

Cornell University

Graduate and Professional Student Assembly

Cornell University Graduate and Professional Student Assembly

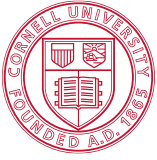
Agenda of the May 1st, 2017 Meeting

5:30 PM - 7:00 PM

Bache Auditorium, Malott Hall

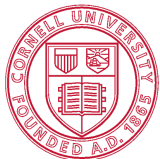
- I. Call to Order
- II. Roll Call
- III. Approval of the Meeting Minutes
 - a. Minutes for 17 April 2017
- IV. Old Business
 - a. Resolution 14: Consensual Relationships Revisited/SAC
- V. Presentations
 - a. Martha Pollack, University President
 - b. Jason Kahabka, Associate Dean for Administration, Graduate School: New Academic Progress Report
 - c. Charles Van Loan, Co-Chair, 2016-17 Academic Calendar Committee and Dean of Faculty: Academic Calendar Changes
- VI. Elections
 - a. Richard Walroth, Chair, Elections Committee and Counsel, GPSA: Election Procedures
 - b. Elections of Officers
 - i. President
 - ii. Executive Vice-President
 - iii. Vice-President for Operations
 - iv. Vice-President for Communications
 - v. Counsel
 - c. Election of Graduate Committee Representative
 - d. Elections of Standing Committee Chairs
 - i. Student Advocacy Committee
 - ii. Graduate and Professional Student Programming Board
 - iii. Faculty Teaching, Advising, and Mentorship Awards Committee
 - iv. Diversity and International Students Committee
- VII. Reports of Officers and Committee Updates
 - a. Executive Committee
 - b. Operations
 - c. Appropriations

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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- 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



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Minutes of the April 17, 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, C. Franklin, J. Goldberg, J. Hernandez, S. Hesse, M. Jodlowski, A. Loiben, J. Maynard, E. Michel, M. Milano, M. Munasinghe, L. Munguia, I. Smythe, T. Snider, A. Waymack, E. Winarto.
 - c. *Members Absent:* E. Case.
 - d. *Also Present:* C. Thrasher Carroll, J. Lamey, and J. Resecto.
- II. Approval of the Meeting Minutes for April 10, 2017.
 - a. A motion was made to approve the minutes, there was no dissent, the minutes were approved.
- III. Presentations
 - a. Caroline Thrasher-Carroll and Janna Lamey then made their presentation on the graduate and professional student mental health committee.
 - i. The committee has gotten together monthly for a year. They have several projects for next year including implementing 1) a support group model, 2) a caring community program (peer to peer mentoring program), 3) a resilience fair (to showcase research behind resilience and self care), 4) a Cornell Tech program working on peer mentors and distress activities, and 5) Thriving at Cornell. The committee is an outcome of the last GPCI document
 - ii. Thriving at Cornell will take place in June. If interested contact either C. Thrasher-Carroll at ct265@cornell.edu or Janna Lamey at jsl62@cornell.edu.
 - b. Jeffrey Resecto on the Maplewood development.
 - i. A motion was made to postpone J. Resecto's presentation for a couple of minutes, there was no dissent.
 - ii. A motion was made to reseat S. Hesse, there was no dissent.
 - iii. A motion was made to vote R. Walroth as chair of the Elections Committee, there was no dissent, and R. Walroth was approved as chair.



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1. At this meeting voting members and division chiefs were elected.
- iv. J. Resecto then began his presentation on the new Maplewood development. There will be 872 new beds in studio, one, two, three and four bedroom apartments/townhouses. A total of 442 units. Leasing starts this fall, and occupancy begins in 2018.
- v. T. Bollu asked who is managing the site and when will there be occupancy.
- vi. EdR is the developer and manager, and phased occupancy will begin July 2018.
- vii. R. Walroth stated incoming students aren't accepted until the spring but Maplewood is leasing in the fall.
- viii. J. Resecto: coordinating closely with Cornell's housing services, between September and late April only leasing to graduate students. Everybody else will be on a waitlist until then.
- ix. A. Natarajan asked about safety of graduate students on site, and he understands that CUPD will not have jurisdiction.
- x. J. Resecto: there is a state statute which prohibits CUPD from policing the site. Services will be provided by the county. There will be a management team on site, on call. Cameras on site as well. Every building entrance has card access.
- xi. A. Natarajan stated there is a Cornell property across Maple Ave., and continued that the developers should contribute funding to a blue light on that Cornell site.
- xii. J. Resecto: they'll make that happen.
- xiii. A. Natarajan noted the old Maplewood had 4 graduate monitors, and asked will that still be available.
- xiv. J. Resecto: around 16 spaces will be available.
- xv. A. Gagnon stated a 4 bed townhouse is \$914 a month, and asked does that include utilities.
- xvi. J. Resecto: \$914 per person. Rent will include all electricity, water, wifi, trash. Parking is separate at around \$40 a month. No gas will be used at Maplewood, everything will be electric. Each unit has its own washer/dryer, dishwasher, full size refrigerator, and garbage disposal.



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- xvii. It was asked if Maplewood will be pet friendly. The answer was yes.
- xviii. J. Resecto stated there will be two rent terms: a 12 month and a 10 month. Subletting will probably be allowed.
- xix. T. Bollu stated he is very happy about how graduate students were listened to during this whole process.

IV. Breakout Session by Division

- a. Voting member and division chief elections were held during the breakout session. The voting members for next year are as follows (minus professional schools):
 - i. Arts & Humanities: K. Angierski, R. Harrison, and J. Goldberg.
 - ii. Physical Sciences: X. Schofeld, A. Loiben, S. Hesse, and A. Gagnon.
 - iii. Social Sciences: E. Winarto, C. Little, M. Jodlowski, and D. Moon.
 - iv. Life Sciences: T. McCann, E. Michel, and C. Stambuk.

V. Old Business

a. Resolution 13

- i. An updated version of the resolution was included in the meeting packet. It matched what the UA passed. H. Rawlings is charging a working group to address these issues. The working group will report back to President Pollack by March 1st 2018.
- ii. A. Loiben motioned to make the **amendments** that are in the meeting packet.
 - 1. A motion was made to call the question on the amendment, no dissent.
 - 2. Amendment **approved** 17-0-1.
- iii. A motion was made to call the question on the resolution, no dissent.
- iv. Resolution 13 was **approved** 17-0-1.

b. Resolution 14

- i. A. Waymack: SAC met to talk about the resolution again and had a fair amount of division within the committee. Possible options for getting broader graduate/professional student input on this include having town halls, having a survey, or having a referendum. SAC did agree to have the creation of a working group to write our own policy which we would then have the Faculty Senate approve. The disagreement in the committee hinges



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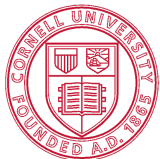
on whether we need the mandate of the whole student body or not because it applies to a small group of students.

- ii. A motion was made to **recommit indefinitely** the resolution to the SAC.
 1. N. Stetson: we need to decide if this is a policy issue or a rights issue.
 2. T. Snider asked what will working group do.
 3. The working group would write a policy and send it to the Faculty Senate after sounding out graduate/professional student body in some way.
 4. M. Munasinghe: if SAC disagreed I'm sure larger student body disagrees.
 5. R. Walroth: working group makes sense because language in resolution isn't threshed out enough for Faculty Senate.
 6. A. Natarajan: instead of working group taking it to faculty senate, maybe we should include members of the Faculty Senate in the working group.
 7. A. Loiben: the underlying disagreement in SAC was over which way is the best way to get this policy enacted.
 8. A. Waymack: in 2015 the Faculty Senate tried to make their own changes. They voted down 3 of the 4 changes and never did anything with the fourth. We passed our resolution in 2016. Instead of presenting our resolution to the Faculty Senate, there was supposed to have been a group working with graduate students and faculty. That group has not met.
 9. A. Waymack: two issues, first is rights vs. policy. The second is ethical, some students are doing this willingly. That is where we could decide as a body. Because of history where there were no meetings, A. Waymack has no faith that a joint working group will do anything.
 10. N. Stetson acknowledged the professional ethics component as well.
 11. I. Pendleton: Faculty Senate needs to be forced to confront this. He doesn't see why we're killing this to have a working group.
 12. M. Munasinghe: drafting of a full policy would help end ambiguities.



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13. C. Franklin: this is a rights issue. GPSA needs to protect student rights.
14. R. Walroth: doesn't see this resolution as fundamentally different from the 2016 one. He stated that when resolutions are sent to another assembly, they go through the chair of that assembly. We have a new Dean of Faculty now, but we still can't compel the Faculty Senate to have this resolution on their agenda.
15. I. Smythe: some of us have talked to the new Dean of Faculty, he seems very interested in this. I. Smythe thinks the Faculty Senate would have more incentive to act if graduate/professional students made their voice heard as a whole.
16. L. Munguia: rights and policy are not mutually exclusive. Getting feedback from graduate community would be good. If we have a concrete vision of what graduate students want, that would bolster our stance.
17. A. Natarajan: we could send out a survey after the working group comes up with something.
18. A. Waymack: thinks R. Walroth had mischaracterized how the previous resolution was presented to the Faculty Senate. A. Waymack stated there's not a norm for if the chair of an assembly can reject it or not.
19. N. Rogers: it was misrepresented to faculty about how much student support there was for these 4 changes the Faculty Senate tried to make in 2015. These were like pre-policy change paragraphs. The broader Faculty Senate didn't understand why they were looking at it. Wanted to set up a group with a lot of people represented.
20. A motion was made to extend the meeting by 15 minutes, no dissent.
21. T. Snider: this might spur debate, show Faculty Senate their work on this was insufficient.



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22. J. Goldberg: we are discussing a motion to recommit. He's comfortable with passing this and then also doing the working group. The risk of going to the student body is if the result is close.
 23. R. Walroth: we could also discuss this at the UA. He motioned to close the speaker's list and call the question at the end of the current speaker's list on recommitting the resolution indefinitely, there was no dissent.
 24. T. Bollu agreed with J. Goldberg and T. Snider. Need more momentum this time around and we should not be deterred.
 25. A. Natarajan: this creates a person to check in on student.
 26. N. Stetson: this is asking faculty to govern their relationships with students. We can't force the Faculty Senate to do anything. This might be the only way out. There is nothing preventing us from taking multiple approaches.
 27. A. Waymack: we are now enforcing that this must be reported. She stated that she doesn't want to recommit this indefinitely. We should devote more time to this issue.
 28. A motion was made to extend the meeting until 7:30pm, no dissent.
 29. The question was called and the motion to recommit the resolution indefinitely failed 0-8-10.
- iii. A. Waymack motioned to amend by striking lines 201-204.
1. It came up last meeting where graduate students could potentially grade other graduate students they are having relationships with, which is the reasoning behind this amendment.
 2. A. Natarajan asked shouldn't we take the moral high ground and hold ourselves to the same standard.
 3. M. Munasinghe agreed with A. Natarajan. When graduates are in positions of power they shouldn't sleep with their students.
 4. N. Stetson: we should be binding ourselves when we are in the superior position.



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5. C. Franklin: agrees that we should leave the lines in. It should just say students we're grading (so if other graduate students are grading, assignments can be passed off to another TA).
6. C. Franklin motioned to **amend** the amendment by keeping lines 201-204, and adding "when in a position of power" at the end of line 203.
 - a. A. Natarajan **motioned to** amend the amendment to the amendment by clarifying the positions of power.
 - i. A. Waymack took a straw poll of voting members:
 1. Who wants to strike 201-204: 0 for.
 2. Who wants to make it clearer that this is about when graduate students are in power: 5 for.
 - ii. A motion was made to close the speaker's list and call the question on A. Natarajan's amendment.
 - iii. The amendment **failed** 0-10-8.
 - b. A motion was made to close the speaker's list and **withdraw** C. Franklin's amendment, there was no dissent.
7. A motion was made to close the speaker's list and **withdraw** A. Waymack's amendment, there was no dissent.
- iv. A motion was made to **recommit** the resolution to the SAC until the next GPSA meeting.
 1. A. Waymack objected.
 2. A motion was made to extend the meeting until 7:40pm, there was no dissent.
 3. M. Munasinghe suggested a doodle poll be made to send to the assembly.
 4. M. Jodlowski: doesn't want to vote on the resolution now. She supports the spirit of the resolution, but wants to fix specific language before voting to approve it.
 5. C. Franklin motioned to straw poll for if the GPSA were voting on the actual resolution:



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- a. The results of the straw poll were 5-7-6.
 6. A motion was made to call the question on recommitting the resolution, no dissent.
 7. The motion to recommit Resolution 14 to the SAC until the next GPSA meeting was **approved** 12-0-6.
- c. Resolution 15**
- i. T. McCann: the only thing that is different in this version is that the BRB fundraising numbers changed a little bit.
 - ii. T. McCann made a motion to do a straw poll.
 1. Who wants to fund piano and bike rack: 10-0-8
 2. Who wants to fund just bike rack: 3 for.
 3. Who wants to fund nothing: 0 for.
 - iii. A motion was made to extend the meeting until 7:50 PM, no dissent.
 - iv. A motion was made to **amend** by striking lines 51-52.
 1. A motion was made to call the question on the amendment, there was no dissent.
 2. The amendment was **approved** 13-0-5.
 - v. A motion was made to remove the word “free” before “bike sharing initiative”.
 1. A motion was made to call the question, no dissent.
 2. The amendment was **approved** 12-0-6.
 - vi. A motion was made to call the question, no dissent.
 - vii. Resolution 15 was **approved** 13-0-5.
- VI. Reports of Officers and Committee Updates**
- a. Executive: the Executive Committee is also the Elections Committee, however R. Walroth is chair of Elections. If you are a retiring voting member you can be on the Elections Committee as well.
 - b. Operations: had a meeting today, there will be a bunch of changes to the charter and bylaws in the future. If interested on being in Student Legal Services committee email S. Hesse at sah354@cornell.edu.
 - c. Appropriations: still needs more members.
 - d. Communications: no updates.



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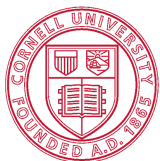
- e. Finance: annual budgets are now due May 1st. Be on look out for tier allocations.
- f. Student Advocacy: Dine and Discuss is this Wednesday (4/19), they will be discussing finances. Final meeting is on April 27th, 6:30 PM, in Weill 121.
- g. Diversity and International Students: email an393@cornell.edu if you want to get involved on DISC.
- h. Programming: graduate mixer this thursday (4/20) in the BRB. Please tell your constituencies. Ticketing for Grad Ball is now live. If you have a financial need talk to A. Molitoris or J. Allen.
- i. Faculty Awards: this is the last week to nominate for faculty awards. Email cgf44@cornell.edu. Springfest is this Thursday (4/20) on Ho Plaza.
- j. General Committee: read the code of legislation and tell A. Waymack and A. Natarajan how you feel about it. Please consider joining a focus group on progress reports for graduate students.
- k. Graduate School: send questions to ask a dean.
- l. A motion was made to extend the meeting by five minutes, no dissent.

VII. Open Forum

- a. M. McBride has been charged by the judicial administrator because he leaked a document. There will be a hearing Wed. (4/19), in 163 Day Hall. Come show your support.
- b. A. Loiben: the document that was released was talking about the university considering financial need in admissions for international students.
- c. This week is Sexual Assault Awareness Week. There will be a graduate and professional student event (Bystander Intervention) Thursday (4/20), noon-1:30, in 401 Physical Sciences.
- d. T. Bollu: the opening date of Anabel's Grocery is May 7th.
- e. M. Munasinghe asked if there is an rsvp form for the Bystander Intervention event, the answer was no an rsvp is not needed.

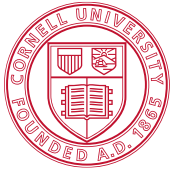
The meeting was adjourned at 7:52pm.

Respectfully Submitted,
Matthew Ferraro



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Clerk of the Assembly



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GPSA Resolution 14: Consensual Relationships Policy Revisited

Sponsored by: Anna Waymack, Humanities Voting Member

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

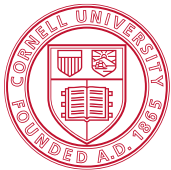
Whereas, this policy dictates that "No member of the university community should simultaneously be romantically or sexually involved with a student whom he or she teaches, advises, coaches, or supervises in any way. Individuals in such positions of authority must not allow these relationships to develop 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 repercussions of a romantic or sexual relationship between a student and a faculty member may exceed the time duration of an official supervisory relationship;

Whereas, the existing policy contains no enforcement provision and may thus be violated with

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.



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37 impunity; and

38

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

40

41 *Whereas*, in October and November of 2015, the Committee on Academic Freedom and Professional
42 Status of the Faculty in concert with the Dean of Faculty, the Dean of Students, Alan Mittman (then
43 Director, Workforce Policy & Labor Relations and Title IX Coordinator for Investigations), and
44 Pam Strausser (Senior Consultant, Academic Human Resources) brought forward proposed changes
45 to the Faculty Senate,² to wit:

46 1. Relationships with undergraduate students.³

47 2. Relationships with graduate students and professional school students.⁴

48 3. Obligation to disclose relationships.⁵

49 4. Remedies;⁶ and

50

51 *Whereas*, on November 11, 2015, the Faculty Senate voted down three of these four proposed
52 changes, on the grounds that 58% of the Faculty Senate disapproved of banning relationships with
53 undergraduates (with exceptions for unusual circumstances), 60% disapproved of requiring the
54 disclosure of faculty-student relationships covered by this policy, and 74% disapproved of

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

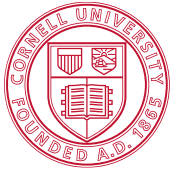
<https://blogs.cornell.edu/deanoffaculty/files/2016/07/AFPSRPT101415-1rfvd9u.pdf>

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.)



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55 introducing remedial and disciplinary possibilities;⁷ and
56
57 *Whereas*, GPSA AY 2015-16 Resolution 7 asked the Cornell Faculty Senate in Spring of 2016 to
58 implement changes to this policy similar to those proposed by the Committee on Academic
59 Freedom and Professional Status of the Faculty; and
60
61 *Whereas*, the GPSA has not yet seen changes in this policy from the Faculty Senate; and
62
63 *Whereas*, several of Cornell’s peer institutions have more comprehensive bans or restrictions on
64 supervisor-supervisee relationships, several of which provide for feasible enforcement;⁸ and
65
66 *Whereas*, the AAUP recognizes that the “respect and trust accorded a professor by a student, as well
67 as the power exercised by the professor in an academic or evaluative role, make voluntary consent
68 by the student suspect;”⁹ and
69
70 *Whereas*, faculty have power such that they can ignore requests by fellow stakeholders, and have (as
71 demonstrated above) done so in the case of Workforce Policy & Workforce Relations, Academic
72 Human Resources, and the Graduate and Professional Student Assembly; and
73
74 *Whereas*, the positive experiences of supervisor-supervisee relationships several Cornell faculty have
75 cited cannot be construed as representative, as negative experiences often go unreported due to
76 feared or actual repercussions including but not limited to exclusion from academia; and
77

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

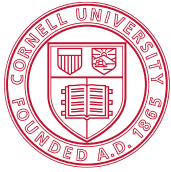
⁸ See, e.g., Brown University (comprehensively banning relationships with undergraduates and relationships that implicate academic supervision, including “teaching, advising, supervising research, serving on a dissertation or other academic committee, grading, mentoring, coaching, overseeing and/or having 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*, faculty do not uniformly agree with graduate and professional students on where overtures
79 shade into harassment and coercion; and

80

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

84

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

87

88 *Whereas*, contemporary studies show no improvement, such that a 2016 study among graduate
89 students found 38% of female and 23.4% of male participants had been sexually harassed by faculty
90 or staff;¹² and

91

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

94

95 *Whereas*, increasing media attention has exposed a pattern of troubling cases at peer institutions,
96 including but by no means limited to:

97 1. Eric Gans sexually harassing a female graduate student while grading her, assuming his
98 harassment was welcomed despite her explicit message that “I have to make it clear that I
99 don’t see you in a romantic way” (UCLA)¹⁴

100 2. Geoffrey Marcy sexually harassing female students (UC Berkeley)¹⁵

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/S001879188900127>

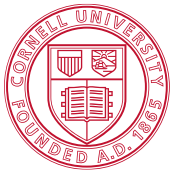
¹² Marina N. Rosenthal, Alec M. Smidt, and Jennifer J. Freyd, “Still Second Class: Sexual Harassment of Graduate Students,” *Psychology of Women Quarterly* 40.3 (2016)

<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>



Cornell University Graduate and Professional Student Assembly

- 101 3. Gabriel Piterberg sexually harassing female students (UCLA)¹⁶
102 4. Christian Ott sexually harassing female graduate students (Caltech)¹⁷
103 5. Nezar AlSayyad sexually harassing female graduate students (UC Berkeley)¹⁸
104 6. Colin McGinn sexually harassing a female graduate student (University of Miami);¹⁹ and
105

106 *Whereas*, the consequences for graduate and professional students of speaking out mean that many
107 more examples remain unproven or anonymous, such as those at
108 <http://www.facultyagainstrape.net/faculty-retaliation-experiences/>; and
109

110 *Whereas*, lack of clear and unfettered consent contributes significantly to this pervasive harassment
111 and sexual assault that graduate and professional students experience; and
112

113 *Whereas*, several arguments in the Faculty Senate against a more restrictive policy seem based on a
114 perception of graduate students as autonomous peers; and
115

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

- 119 1. That this policy is not about "gross power imbalances," and that "we expect our students to
120 be adults and to be able to give consent...it maybe reduces the power of consent when you
121 continually construct environments where people are not allowed to give it and not give it."
122 2. That "we create a set of compulsion[sic] to lie under threat of your job for things that
123 sometimes happen between consenting adults."
124 3. That graduate students by implication "would then be not able to gauge or deal with power
125 differentials, as if they were somehow to magically disappear when they were to graduate...
126 they will have to deal with power differentials at every single point of their careers, and here
127 it would be the faculty having, bearing the responsibility,"
128 4. That "We have this tendency to conflate this relationship stuff with assault, with
129 predation;"²⁰ and
130

131 *Whereas*, as we have demonstrated above, an academic and professional power differential between
132 faculty and students nonetheless exists, compromises autonomy, and creates significant potential for

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

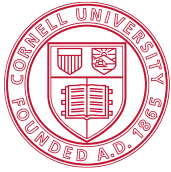
¹⁷ <http://www.sciencemag.org/news/2016/01/caltech-suspends-professor-harassment-0>

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>

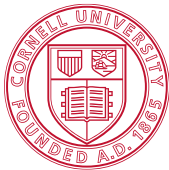
²⁰ "A Meeting of the University Faculty Senate, Wednesday, November 11, 2015,"

<https://blogs.cornell.edu/deanoffaculty/files/2016/07/111115FSMIN-1r26eyl.pdf> 21, 23, 24 and 27



Cornell University Graduate and Professional Student Assembly

133 abuse; and
134
135 *Whereas*, the GPSA speaks on behalf of the graduate and professional students of Cornell University
136 and has clearly requested that the policy (affecting graduate and professional students as both
137 students and instructors, lab supervisors, and other figures of academic authority) be amended as it
138 regards their constituents; and
139
140 *Whereas*, the Faculty Senate is in a position not only to unilaterally set policy directly affecting
141 graduate and professional students, but also, in doing so, to consider, reject or ignore the input of
142 graduate and professional students (here, conveyed through the GPSA); and
143
144 *Whereas*, by ignoring the wishes of graduate and professional students regarding policy around
145 faculty/staff--graduate/professional student romantic relationships, the Faculty Senate ignores our
146 collective refusal of consent; and
147
148 *Whereas*, the GPSA is committing our constituents through this resolution to the same standards we
149 ask of the faculty, insofar as we are allowed to govern the conduct of our members; and
150
151 *Whereas*, shared governance of, by, and for stakeholders is a core value of Cornell University; and
152
153 *Whereas*, it is in the best interests of Cornell as an institution, as well as its faculty, administration,
154 and student body, that Cornell avoid attracting negative media attention in line with recent
155 publicized cases from peer institutions; and
156
157 *Whereas*, such a public reputation would negatively affect Cornell's present and prospective graduates
158 and their career prospects, reflecting on Cornell at large and the relevant department(s) in particular;
159 and
160
161 *Whereas*, discussion of the faculty's bad actors harms recruitment efforts, both of top faculty
162 members and of top students; and
163
164 *Whereas*, the Department of Education's Office of Civil Rights has more open Title IX investigations
165 into Cornell than into any other institution; and
166
167 *Whereas*, it is in the best interest of faculty, students, and the university as a whole to avoid
168 ambiguities around consent;
169
170
171 *Be it therefore resolved*, that the GPSA calls upon the Faculty Senate to either promptly act upon our



Cornell University Graduate and Professional Student Assembly

172 resolution, or extend to us equal ability to amend and revise policies that directly pertain to us; and
173

174 *Be it further resolved*, that the GPSA calls upon the Faculty Senate to reconsider the policy with the
175 following specific recommendations:

- 176 1. That relationships, with rare exceptions available for pre-existing ones, be banned
- 177 a. between students and individuals who might reasonably be expected to write them a
- 178 letter of recommendation (e.g. advisors, committee members, PIs, current class
- 179 instructors, and other mentors);
- 180 b. between students and individuals who can directly control grades, academic progress,
- 181 or professional development (e.g. advisors, committee members, current class
- 182 instructors, current TAs, graders, directors of graduate studies, or individuals who
- 183 control funding or access to research equipment);
- 184 2. That should a romantic or sexual relationship precede a development into a professional
- 185 relationship (e.g. a faculty member dating a graduate student is promoted to Director of
- 186 Graduate Studies), efforts should be made to eliminate conflicts of interest and pursue
- 187 appropriate avenues of disclosure;
- 188 3. That pre-existing relationships require exemption by both the faculty member's supervising
- 189 dean and the Division of Human Resources;
- 190 4. That other relationships involving a supervisor-supervisee power imbalance (i.e. shared
- 191 departments, shared fields of research, the possibility that one member may assume one of
- 192 the aforementioned positions of power, or pre-existing relationships) be reported to a point
- 193 person, chosen at the discretion of the Faculty Senate;
- 194 a. Such reporting must be incumbent upon the person in the position of power
- 195 i. If relationships are not reported within two weeks, and are subsequently
- 196 discovered, they are presumed coercive and fall within the jurisdiction of
- 197 Policy 6.4;
- 198 ii. Determinations of what must be reported should abide by the proposed
- 199 language that "If there is any doubt whether a relationship falls within this
- 200 policy, individuals should disclose the facts and seek guidance rather than fail
- 201 to disclose";
- 202 b. That the point person then contact the subordinate member of the relationship to
- 203 ascertain free consent, present available resources for navigating complicated
- 204 relationships and conflicts of interest, emphasize support of subordinate's freedom
- 205 to leave relationship (specifically the point person's support in this eventuality), and
- 206 clarify possible professional repercussions to the subordinate;
- 207 5. That the policy implement remedies:
- 208 a. In cases of consensual relationships, that upon the close of that relationship the
- 209 department and university endeavor to prevent academic or professional
- 210 repercussions resulting from the termination of the romantic or sexual relationship



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211 ~~restore to the subordinate any professional or academic disadvantage that occurred~~
212 ~~as a result of this relationship or its termination~~ (e.g. flexibility with academic
213 deadlines, course enrollment, or thesis committee nominations);
214 b. In cases of violations of this policy, that all information collected under this policy be
215 forwarded with the subordinate's approval to a 6.4 investigation, and that the
216 professional relationship be replaced with one amenable to the subordinate within
217 reason at minimal financial or academic cost to the subordinate; and
218

219 *Be it further resolved*, that until the policy is satisfactorily amended the GPSA enjoins its constituent
220 graduate and professional students to uphold a higher standard of behavior in their roles as
221 instructors and authority figures and to eschew romantic or sexual relationships with their own
222 students; and
223

224 *Be it further resolved*, that the GPSA promises the SA that it will commit to the following actions:
225 1. Holding its elected officers, voting members, and (inasmuch as in our power) field
226 representatives accountable;
227 2. Facilitating reports to the Title IX office;
228 3. Asking our representatives to the University Assembly to move for tighter restrictions on
229 supervisor/supervisee relationships through the Campus Judicial Codes committee; and
230

231 *Be it further resolved*, that the GPSA explicitly asks the SA for input with regard to graduate or
232 professional student-undergraduate relationships; and
233

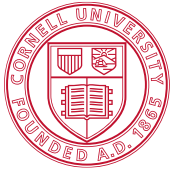
234 ~~*Be it further resolved*, that the GPSA asks that the University Assembly put the issue of consensual
235 romantic and sexual relationships between supervisors and supervisees on its agenda during the
236 2017-2018 academic year; and~~
237

238 *Be it further resolved*, that the GPSA send this resolution to the Faculty Senate, ~~the Student Assembly,~~
239 ~~and the University Assembly;~~ and
240

241 *Be it further resolved*, that the GPSA asks the Faculty Senate that members of the GPSA Student
242 Advocacy Committee be permitted to present this resolution to the Faculty Senate by the end of
243 September 2017; and
244

245 *Be it finally resolved*, that the GPSA thanks Alan Mittman, Pam Strausser, and those administrators and
246 faculty who have devoted time and energy to advocating for such changes to the relevant policy.
247

248 Respectfully submitted,
249



Cornell University
Graduate and Professional
Student Assembly

- 250 Anna Waymack
251 Voting Member for the Humanities, GPSA
252
253 Graduate and Professional Women's Network
254
255 GPSA Student Advocacy Committee

Definitions:

GPSA shall refer to Graduate and Professional Student Assembly.

Charter shall refer to the GPSA Charter.

Bylaws shall refer to the GPSA Bylaws.

Members shall refer to both voting and field representatives of the GPSA.

Majority shall be counted as majority of ballots cast.

Second to Last Meeting:

The divisions will break out by caucus, and the division chiefs will conduct the elections of voting members and division chiefs. Details for each position is given below. Voting members shall be selected first, and the division chief from among the newly elected voting members.

Voting Member Elections, Grad School (Professional Schools have their own internal procedures)

See: Charter Section 4.05 and 4.06.

Who votes: Field reps and voting members within the caucus.

When: The second to last meeting.

Eligibility: All students from the individual divisions. For physical sciences, one must be engineering one must be non engineering.

Procedure: Break out by division, division chiefs are delegated responsibility for conducting the caucus elections of their respective division.

Vacant seats: Become at large at the same meeting. Any field rep may stand for voting member.

Notes:

Division Chiefs

See: Bylaws Section 3.06.D.vi.

Who votes: Field reps and voting members within the caucus.

When: The second to last meeting.

Eligibility: Voting members within the division.

Procedure: Break out by division, outgoing division chiefs are delegated responsibility for conducting the election of new division chiefs.

Vacant seats: Refilled by division. Positions must be filled.

Notes:

Last Meeting:

Elections shall proceed in the following order, in accordance with the charter and bylaws:

- 1) President
- 2) EVP
- 3) VPO
- 4) VPC
- 5) Counsel
- 6) GC Rep
- 7) SAC Chair
- 8) GPSAPB Chair
- 9) FTAMA Chair
- 10) DISC Chair
- 11) UA Reps (x4)

More details are given below. In general, there will be an announcement of the position, and a brief description by the current holder of the office or by a person knowledgeable about the position should the current office holder be absent. Following this, nominations will open. Nominations do not require seconds. If no further nominations are heard, the nomination period will close. The chair of the elections committee shall be tasked with maintaining a list of nominees in the order they were nominated. Elections will then proceed according to the procedures outlined below.

More than Two Candidates (all positions)

As the charter and bylaws stipulate that all positions are elected by majority of the members, a candidate must secure a majority of votes cast in order to win. Elections shall be conducted by ranked voting in the order of most preferred to least with no ties, with an immediate runoff by the following procedure:

- 1) All votes are tallied by the top ranked candidate only.
- 2) If no candidate secures a majority, the candidate with the lowest number of votes is eliminated, and ballots for that candidate recounted with the second ranked candidate considered the top candidate.
- 3) Process repeats until a candidate secures a majority.
- 4) “No confidence” shall be an acceptable write in, but no other candidates may be ranked lower than “No confidence”. I.e. if there are four candidates and a voter chooses “No confidence” as their second choice, their third choice shall not be counted. If “No confidence” secures the majority at the end of ranked voting or prevents any candidate

from securing a majority, it shall be counted as a vote of no confidence; see section on 'No Confidence'.

- 5) Blanks on the ballot paper shall not be counted, and any omitted candidates shall be counted as lower than the "No confidence" vote.

Uncontested Elections (all positions)

In the event of an uncontested election, the sole nominee will be permitted a 30 second speaking time to introduce themselves followed by a vote by acclamation. If the vote by acclamation fails, there shall be a secret ballot election. If the candidate fails to secure a majority of votes, it shall be counted as a vote of no confidence; see section on 'No Confidence'.

No Confidence (all positions)

In any vote, members may submit a "No confidence" vote. Blank ballots shall be counted as "No confidence" votes. Should the number of "No confidence" votes cast cause no candidate to secure a majority, it shall be counted as a vote of no confidence, and the seat shall open to a second round of nominations, followed by a second vote. If no candidate secures a majority of votes in the second vote, the seat shall be considered vacant except for officer positions.

Tied Vote (all positions)

For all positions, in the event of a tie there shall be two questions from the members present, with each candidate that tied given 30 seconds to respond. Following this there shall be a second round of voting. If at the conclusion of the second round there is still a tie, the winner shall be decided by the toss of a US \$0.25 coin. The candidate whose family name is alphabetically last shall be allowed to declare their choice for heads, defined as the portrait of George Washington, and tails, defined as the face opposite heads. The elections committee chair shall toss the coin and catch it in the air. In the event of a multiple way tie, a round robin tournament shall be conducted in which each candidate faces off against all other candidates. The candidate with the fewest wins is eliminated and the process repeated until one candidate remains.

Officer Elections

See: Charter section 5.02

Who votes: Field reps and voting members.

When: Last meeting of the term.

Eligibility: All matriculated graduate or professional students, except for counsel which must be a previous member of the executive committee.

Procedure: Nominations solicited at the meeting. All nominees will be given one 45 second statement, in reverse order of nomination. After all candidates have spoken, there will then be two questions solicited from members and ex-officio members addressed to all candidates. Each candidate will have 30 seconds to respond per question.

Vacant seats: See charter section 5.04. All positions must be filled except for counsel.

Notes: Officer positions must be filled in the listed order, no nominations may be accepted out of order and no vacancies are permitted.

General Committee Representative

See: Bylaws section 3.03.G.iii

Who votes: Field reps and voting members.

When: Last meeting of the term.

Eligibility: All matriculated graduate or professional students.

Procedure: Nominations solicited at the meeting. All nominees will be given one 45 second statement, in reverse order of nomination.

Vacant seats: Vacancies permitted. May be temporarily filled by the VPO subject to approval of the Executive Committee.

Notes:

Standing Committee Chairs

See: Charter section 6.02.D and 6.02.E.

Who votes: Field reps and voting members.

When: Last meeting of the term.

Eligibility: Voting members, but other members may serve as needed.

Procedure: Nominations solicited at the meeting. All nominees will be given one 45 second statement, in reverse order of nomination.

Vacant seats: Vacancies permitted. The VPO may appoint an acting chair from among the committee's membership, or from the executive committee. The acting chair will serve until an election may be held.

Notes: If there are two candidates, but only one candidate is a voting member, it shall be considered an uncontested election. There are no provisions for suspending portions of the Charter to allow an election to take place in this case.

University Assembly Representatives

See: Bylaws section 3.03.G.iii

Who votes: Field reps and voting members.

When: Last meeting of the term.

Eligibility: All matriculated graduate or professional students.

Procedure: Nominations solicited at the meeting. All nominees will be given one 45 second statement, in reverse order of nomination. Voters will list four candidates, unranked. The candidates with the most votes win. In the event of a tie for the last available position(s), there shall be a runoff vote for the candidates who tied. In the event of a second tie and only following a second tie, see section Tied Votes (all positions).

Vacant seats: Vacancies permitted. Must be refilled by election.

Notes: