



Cornell University Student Assembly

Originally Presented On	3/26/15
Type of Action	Legislation
Status/Result	New Business

S.A. Resolution #53 Suspend the Hiring of the S.A.D.

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4 **ABSTRACT:** The University should suspend the hiring process of and redirects funding for a Senior
5 Associate Dean of Inclusion, Engagement, and Community Support. The University must prioritize
6 funding to increasing service capacities of advocacy centers, not expanding bureaucracy.

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8 Sponsored by: **Juliana Batista '16, Joseph Fridman '17 on behalf of Jevan Hutson '16,**
9 **Olivia Obodoagha '15, Jadielle Ray '15, Emily Decicco '16, Karen Li '15, Jessica**
10 **Barragan '15, Antoine Saint-Victor '16**

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12 **Whereas**, the University is currently actively hiring a “Senior Associate Dean of Students for
13 Inclusion, Engagement and Community Support (S.A.D) [that] will be a member of the senior staff of
14 the Office of the Dean of Students (DOS) and will participate in strategic planning and decision
15 making for the area,”

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17 **Whereas**, this new position will provide oversight and direction for the following areas: Asian and
18 Asian American Center (A3C), Lesbian, Gay, Bisexual, Transgender Resource Center (LGBT RC),
19 Women’s Resource Center (WRC), Student Development Diversity Initiatives (SDDI), Student and
20 Community Support (OS&CS), and Student Leadership, Engagement and Campus Activities
21 (SLECA),

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23 **Whereas**, much of the inclusion and community engagement advocacy and programming offered at
24 Cornell is initiated, implemented, and funded by Cornell undergraduates, and whereas the
25 University does not provide commensurate support:

- 26 • \$108,000 allocated to the ALANA Intercultural Board compared to approximately \$50,000
27 for Student Development and Diversity Initiatives
- 28 • \$46,000 allocated to the Haven: LGBTQ Student Union compared to approximately \$27,000
29 for the LGBT Resource Center
- 30 • \$46,000 allocated to the Women’s Resource Center compared to \$0.00 university funding
31 allocated to the Women’s resource center beyond the salary to Assistant Dean of Students,
32 Director of Cornell Women’s Resource Center,
- 33 • \$33,000 allocated to the International Students Union.

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35 **Whereas**, the creation of this position took place without any direct engagement with the student
36 leaders and students who initiate, implement, and fund much of the inclusion and community
37 engagement advocacy and programming offered at Cornell and whereas these students are direct
38 stakeholders in the operation of this new position,

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40 **Whereas**, this S.A.D. will have a tentative \$116,000 salary, as per the Full-time Annual Equivalent
41 Typical Recruiting Range of Category H within Student Services, which is equivalent to a \$16.58 per
42 student activity fee in byline funding and whereas ALANA is funded only \$8.05 (~16.58/2) from the
43 student activity fee,

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45 **Whereas**, Article III, Section 1: Legislative Authority Over Policies of the SA Charter states:

46 “*[t]he SA will have legislative authority over the policies of the Department of Campus Life and the*
47 *Office of the Dean of Students, and will have the authority to review the budgets and actions of said*
48 *departments. Additionally the SA will have authority over its own policies and operations. Finally,*
49 *no proposal of the SA shall be altered in any way without the prior consent of the SA,”*
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51 **Whereas**, the University’s Strategic Initiative Plan for 2010-2015 cites “yearly growth in the
52 proportion of underrepresented minorities among the undergraduate student population” and
53 “ensuring a hospitable and supportive environment for minorities on campus” as a priority, yet
54 continuously refuses to allocate adequate funding or resources to advocacy centers that support
55 these students,
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57 **Whereas**, advocacy centers are central to the creation of a safe, supportive environment for
58 minority students,
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60 **Whereas**, the University’s peer institutions (Harvard College, University of Pennsylvania, Princeton
61 University, New York University, Georgetown University, Dartmouth College) offer more substantial
62 support and financial resources to their University-administered and student-run minority
63 community and advocacy programs,
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65 **Be it therefore resolved**, that the University suspends the creation and hiring of the Associate
66 Dean of Students for Inclusion, Engagement and Community Support,
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68 **Be it further resolved**, that these clearly available funds be reallocated to three salary lines for
69 Assistant Dean positions at the WRC, A3C, LGBTRC, which would mirror the structure of the Cornell
70 Center for Intercultural Dialogue between Dr. Renee Alexander and Assistant Dean Andrew
71 Martinez,
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73 **Be it also resolved** that the University, in light of these major concerns, which have been raised
74 continuously since 2008, regarding its funding of advocacy services, support resources, and
75 inclusion programming, re-examine structuring of funding and full-time staffing for advocacy
76 centers on campus and other direct support services that impact campus climate (as recommended
77 by the “for students” action items in the Cornell Strategic Initiative Plan for 2010-2015),
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79 **Be it finally resolved**, that the University should involve communities more broadly in decisions
80 that affect them before making unilateral decisions.
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82 **Respectfully submitted,**
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84 **Juliana Batista ‘16**
85 Executive Vice President, Student Assembly
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87 **Joseph Fridman ‘17**
88 Undesignated at-Large Representative, Student Assembly
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90 **Jevan Hutson ‘16**
91 President of Haven: the LGBTQ Student Union

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93 **Olivia Obodoagha '15**
94 President of the ALANA Intercultural Board
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96 **Jadielle Ray '15**
97 External Vice President of the ALANA Intercultural Board
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99 **Emily Decicco '16**
100 Women's Resource Center
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102 **Karen Li '15**
103 Director of Advocacy of the Cornell Asian Pacific Islander Student Union
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105 **Jessica Barragan '15**
106 Co-President of La Asociación Latina
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108 **Antoine Saint-Victor '16**
109 Co-President of Black Students United
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111 **Chanida Susumpow**
112 President, International Students Union
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114 *(Reviewed by: Executive Committee 3/24/15, 6-0-0)*