



# Cornell University

## Graduate and Professional Student Assembly

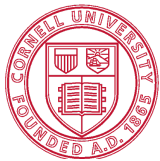
### Cornell University Graduate and Professional Student Assembly

Agenda of the March 26th, 2018 Meeting

5:30 PM – 7:00 PM

Bache Auditorium, Malott Hall

- I. Call to Order
- II. Roll Call (3 minutes)
- III. Approval of the Minutes (2 Minutes)
  - a. Minutes from March 12th, 2018
- IV. Presentations (15 Minutes)
  - a. Beth Yarze, GPSA Finance Committee Chair (15 Minutes)
- V. Division Breakouts (20 Minutes)
- VI. Committee Updates (15 Minutes) ( ~1 Min/Committee)
  - a. Executive Committee
  - b. Operations
  - c. Communications
  - d. Appropriations
  - e. Finance
  - f. Student Advocacy
  - g. Diversity and International Students
  - h. Programming
  - i. Faculty Awards
  - j. General Committee
  - k. Consensual Relationship Task Force
  - l. Graduate School
- VII. Old Business ( 30 Minutes)
  - a. Discussion on *Resolution 9: In Support of E.A. R8: Institutional Commitment to all LGBTQ+ Members of the Cornell Community* (15 Minutes)
  - b. Discussion on *Resolution 12: Calling for the Creation of Graduate and Professional Student Specific 'Notice and Respond: Friend 2 Friend' Workshops* (15 Minutes)
- VIII. Open Forum (5 Minutes)
- IX. Adjournment



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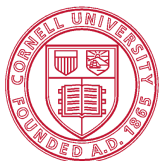
**Cornell University Graduate and Professional Student Assembly**

Minutes of the March 12th, 2018 Meeting

5:30 pm – 7:00 pm

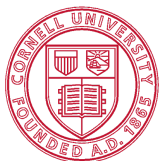
Bache Auditorium, Malott Hall

- I. Call to Order
  - a. E. Winarto called the meeting to order at 5:31 pm.
  - b. *Members Present:* K. Angierski, C. Cannarozzo, A. Gagnon, J. Goldberg, R. Harrison, S. Hesse, M. Jodlowski, C. Little, T. McCann, E. Michel, C. Stambuk, W. Zhang.
  - c. *Members Absent:* G. Kanter, A. Loiben, A. Schofield, A. Viarriel.
- II. Approval of the Minutes
  - a. A motion was made to approve the minutes from the February 26th meeting, there was no dissent.
- III. Presentations
  - a. Dean Van Loan and A. Waymack then made their presentation.
    - i. There is now a draft policy proposal from the Consensual Relationship Policy Committee.
    - ii. People can post comments on the current rough draft (6 pages).
    - iii. There is also a one page synopsis for the very busy colleague.
    - iv. The committee has met frequently since November, and received dozens of insights from colleagues. They have reviewed policies at 50+ peer institutions, and have or will visit all the assemblies. They have met with 7+ college HR directors, 20+ graduate field assistants, and various student groups.
    - v. We are entering a 3-week comment period on this language. Then the assemblies will all vote on their versions of this, and President Pollack will review them and combine them.
    - vi. If there are specific groups you think the committee should meet with please email C. Van Loan or A. Waymack.
    - vii. The policy deals with relationships between possible authority figures and possible subordinates.
    - viii. Instances where there will be no relationships allowed:



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1. Between undergraduates and faculty.
2. When one party has academic authority over the other.
- ix. There are disclosure and recusal mechanisms in this draft. The policy also creates the "G.x office" which will reach out to the subordinate when a relationship is reported.
- x. M. Battaglia asked how broad is the term "administrator" in the policy and how they plan to account for nuance there.
- xi. C. Van Loan: we need to specify what "administrator" in a department is. It gets to the question of direct control, and if the administrator runs some far off branch of something we can see the nuance. We should clarify more what is acceptable and what is not.
- xii. M. Battaglia brought up how students seeking multiple professional degrees have access to hundreds or thousands of classes, and how that could spiral into a blanket ban on some relationships for these students.
- xiii. A. Waymack: we can take many classes, but some of them don't apply to our fields of study. We'll have to revisit multiple professional degree programs.
- xiv. C. Van Loan: this bans undergraduate relationships with faculty because undergraduates have less life experience than graduate students and undergraduates fund Cornell's lawyers with tuition. To solve problems that arise from relationships with undergraduates is much harder.
- xv. D. Brown commended them for the work they have done and asked if the subordinate has any burden to disclose the relationship.
- xvi. A. Waymack: the burden will be on the authority figure to recuse or disclose.
- xvii. J. Goldberg asked would a bunch of individual comments be better or a resolution from the GPSA.
- xviii. A. Waymack: we want both. They want feedback from the GPSA especially when its about graduate/professional students.
- xix. E. Law asked for clarification on what they mean by professional advancement authority.
- xx. C. Van Loan said it really comes down to does the authority figure have the power to affect the subordinate's academic or professional future.



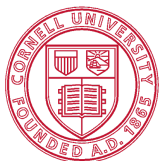
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- xxi. C. Cannarozzo: did you say that veterinary residents are considered to be faculty?
- xxii. A. Waymack responded that they are counting them and post-docs as students.
- xxiii. C. Cannarozzo asked are they discriminating between veterinary interns/residents, because they are very different.
- xxiv. A. Waymack asked C. Cannarozzo for help in explaining this later.
- xxv. E. Cecchetti: what is the enforcement mechanism at the lower level of disclosure? How public is it expected to be?
- xxvi. This policy is going to be in peoples faces. It's not to embarrass people, it's to encourage ethical behavior. How public the disclosure is depends on the situation.
- xxvii. A question from the audience asked what happens to preexisting relationships?
- xxviii. C. Van Loan: this is such a small probability that they are not nervous about this.

### IV. Division Breakouts

### V. Committee Updates

- a. Executive: E. Winarto sent out an email about an ongoing voter registration drive. If anyone is interested in that please let the Executive Committee know. They've been discussing Notice and Respond training with administration.
- b. Operations and Staffing: the next meeting is the 23rd and they will continue the restructuring conversation.
- c. Communications: nothing to report.
- d. Appropriations: nothing to report.
- e. Finance: nothing to report.
- f. Student Advocacy: they are trying to follow up on things that were brought up at the town-hall: bus passes for student employees, handicap parking being clear of snow, and accommodations in the law school. They are creating a slack channel for SAC updates.
- g. Diversity and International Students: DISC and SAC co-hosted a town-hall and an information session for law school accommodations. They've been discussing



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English proficiency for International Students and they are working with the Graduate School on this. There will be a meeting with a lot of administrators on March 28th. This month's lunch dialogue is March 20th, 11:30-1, room TBD, and they will be discussing mental health.

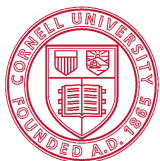
- h. Programming Board: co-sponsorship funds are gone. Agava will be catering for Grad Ball.
- i. Faculty Awards: nothing to report.
- j. General Committee: nothing to report.
- k. Consensual Relationship Policy Committee: see presentation above.
- l. Graduate School: nothing to report.

### VI. New Business

- a. Introduction of **Resolution 12**
  - i. The purpose of this resolution is to request the creation of a graduate and professional student version of the notice and respond F2F program. The estimated cost is \$50-80 thousand. This resolution is a call to the administration and the alumni affairs office to find the funds.
  - ii. A motion was made to **table** the resolution until the next meeting, there was no dissent.

### VII. Old Business

- a. Discussion of **Resolution 9**
  - i. M. Munasinghe: the sponsors were supposed to meet with VP Lombardi and Dean Pendakur to talk about these proposed changes, but it had to be rescheduled because of the snow day, so she suggested we table the resolution until the next meeting.
  - ii. A motion was made to **table** this resolution until the next meeting, there was no dissent.
- b. Discussion of **Resolution 11**
  - i. M. Battaglia: commended R. Harrison for the resolution and recommended committing it to the Operations and Staffing Committee.
  - ii. N. Rogers: we don't have anyone to interpret what appears in our governing documents. We need to think about who interprets our documents. He hopes Operations and Staffing will have this conversation.



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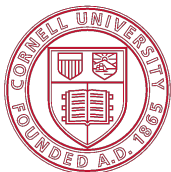
- iii. A motion was made to call the question on the resolution, however there was dissent, and the motion was withdrawn.
- iv. A motion was made to commit this resolution to the Operations and Staffing Committee expecting an update in two meetings (if they don't have something in two meetings the GPSA will reconsider this Resolution).
  - 1. E. Law: is there any intention to send this to the President?
  - 2. R. Harrison: if we can accomplish something out of Operations and Staffing, then no.
  - 3. E. Law suggested instead of framing this as a resolution we could make this a motion.
  - 4. N. Rogers: if we do it this way and Operations and Staffing doesn't do something we can reconsider the Resolution.
  - 5. M. Munasinghe: Operations and Staffing can change literally everything in this resolution. If they can't reach a consensus, then the full assembly will deal with it.
  - 6. The **motion to commit** the resolution **passed** 10-0-6.

### VIII. Open Forum

- a. T. McCann stated that it would be useful if there was a document or guide about how the GPSA runs for field representatives. If anyone is interested in working on that with T. McCann reach out to him.
- b. N. Rogers wanted to remind everyone that the GPCI is still a thing. It needs to be a collaborative effort if it's going to succeed, email ngr27 with questions.
- c. A motion was made to adjourn the meeting, there was no dissent.

The meeting was adjourned at 6:48pm.

Respectfully Submitted,  
Matthew Ferraro  
Clerk of the Assembly



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**GPSA Resolution 9: In Support of E.A. R8: Institutional  
Commitment to All LGBTQ+<sup>1</sup> Members of the Cornell Community**

**Sponsored by: out in Science, Technology, Engineering, and Mathematics (oSTEM); Elena Michel, Biological Sciences Voting Member and Co-President of oSTEM; Manisha Munasinghe, Executive Vice President and member of oSTEM; Joseph Anderson, Chair of University Assembly Campus Welfare Committee; Eugene Law, Chair of GPSA Diversity and International Students Committee, Breanne Kisselstein and Nicholas Carre, Co-Chairs of GPSA Student Advocacy Committee on behalf of SAC**

**Whereas,** the Cornell Lesbian, Gay, Bisexual, Transgender Resource Center (LGBTRC) was founded in 1994 and was originally run by two full-time staff members<sup>2</sup> to be “the central hub of LGBTQ life at Cornell” and to specifically support students, faculty, and staff across the LGBTQ+ spectrum<sup>3</sup>; and

**Whereas,** the LGBTRC provides a myriad of services to the LGBTQ+ community including but not limited to the LGBTQ Mentorship Program, the First Year Queer Peer, and Lavender Graduation<sup>4</sup>; and

**Whereas,** the LGBTRC also provides support and guidance for numerous LGBTQ+ student organizations on campus such as Haven: The LGBTQ Student Union, MOSAIC, and Out in STEM (oSTEM); and

**Whereas,** the LGBTRC supports the functions and inclusion of the LGBT Colleague Network Group for all faculty and staff, which raises awareness about workplace issues faced by LGBTQ+ faculty and staff, provides professional networking opportunities for LGBTQ+ faculty and staff, and supports recruitment and retentions efforts for LGBTQ+ faculty and staff; and

**Whereas,** the LGBTRC supports the inclusion of LGBTQ+ issues in the academic setting by providing resources for the incorporation of LGBTQ+ issues into the classroom, made available to all faculty members; and

**Whereas,** the LGBTRC supports a set of general services to all LGBTQ+ faculty and staff, including but not limited to: advocacy, advising, consultation and referrals, and

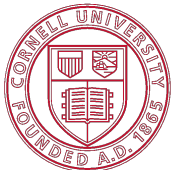
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<sup>1</sup> For the ease of reading, the resolution will use the acronym LGBTQ+ to refer to the Lesbian, Gay, Bisexual, Trans, Queer/Questioning, and others, unless referring to a specific entity or being

<sup>2</sup> <http://cornellsun.com/2013/03/10/university-reflects-on-shift-in-lgbt-presence-on-campus/>

<sup>3</sup> <http://dos.cornell.edu/lgbt-resource-center>

<sup>4</sup> <https://dos.cornell.edu/lgbt-resource-center/signature-programs-annual-events>



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community development; and

**Whereas**, the LGBTRC is instrumental in advising and advocating for Cornell’s LGBTQ+ community, which includes students, faculty, and staff; and

**Whereas**, in 2017 the Dean of Students Vijay Pendakur issued a directive for the LGBT Resource Center (LGBTRC) to no longer serve staff and faculty due to being understaffed; and

**Whereas**, on November 30th, 2017, the Employee Assembly conveyed Resolution 8: Furthering the Institutional Commitment to LGBTQ+ Inclusion (EA: R8) to Cornell University President Martha Pollack<sup>5</sup>; and

**Whereas**, EA: R8 states “Be it therefore resolved, The Assembly urges the Division of Student & Campus Life and the Office of the Dean of Students to rescind the directive for the LGBTRC to no longer serve the ongoing support and educational needs of staff and faculty”; and

**Whereas**, EA: R8 continues with “Be it further resolved, The Divisions of Human Resources and Student & Campus Life shall identify the resources to fully fund and staff (3) additional full-time, long-term professional staff positions in the LGBTRC”; and

**Whereas**, on January 2nd, 2018, President Pollack acknowledged EA:R8<sup>6</sup>; and

**Whereas**, President Pollack rejected the EA’s recommendation that the directive for the LGBTRC to no longer serve the needs of staff and faculty be rescinded stating “to provide the appropriate levels of service, separating educational and support services for students from faculty and staff allows Cornell to meet the unique needs of our LGBTQ students, as they pursue their degrees”; and

**Whereas**, President Pollack also rejected the EA’s recommendation that The Divisions of Human Resources and Student & Campus Life should identify the resources to fully fund and staff (3) additional full-time, long-term professional staff position in the LGBTRC writing “At this time, there will not be any additional long-term professional positions added to the center’s staffing”; and

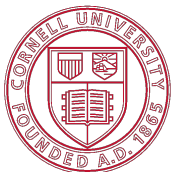
**Whereas**, we strongly support all LGBTQ+ members of the Cornell Community, including staff and faculty; and

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<sup>5</sup> <https://assembly.cornell.edu/resolutions/ea-r8-furthering-institutional-commitment-lgbtq-inclusion>

<sup>6</sup> <https://assembly.cornell.edu/resolution-actions/ea-r8-furthering-institutional-commitment-lgbtq-inclusion-3>





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**Whereas**, we dismiss the notion that, in order to “provide the appropriate levels of service...[for] our LGBTQ students”, the LGBTRC must no longer support faculty and staff;

**Whereas**, President Pollack states: “Further, the LGBTRC will continue to serve as resource to the Division of Human Resources as it provides education and support for our LGBT staff and faculty colleagues;” and

**Whereas**, this statement acknowledges the fact that the Division of Human Resources is not fully equipped to provide support for LGBTQ+ staff and faculty; and

**Whereas**, this statement contradicts the purpose behind the directive issued to the LGBTRC to stop providing support and education for LGBTQ+ staff and faculty as it indicates they will still be doing so, just with the added burden of passing this support through the Division of Human Resources before it gets to the staff and faculty; and

**Whereas**, we believe that finding additional resources to increase the number of full-time staff members working at the LGBTRC to support all LGBTQ+ community members, including faculty and staff, would be more effective in supporting the “unique needs of LGBTQ+ students”; and

**Whereas**, all LGBTQ+ Cornell Community members, including faculty and staff, should be served by the LGBTRC as it is the hub of LGBTQ+ life at Cornell; and

**Whereas**, the LGBTRC was founded to serve LGBTQ+ students, faculty, and staff, and we reject any attempt to alter its initial founding purpose that would fracture the LGBTQ+ community at Cornell; and

**Whereas**, a refusal to rescind this directive negatively impacts the LGBTQ+ community and is antithetical to Cornell’s “promise to support the LGTBQ+ community”; and

**Be it therefore resolved**, that the Graduate and Professional Student Assembly reiterates the recommendation from the Employee Assembly for the Division of Student & Campus Life and the Office of the Dean of Students to rescind the directive for the LGBTRC to no longer serve the ongoing support and educational needs of staff and faculty;

**Be it finally resolved**, that The Divisions of Human Resources and Student & Campus Life should identify the resources to fully fund and staff (3) additional full-time, long-term professional staff position in the LGBTRC.



## **GPSA Resolution 12: Calling for the Creation of Graduate and Professional Student Specific ‘Notice and Respond: Friend 2 Friend’ Workshops**

*March 12th, 2018*

Sponsored by: Manisha Munasinghe, GPSA Executive Vice-President, Carol-Rose Little, Social Sciences Division Chief, Matthew Battaglia, University Assembly Delegate.

**Whereas**, a recent study published on March 6<sup>th</sup>, 2018 found that “graduate students are more than six times as likely to experience depression and anxiety as compared to the general population”, and<sup>1</sup>

**Whereas**, a 2014 survey of graduate students at the University of California Berkeley found that “about 47% of PhD students and 37% of Master’s and Professional students score as depressed”<sup>2</sup>; and

**Whereas**, LGBTQIA+, racial/ethnic minority, and older students report lower well-being compared to their peers<sup>2</sup>; and

**Whereas**, at least 50% of graduate students who experienced anxiety or depression did not feel valued by their mentor or that they even provided “real” mentorship<sup>1</sup>; and

**Whereas**, when students feel sorrowful, anxious, or depressed, they are far more likely to turn to peers than to mental health professionals for help<sup>3</sup>;

**Whereas**, bystander intervention training aimed at “increasing students’ awareness of risky-behaviors and helping them to take responsibility to intervene during high-risk situations” teaches students how to safely intervene in instances where a student may be at risk due to mental health stressors<sup>4</sup>; and

**Whereas**, Cornell Health developed the “Notice and Respond: Friend 2 Friend” (F2F) Workshop “designed to help students consider their role in Cornell’s support network and ways they might respond when peers show signs of distress”<sup>3</sup>; and

**Whereas**, this workshop has received “overwhelming positive” feedback with over 2,500 students participating as of 2011<sup>3</sup>; and

**Whereas**, the current F2F Workshop features situations specifically tailored to the undergraduate population; and

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<sup>1</sup> <https://www.nature.com/articles/nbt.4089>

<sup>2</sup> [http://ga.berkeley.edu/wp-content/uploads/2015/04/wellbeingreport\\_2014.pdf](http://ga.berkeley.edu/wp-content/uploads/2015/04/wellbeingreport_2014.pdf)

<sup>3</sup> <http://news.cornell.edu/stories/2011/10/workshop-teaches-students-respond-struggling-peers>

<sup>4</sup> <https://health.cornell.edu/initiatives/skorton-center/bystander-initiatives>



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**Whereas**, despite the popularity and success of the F2F Workshop with undergraduate students, no analogous workshop has been developed for graduate and professional students despite the interest from both the graduate and professional student community as well as Cornell Health; and

**Whereas**, graduate and professional students would greatly benefit from an analogous workshop catered to their unique needs and to assist in navigating the collegial and professional space they operate in; and

**Whereas**, efforts to secure funding for this project via alumni donations have stalled; and

**Whereas**, Vice President for Student and Campus Life Ryan Lombardi identified “investing in other key elements of the comprehensive approach to support student well-being, campus health and safety” as an area of mental health care that needs further attention<sup>5</sup>; and

**Whereas**, developing bystander intervention training programs directly further this aim; and

**Be it therefore resolved**, that we call upon the administration to secure sources of funding necessary to develop an analogous ‘Notice and Respond: Friend 2 Friend’ workshop program for graduate and professional students; and

**Be it further resolved**, that this workshop specifically contain situations that address shared and unique professional student as well as graduate student needs; and

**Be it finally resolved**, that we call upon the administration to provide an update to the Graduate and Professional Student Assembly by the end of Fall 2018 at the latest regarding the status of securing funding and developing this Notice and Respond workshop.

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<sup>5</sup> <http://news.cornell.edu/stories/2018/01/cornell-reviews-its-mental-health-approach-looks-ahead>

## Synopsis of “Policy 6.x”: Consensual Relationships (3/12/2018)

Romantic or sexual relationships between faculty and students can jeopardize the integrity of the University’s mission. Professional and institutional power differentials are part of academic life, but it is unacceptable when they become instruments of coercion, making it difficult for a student to refuse an advance or leave a relationship. Even where fully consensual, romantic or sexual relationships between faculty and students can adversely affect the research/learning climate for others because of rumored or actual favoritism.

Policy 6.x is concerned with relationships in which one individual (the authority) can influence the academic or professional progress of the other (the subordinate). It applies only to those situations where the subordinate is an undergraduate student, a graduate student, or a postgraduate. The authority is typically a faculty member, but it can also be a postgraduate, a graduate student, an undergraduate student, or a staff member.

Policy 6.x is not about the policing of morals. It is about guaranteeing the right of Cornell students to pursue their academic and professional interests in an environment that is free of preferential treatment, unfair advantage, discrimination, and coercion. Therefore,

- All romantic or sexual relationships between faculty and undergraduates are prohibited. Anything less would interfere with the principle of “any person, any study.”
- All romantic or sexual relationships with the property that one party has authority to make decisions that can directly affect the academic progress or professional advancement of the other party are prohibited. This would include authority-subordinate pairings where the subordinate is either a graduate student or a postgraduate and the authority is a faculty member who plays the role of advisor, special committee member, course instructor, degree-program director, department chair, etc. Prohibitions would also apply if the subordinate is an undergraduate and the authority is (say) a coach, an undergraduate grader, or a graduate TA.

Consensual relationships that are not prohibited may require disclosure with a recusal plan in order to protect the subordinate and preserve the integrity of the academic workplace. An example would be a faculty-student relationship where both belong to the same graduate field. The plan would likely prohibit participation by the faculty member in field decisions that would affect the student’s financial support or academic standing.

Policy 6.x details both the disclosure process and the processes that are invoked when there is a policy violation. As written, the implementation of these procedures requires the creation of a “6.x Office” in central HR. This office (perhaps just a single person) would serve as a resource for authorities who may need help with disclosure and for subordinates who may need help with a difficult situation. These roles square with the idea that Policy 6.x is as much about harassment prevention as anything else. The 6.x Office would also coordinate with department chairs, degree program directors, college deans, the dean of faculty, and others to ensure that enforcement procedures are evenly applied and faithfully executed. Timeliness, confidentiality, and due process are essential if the policy is to be effective.

## **Graduate and Professional Students**

Would you support this prohibition as part of the proposed Consensual Relationships Policy? (Yes/No)

A romantic/sexual relationship between a graduate/professional student and a faculty member is prohibited if both are members of the same graduate field or both are affiliated with the same degree program.

**Rationale:**

Graduate and professional students are entitled to a learning environment that precludes the possibility of preferential treatment, unfair advantage, discrimination, and bias.