvii. A. Waymack stated she disagrees with the comparison between friend and sexual partner. She is concerned about coercion. When half of the female law students are getting harassed by law faculty that's a systemic problem.
- xviii. A motion was made to cap the speakers' list, it was **approved** 9-3-5.
- xix. M. Munasinghe stated the title of the resolution is a misnomer, we're talking about when things go from consensual to non-consensual. It's unclear about what relationships are not allowed.
- xx. A. Molitoris asked why can't we focus on when something goes wrong.



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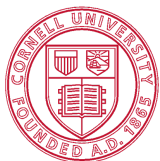
- xxi. A. Waymack stated we can't because she's seen too many non-consensual relationships that faculty thought were consensual.
- xxii. N. Stetson **motioned** to recommit the resolution to SAC until next meeting, the motion was **approved** by unanimous consent.

d. **Resolution 15: Subsidizing the BRB's 25th Anniversary Improvements/AC**

- i. The BRB had a crowdfunding drive in November and raised \$7,500. They want to replace a piano and get more bike racks and are requesting more funding because they only have \$2,300 left. The cost to the GPSA for these items would be \$6,700.
- ii. I. Smythe asked if the BRB had any other sources of funding for these and what is the anticipated rollover fund.
- iii. T. McCann: the BRB could continue to crowd fund but they want these items for the 25th anniversary. Overall we want to make the rollover account go down, building on this until we get to a good safety amount in the rollover account.
- iv. C. Franklin asked if they want a piano because they had one, or because graduate students want one.
- v. The BRB piano didn't get put back because it was old, many graduate students have asked about it. End of the year celebrations are when it would be played mostly.
- vi. R. Carson asked if there is a source of funding for maintenance of the new piano.
- vii. Maintenance would be funded out of the BRB operating budget.
- viii. M. Munasinghe **motioned** to recommit the resolution to the Appropriations Committee until the next meeting of the GPSA, the motion was **approved** by unanimous consent.

V. Reports of Officers and Committee Updates

- a. Executive: nothing to report.
- b. Operations: nothing to report.
- c. Appropriations: nothing to report.
- d. Communications: nothing to report.
- e. Finance: nothing to report.

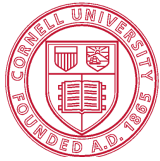


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- f. Student Advocacy: next meeting is Thursday (4/13), 121 Weill Hall, 6:30pm, there will be food.
- g. Diversity and International Students: currently working on a workshop for sexual assault awareness week. Also, with the closing of Maplewood, there will be a webinar to talk about housing options (different neighborhoods, etc.). Please reach out if you're interested in helping with these two things. Next meeting is Tuesday (4/11), 12-1:30 PM, 246 Olin Hall.
- h. Programming: graduate student mixer is on April 20th. Grad Ball is on May 6th, the ticketing website should be going live on Wednesday. Working on a wine tour. Grad Ball tickets cost \$20 and include two drinks and better food.
- i. Faculty Awards: deadline for nominations is now April 21st.
- j. General Committee: look over code of legislation
 - i. R. Walroth asked if the GC has jurisdiction over the consensual relationship policy.
 - ii. It has jurisdiction over academic policies and grievance procedures. They'll look into it.
 - iii. J. Allen: code of legislation applies only to graduate faculty, not to all faculty across the university.
- k. Graduate School: check graduate announcements tonight, financial literacy week is coming up, there will be a March for Science event, a travel safety event for field research, and an intellectual property rights event all happening soon.
- l. A motion was made to extend the meeting by five minutes, there was no dissent.

VI. Open Forum

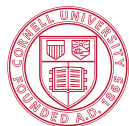
- a. J. Goldberg: we started this meeting 20 minutes later than we were supposed to, it is b.s. that we cut discussion on Resolution 14 short because of that.
- b. A. Waymack: the graduate and professional student event for sexual assault awareness week is happening at noon on Thursday, April 20th, 401 Physical Sciences.
- c. N. Stetson: please come to meetings. He stated that the Executive Committee can deactivate a member to reach quorum if that member has 2 or more absences.
- d. A motion was made to adjourn the meeting, there was no dissent.



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The meeting was adjourned at 7:02 PM.

Respectfully Submitted,
Matthew Ferraro
Clerk of the Assembly



GPSA Resolution 13: Cornell Commitment to Web Accessibility

Sponsored by: [Alex Loiben, Voting Member for the Physical Sciences](#)

Deleted: GPSA Student Advocacy Committee and GPSA Diversity and International Student Committee

Whereas there are 285 million people worldwide with visual impairment¹, 360 million people worldwide with disabling hearing loss², 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 modern accessibility standards benefit all individuals by making websites more accessible through mobile devices, in locations where sound is not permitted or cannot be heard, from areas with slow internet connections, or through text-based browsers such as Lynx; and

Whereas in 1990 the Americans with Disabilities Act (ADA)³, 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 1973⁴ 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 1973⁵, 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 Statement⁶ 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

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

² <https://www.who.int/mediacentre/factsheets/fs300/en/>

³ https://www.ada.gov/2010_regs.htm

⁴ <https://www.dol.gov/oasam/regs/statutes/sec504.htm>

⁵ <https://www.section508.gov/content/learn/laws-and-policies>

⁶ <https://hr.cornell.edu/our-culture-diversity/diversity-inclusion/equal-opportunity-and-affirmative-action/equal-education>



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Whereas the Campus Master Plan states that, “Cornell campus will support and cultivate academic 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...”⁷; 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 the University Assembly passed a similar resolution on April 11, 2017, and the Employee Assembly passed a similar resolution on December 21, 2016; and

Whereas on April 12, 2017, President Hunter Rawlings responded to the Employee Assembly’s resolution by “charging a working group to research and address web accessibility issues... [which will be expected to submit] a final report to the Office of the President on or before March 1, 2018”; and

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

Be it therefore resolved, that the Graduate and Professional Student Assembly petitions that by March 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.
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;

⁷ <https://masterplan.cornell.edu/>

Comment [1]: I moved these two Whereas references to the other assemblies here because I think it flows better and because it indicates that our assemblies that represent the University agree with this resolution

Comment [2]: I moved these two Whereas references to the other assemblies here because I think it flows better and because it indicates that our assemblies that represent the University agree with this resolution

Comment [3]: I moved these two Whereas references to the other assemblies here because I think it flows better and because it indicates that our assemblies that represent the University agree with this resolution

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Comment [4]: I moved these two Whereas references to the other assemblies here because I think it flows better and because it indicates that our assemblies that represent the University agree with this resolution

Comment [5]: I moved these two Whereas references to the other assemblies here because I think it flows better and because it indicates that our assemblies that represent the University agree with this resolution

Comment [6]: Added this to provide more context for what WCAG 2.0 is

Deleted: January 1

Comment [7]: the WCAG 2.0 AA Standard. (Why provide room for compliance with a lower standard?)

Comment [8]: So technically the EA/UA version provides the option of either 508 or WCAG mostly because Jeremy (the original sponsor) wanted to provide leniency in order to get the admins to be more willing to accept this.

Comment [9]: Personally, I am fully for the removal of the minimum Section 508 Standard as I believe that we should always aim for the best standard

Deleted: 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. -



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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



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118

119 Manisha Munasinghe

120 Voting Member for the Biological Sciences, GPSA

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122 [GPSA Student Advocacy Committee](#)

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124 [GPSA Diversity and International Student Committee](#)



Resolution 14: Consensual Relationships Policy Revisited

Abstract:

Sponsored by: GPSA Student Advocacy Committee

Reviewed by: Name of Committee, DD/MM/YYYY

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

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-xvdwg4.pdf>) in the Faculty Handbook.

Comment [1]: Do we have evidence that they have not updated or amended this policy? This Whereas clause sounds like they haven't touched it since 1996, which, if true, we're going to want to back it up with a footnote of some kind

Comment [2]: Hm. I suppose we could go back through minutes for two decades? But I believe it's not been altered.



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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 Investigations), and Pam Strausser (Senior Consultant, Academic Human Resources) brought forward proposed changes to the Faculty Senate,2 to wit:
Relationships with undergraduate students.3
Relationships with graduate students and professional school students.4
Obligation to disclose relationships.5
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

<p>² “October 14, 2015 Faculty Senate Agenda & Meeting Minutes,” https://blogs.cornell.edu/deanoffaculty/files/2016/07/AFPSRPT101415-1rfvd9u.pdf</p>
<p>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)</p>
<p>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.)</p>
<p>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.)</p>
<p>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.)</p>
<p>⁷ “A Meeting of the University Faculty Senate, Wednesday, November 11, 2015,” https://blogs.cornell.edu/deanoffaculty/files/2016/07/111115FMIN-1r26eyl.pdf 29-30</p>



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54 WHEREAS, GPSA AY 2015-16 Resolution 7 asked the Cornell Faculty Senate in Spring of 2016 to
55 implement changes to this policy similar to those proposed by the Committee on Academic Freedom and
56 Professional Status of the Faculty; and
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58 WHEREAS, the GPSA has not yet seen changes in this policy from the Faculty Senate; and
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60 WHEREAS, several of Cornell's peer institutions have more comprehensive bans or restrictions on
61 supervisor-supervisee relationships, several of which provide for feasible enforcement;⁸ and
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63 WHEREAS, the AAUP recognizes that the "respect and trust accorded a professor by a student, as well as
64 the power exercised by the professor in an academic or evaluative role, make voluntary consent by the
65 student suspect;"⁹ and
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67 WHEREAS, faculty have power such that they can ignore requests by fellow stakeholders, and have (as
68 demonstrated above) done so in the case of Workforce Policy & Workforce Relations, Academic Human
69 Resources, and the Graduate and Professional Student Assembly; and
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71 WHEREAS, the positive experiences of supervisor-supervisee relationships several Cornell faculty have cited
72 cannot be construed as representative, as negative experiences often go unreported due to feared or actual
73 repercussions including but not limited to exclusion from academia; and
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75 WHEREAS, faculty do not uniformly agree with graduate and professional students on where overtures
76 shade into harassment and coercion; and
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Comment [3]: Where do they mention the positive experiences cited? I can't see where the evidence for this is

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>



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78 WHEREAS, a recent AAU survey at Cornell found that 22.4% of female graduate and professional students
79 who reported experiencing sexual harassment identified the offender as a faculty member, as did 16.5% of
80 male graduate and professional students;¹⁰ and
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82 WHEREAS, studies in the 1980s found that approximately 30% of female graduate students were harassed
83 by faculty members;¹¹ and
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85 WHEREAS, contemporary studies show no improvement, such that a 2016 study among graduate students
86 found 38% of female and 23.4% of male participants had been sexually harassed by faculty or staff;¹² and
87
88 WHEREAS, the same study found that 57.1% of female law students have been sexually harassed by faculty
89 or staff;¹³ and
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91 WHEREAS, increasing media attention has exposed a pattern of troubling cases at peer institutions, including
92 but by no means limited to
93 Eric Gans sexually harassing a female graduate student while grading her, assuming his harassment was
94 welcomed despite her explicit message that “I have to make it clear that I don’t see you in a romantic way”
95 (UCLA)¹⁴
96 Geoffrey Marcy sexually harassing female students (UC Berkeley)¹⁵
97 Gabriel Piterberg sexually harassing female students (UCLA)¹⁶
98 Christian Ott sexually harassing female graduate students (Caltech)¹⁷
99 Nezar AlSayyad sexually harassing female graduate students (UC Berkeley)¹⁸

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

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

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>



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100 Colin McGinn sexually harassing a female graduate student (University of Miami);¹⁹ and
101
102 WHEREAS, the consequences for graduate and professional students of speaking out mean that many more
103 examples remain unproven or anonymous, such as those at [http://www.facultyagainstrape.net/faculty-](http://www.facultyagainstrape.net/faculty-retaliation-experiences/)
104 [retaliation-experiences/](http://www.facultyagainstrape.net/faculty-retaliation-experiences/); and
105
106 WHEREAS, lack of clear and unfettered consent contributes significantly to this pervasive harassment and
107 sexual assault that graduate and professional students experience; and
108
109 WHEREAS, several arguments in the Faculty Senate against a more restrictive policy seem based on a
110 perception of graduate students as autonomous peers; and
111
112 WHEREAS, members of the Faculty Senate hinged arguments for inaction on this policy on students'
113 perceived freedom to give or withhold consent from faculty members without penalty, making the following
114 points:
115 That this policy is not about "gross power imbalances," and that "we expect our students to be adults and to
116 be able to give consent...it maybe reduces the power of consent when you continually construct environments
117 where people are not allowed to give it and not give it."
118 That "we create a set of compulsion[sic] to lie under threat of your job for things that sometimes happen
119 between consenting adults."
120 That graduate students by implication "would then be not able to gauge or deal with power differentials, as if
121 they were somehow to magically disappear when they were to graduate... they will have to deal with power
122 differentials at every single point of their careers, and here it would be the faculty having, bearing the
123 responsibility,"
124 That "We have this tendency to conflate this relationship stuff with assault, with predation;"²⁰ and
125
126 WHEREAS, as we have demonstrated above, an academic and professional power differential between
127 faculty and students nonetheless exists, compromises autonomy, and creates significant potential for abuse;
128 and
129
130 WHEREAS, the GPSA speaks on behalf of the graduate and professional students of Cornell University and
131 has clearly requested that the policy (affecting graduate and professional students as both students and
132 instructors, lab supervisors, and other figures of academic authority) be amended as it regards their
133 constituents; and
134
135 WHEREAS, the Faculty Senate is in a position not only to unilaterally set policy directly affecting graduate
136 and professional students, but also, in doing so, to consider, reject or ignore the input of graduate and
137 professional students (here, conveyed through the GPSA); and

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

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



138
139 WHEREAS, by ignoring the wishes of graduate and professional students regarding policy around
140 faculty/staff-graduate/professional student romantic relationships, the Faculty Senate ignores our collective
141 refusal of consent; and
142
143 WHEREAS, the GPSA is committing our constituents through this resolution to the same standards we ask
144 of the faculty, insofar as we are allowed to govern the conduct of our members; and
145
146 WHEREAS, shared governance of, by, and for stakeholders is a core value of Cornell University; and
147
148 WHEREAS, it is in the best interests of Cornell as an institution, as well as its faculty, administration, and
149 student body, that Cornell avoid attracting negative media attention in line with recent publicized cases from
150 peer institutions; and
151
152 WHEREAS, such a public reputation would negatively affect Cornell's present and prospective graduates and
153 their career prospects, reflecting on Cornell at large and the relevant department(s) in particular; and
154
155 WHEREAS, discussion of the faculty's bad actors harms recruitment efforts, both of top faculty members
156 and of top students; and
157
158 WHEREAS, the Department of Education's Office of Civil Rights has more open Title IX investigations
159 into Cornell than into any other institution; and
160
161 WHEREAS, it is in the **best interest** of faculty, students, and the university as a whole to avoid ambiguities
162 around consent;
163
164 BE IT THEREFORE RESOLVED, that the GPSA calls upon the Faculty Senate to either promptly act
165 upon our resolution, or extend to us equal ability to amend and revise policies that directly pertain to us; and
166
167 BE IT FURTHER RESOLVED, that the GPSA calls upon the Faculty Senate to reconsider the policy with
168 the following specific recommendations:
169 That relationships, with rare exceptions available for pre-existing ones, be banned
170 between students and individuals who might reasonably be expected to write them a letter of
171 recommendation (e.g. advisors, committee members, PIs, current class instructors, and other mentors),
172 and
173 between students and individuals who can directly control grades, academic progress, or professional
174 development (e.g. advisors, committee members, current class instructors, current TAs, graders, directors of
175 graduate studies, or individuals who control funding);
176 That pre-existing relationships require exemption by both the faculty member's supervising dean and the
177 Division of Human Resources;
178 That other relationships involving a supervisor-supervisee power imbalance (i.e. shared departments, shared
179 fields of research, the possibility that one member may assume one of the aforementioned positions of

Comment [4]: Do we want moralizing language here too? As in, "best interest and also you will not be a monster"?

Comment [5]: Depends. How adversarial are we trying to be? This is as far as I feel comfortable going at the moment, and the moral stuff honestly gets tricky. See, for example, Kipnis, who is going to be the elephant in the room. We are not saying it's immoral to have relationships with students. We're saying that the current system of academia makes it logistically fraught past redemption, constraining consent in ways that may not have applied in prior educational settings. We're also saying that because of this, we are withdrawing grad and professional students' consent inasmuch as we speak for them. These are less murky waters than the morality of intellectual+sexual relationships.

Comment [6]: ...I mean, I also want to never ever hear another story ever again that combines letters of rec, cocaine, whipping and duct tape, and wish I could erase the memory of bandaging that all and trying to help her remove the duct tape residue, but that arises "from" this current situation of academia.

Comment [7]: UGH



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180 power, or pre-existing relationships) be reported to a point person, chosen at the discretion of the Faculty
181 Senate;
182 Such reporting must be incumbent upon the person in the position of power
183 If relationships are not reported within two weeks, and are subsequently discovered, they are presumed
184 coercive and fall within the jurisdiction of Policy 6.4
185 Determinations of what must be reported should abide by the proposed language that "If there is any doubt
186 whether a relationship falls within this policy, individuals should disclose the facts and seek guidance rather
187 than fail to disclose."
188 That the point person then contact the subordinate member of the relationship to ascertain free consent,
189 present available resources for navigating complicated relationships and conflicts of interest, emphasize
190 support of subordinate's freedom to leave relationship (specifically the point person's support in this
191 eventuality), and clarify possible professional repercussions to the subordinate;
192 That the policy implement remedies:
193 In cases of consensual relationships, that upon the close of that relationship the department and university
194 endeavor to restore to the subordinate any professional or academic disadvantage that occurred as a result of
195 this relationship or its termination (e.g. flexibility with academic deadlines, course enrollment, or thesis
196 committee nominations).
197 In cases of violations of this policy, that all information collected under this policy be forwarded with the
198 subordinate's approval to a 6.4 investigation, and that the professional relationship be replaced with one
199 amenable to the subordinate within reason at minimal financial or academic cost to the subordinate; and
200
201 **BE IT FURTHER RESOLVED**, that until the policy is satisfactorily amended the GPSA enjoins its
202 constituent graduate and professional students to uphold a higher standard of behavior in their roles as
203 instructors and authority figures and to eschew romantic or sexual relationships with their own students; and
204
205 **BE IT FURTHER RESOLVED**, that the GPSA promises the SA that it will commit to the following
206 actions:
207 Holding its elected officers, voting members, and (inasmuch as in our power) field representatives
208 accountable;
209 Facilitating reports to the Title IX office;
210 Asking our representatives to the University Assembly to move for tighter restrictions on
211 supervisor/supervisee relationships through the Campus Judicial Codes committee; and
212
213 **BE IT FURTHER RESOLVED**, that the GPSA explicitly asks the SA for input with regard to graduate or
214 professional student-undergraduate relationships; and
215
216 **BE IT FURTHER RESOLVED**, that the GPSA send this resolution to the Faculty Senate; and
217
218 **BE IT FURTHER RESOLVED**, that the GPSA asks the Faculty Senate that members of the GPSA Student
219 Advocacy Committee be permitted to present this resolution to the Faculty Senate by the end of September
220 2017; and
221

Comment [8]: I am confused by this paragraph: what is GPSA going to "do" to achieve this?

Comment [9]: Ie, do we have a "best practices for grads" part?

Comment [10]: Stetson suggests we probably are capable of reprimanding e-board, voting members and field reps, at least by removing them. But for grads at large, this is a request. We can request. That's it.

Which helps point out that while the faculty can set standards for themselves AND us, we cannot even set standards for ourselves.

Comment [11]: Is this forever? There's no like "until reviewal at this date" just because we are committing all future iterations of the assembly to something that they were not able to weigh in on or dissent to

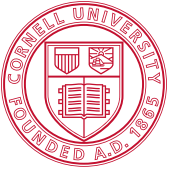
Comment [12]: Not that I necessarily want them to, but it is a dangerous precedent

Comment [13]: We can always withdraw it later or pass a new rez later that overrules it. So it seems less of an issue to me?



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222 BE IT FINALLY RESOLVED, that the GPSA thanks Alan Mittman, Pam Strausser, and those
223 administrators and faculty who have devoted time and energy to advocating for such changes to the relevant
224 policy.
225
226 Respectfully submitted,
227
228 Anna Waymack
229 Voting Member for the Humanities
230 Respectfully Submitted,
231



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GPSA Resolution 15:

Subsidizing the BRB's 25th Anniversary Improvements

Sponsored by: Tyler McCann

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

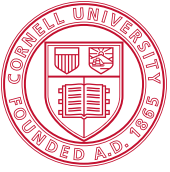
WHEREAS, the BRB conducted a crowdfunding drive during the month of November to finance new additions to the Center; and

WHEREAS, the BRB raised \$7,651 from the crowdfunding drive of which \$5,537 was spent on a wood pellet stove; and

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

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

WHEREAS, Corda informed the Appropriations Committee that a baby grand piano was located in the BRB until 2014 when building renovations began. This piano was used by students, particularly during end of semester and holiday parties. The BRB paid for annual maintenance, but determined the age and condition of the previous piano did not warrant the cost of moving the piano back into the BRB upon completion of renovations; and



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

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

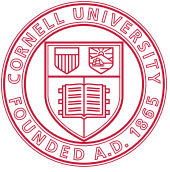
WHEREAS, incorporation of these bike racks will complement the free bike-sharing initiative, Big Red Bikes, and increase sustainable transportation options at Cornell by facilitating greater use of bicycles for transportation to, from, and on campus¹; and

WHEREAS, the BRB currently has \$2,114 remaining from its fundraising drive to put towards these two remaining projects. The cost of the piano would be \$5,000, and the cost of the bike racks would be \$6,100. The estimated cost of both improvements after accounting for BRB's balance is \$8,986 (see appendix); and

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

WHEREAS, the GPSA rollover account stood at approximately \$18,000 as of April 6th, 2017;

BE IT THEREFORE RESOLVED, that the GPSA will grant the BRB no more than \$3986 for the purchase and installation of 3-4 inverted U-loops in front of the Center;



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BE IT FURTHER RESOLVED, that the GPSA will grant the BRB no more than \$8986 for the purchase, installation, transportation of 3-4 inverted U-loops in front of the Center and a piano in the Center;

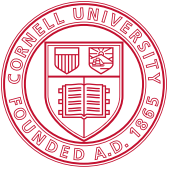
BE IT FINALLY RESOLVED, that the GPSA recognizes and commends the Graduate School in its financial support of the the BRB through major building renovations, operations, and \$6000 annually for general expenses. We strongly encourage the Graduate School to provide greater financial support during the current and any future improvement projects at the BRB like those above, which specifically promote greater participation from the graduate and professional student community;

RESPECTFULLY SUBMITTED,

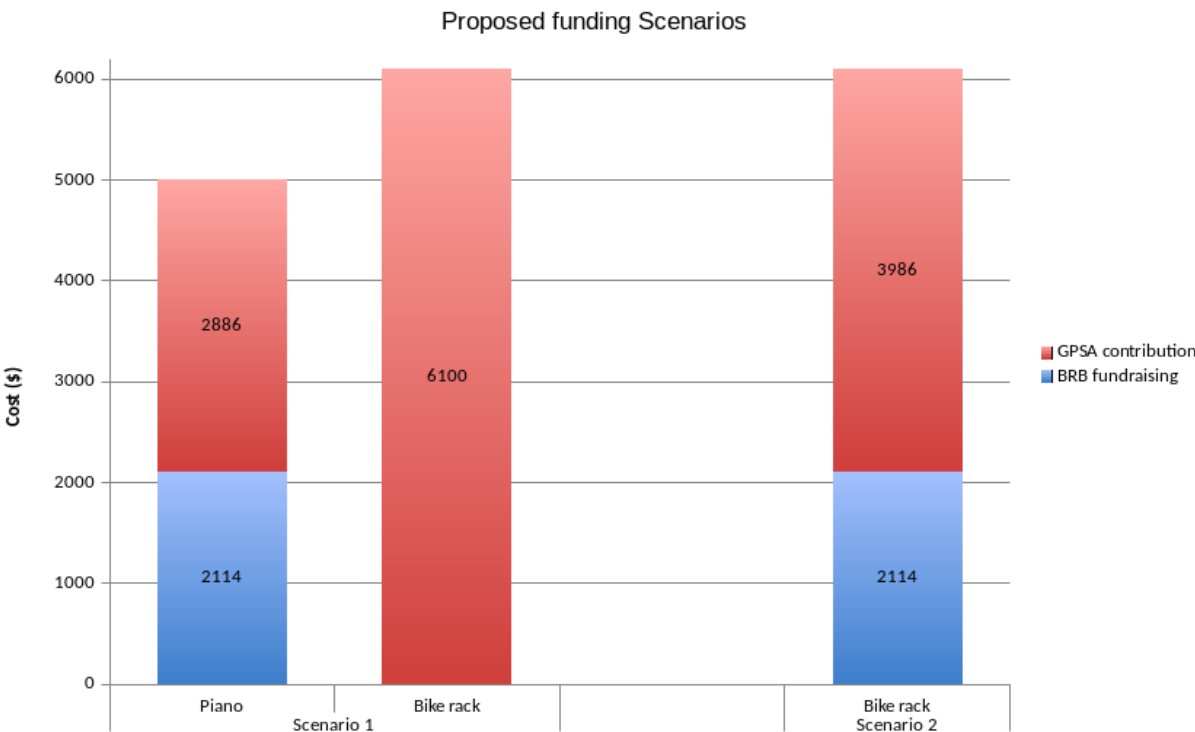
TYLER MCCANN

GPSA Appropriations Committee Chair

1. http://csc-production.s3.amazonaws.com/2014/04/15/02/46/38/230/CAPUpdate2013Roadmap2014_2015.pdf



72 **APPENDIX**



- 73
- 74 **Scenario 1 - Fund both piano and bike rack. Total cost to GPSA = \$8986**
- 75 **Scenario 2 - Fund only bike rack. Total cost to GPSA = \$3986**