



Cornell University Student Assembly

Cornell University Student Assembly

Minutes of the Thursday, September 30, 2021 Meeting

4:45 PM – 6:30 PM

Memorial Room, Willard Straight Hall

I. Call to Order & Roll Call

- a. A. Ononye called the meeting to order at 4:47pm (EST).
- b. Roll Call
 - i. *Members Present:* M. Baker, J. Bansah, D. Cady, A. Gleiberman, P. Gronemeyer, D. Ilango, J. Jiang, A. Lampert, C. León, Y. Logan, J. Mullen, N. Overton, N. Reddy, K. Santacruz, C. Tempelman, V. Valencia, A. Williams, E. Yan
 - ii. *Members Absent:* L. Smith, E. Bentolila, D. Eisman, M. Louis, H. Wade, K. Thakkar

II. Land Acknowledgement of the Gayogohó:nq̓ (Cayuga Nation)

- a. Cornell University is located on the traditional homelands of the Gayogohó:nq̓ (the Cayuga Nation). The Gayogohó:nq̓ are members of the Haudenosaunee Confederacy, an alliance of six sovereign Nations with a historic and contemporary presence on this land. The Confederacy precedes the establishment of Cornell University, New York State, and the United States of America. We acknowledge the painful history of Gayogohó:nq̓ dispossession and honor the ongoing connection of the Gayogohó:nq̓ people, past and present, to these lands and waters.

III. Late Additions to the Agenda

- a. D. Cady asked if it would be possible to review committee members at the end of the meeting, as there is a community member who would like to be nominated to one of the SA committees.
 - i. Motion to amend the agenda to discuss committee members at the end of the meeting – **amended** by Unanimous Consent

IV. Approval of the Minutes

- a. September 23, 2021
 - i. Motion to approve the September 23rd minutes – **approved** by Unanimous Consent

V. Open Microphone

- a. There were no speakers present at open microphone.

VI. Announcements and Reports

- a. Vice Provost J. Burdick thanked the assembly for have them at the meeting and ideally would like to attend more meetings in the future. While they may not be able to have an answer for every question asked, they are coming to this meeting of wanting to be helpful and learn from students what could be improved. Vice Provost J. Burdick arrived at Cornell in August 2019, when Cornell was already in the midst of a financial aid crisis, not in the sense of spending ability for students but that there had been a few years of not understanding fully and not implemented fully their responsibilities with compliance with the federal government. There has been a

massive effort to fix these issues and it is still ongoing, however it was hugely interrupted by the COVID-19 pandemic. Cornell has not succeeded in financial aid for a while, but their intentions are clear. The financial aid staff is full of motivated, hardworking people who have been working mostly 60-hour work weeks since the pandemic began. They are smart and experienced in financial aid and have student needs at the heart of what they do. While Vice Provost J. Burdick has been very involved with tuition determination and settings for their entire career, the actual decisions are well above their paygrade, as these decisions go all the way up to the Board of Trustees. Their job is about giving money to students to be able to meet the tuition, not about what the tuition is charged in the first place. In the current semester, every part of enrollment is up. There are 9,000 continuing students who are receiving aid services. 93% of those have their financial aid pack and are progressing normally this point. Certainly, starting the semester without your financial aid package is incredible source of anxiety. Of the 7% still going forward, which represents about 630 students, about half of those are in the hands of individual counselors for review and the other half have had conversations with counselors as they are missing an item. The financial aid process can be complex and if there's a piece of data in a tax return that's not matching up with a piece of data in the FAFSA, that has to be resolved before the process of actually awarding the final package. Even of those 630 students, the vast majority have received an estimate of what their financial aid will be. That estimate does not give them access to the funds directly, but it does sit as a credit on their bills, which means they are not facing any consequences of late fees or in danger of not being able to engage in any Cornell activities. Off-campus students have been made a priority since school began. If anyone is facing a consequence, where they don't have the money they need to pay for basic bills on a monthly basis, they should absolutely be coming into the Financial Aid office. If a student comes up declaring it is an emergency, they automatically go to the top of the queue for both completing their financial aid and, if necessary, an emergency fund stopgap that will allow them to pay for basic bills. Even though the Financial Aid Office have had these delays, they do not want finances to be disruptive in a core sense to anybody's education, not in terms of eliminating anxiety as the Financial Aid Office obviously already produced that. In terms of the response, there has been a change in leadership in the Financial Aid Office and also fill the huge and rising personnel gap. The Financial Aid Office has about 33 funded positions, and over the course of the last year, they were down 16 positions. This means they were running at about half of the strength needed to run the office, the people who were left behind were working harder than ever. They also created a new position of Deputy Director, specifically for undergraduate student services, who starts tomorrow. He is an expert in financial aid coming to Cornell from the University of Illinois. Additionally, they have successfully hired and filled 12 out of the empty 16 positions and there are two more in progress. Moving forward, the Financial Aid Office will be at full strength which gives hope that the issues from this semester will not be repeated in the future. Vice Provost J. Burdick asked for assistance from the SA with identifying better ways for the Financial Aid Office to communicate with students and their parents when they are missing things from their applications and stated they are happy to take any questions.

- i. C. Tempelman thanked Vice Provost J. Burdick and asked when will all students receive their financial aid.

1. Vice Provost J. Burdick explained that the intent was October 1, however that is not met yet. They don't want to overpredict but stated that their prediction is all financial aid being completed within the next two to three weeks. The hard stop that they have articulated to the Financial Aid Office and Registrar's Office is pre-registration, which is normally in early November, they do not have anybody in any kind of uncertainty at that point.
- ii. A. Williams acknowledged that 93% of students have received their financial aid but asked what about students who have requested revisions to their financial aid because it is not accurate. Personally, A. Williams received a revision that accounted for an outside scholarship before they got their actually revision they requested. They received an email that it could take up to three months to receive the revision. A. Williams asked why there is no tuition freeze and why they are required to pay an incorrect amount.
 1. Vice Provost J. Burdick stated they have not heard of the idea of a tuition freeze before, but that would not be their call.
 2. A. Williams asked if there is any idea for how long it is going to take for getting the revisions they requested.
 3. Vice Provost J. Burdick explained that there are currently 600 appeals and are expecting more. The main source of appeals is because financial aid is based on your family's income from the year before and there has never been a more dramatic change in family income from 2019 to 2020. Vice Provost J. Burdick does not expect that appeals will make a big difference in financial aid. It is not typical for an appeal for Cornell financial aid to result in a different of thousands of dollars, it is more often in the small hundreds of dollars. Appeals are pushed farther down the list of things to do because they don't usually change that much.
- iii. J. Mullen stated that they have a list of testimonies from students who have submitted their own perspectives about the financial aid situation that J. Mullen will give to Vice Provost J. Burdick after the meeting. One of the perspectives that stood out is about a student who reported that the Bursar put a hold on their account that is preventing them from being hired as a student worker on-campus and they're experiencing lost wages. It is a compound problem of the stress of not getting their financial aid and the stress of then not being able to work on campus and get the wages that they need to afford being a student here. The real problem here is the exacerbating stress of students who cannot get their aid and J. Mullen asked if there is any way to address the bursar hold that prevent students from being hired to work on-campus.
 1. Vice Provost J. Burdick agreed with J. Mullen's sentiments and stated they just found out about this policy last week. When talking to experts in this area about this, nobody had a good reason for this policy. Vice Provost J. Burdick's inclination is that it is something that needs to be change, it doesn't make much sense if somebody has a financial debt from previous semester, not allowing them to work locks them out of the ability to start to address that debt.

- iv. A. Ononye stated this question is from the University Assembly and asked how financial aid is different for international students on campus and if there is a move for financial aid to be need-based for international students.
 - 1. Vice Provost J. Burdick explained that the biggest difference in financial aid for international students is that in the admissions process Cornell is not need-blind for international students. The chance of international students getting admitted if they are also need-based drops significantly and international students are not admitted in as larger percentage anyways. Cornell has committed to a pretty significant budget; it is placed among the top 10 universities for international financial aid. It was budgeted this year at 13.4 million and we've actually afforded 14.1 million because of the increase enrollment that was there. Another important thing that Cornell has done is that they no longer define DACA and undocumented students as international students, as they graduated alongside other American students and in American high schools. They deserved the same potential access for the admission process without being subjected to the extra round of review. Cornell does meet international student financial aid, and in some ways, their financial aid packages are better because they don't include loans and includes health insurance. There are some good benefits for international students, but there is this one very significant constraint.
- v. D. Ilango stated that Vice Provost J. Burdick mentioned emergency funds from the Financial Aid Office offered to students who need to pay rent and need to buy groceries and asked if they are any steps that are planned by the Financial Aid Office to publicize this further to students, as this is their first time hearing about this.
 - 1. Vice Provost J. Burdick stated that the people who have to calculate whether there's an availability for emergency grant are the same people that are reading the packages. There is not a dedicated resource to one of those functions that is different from the rest. There are seven people right now who are capable of reading these applications and making awards and they're also the ones that would have to make the determination. When a student comes to the office saying they have an emergency or when they apply on the website for the emergency funding, they will rotate to the top of the queue. It is Vice Provost J. Burdick's hope that no student will abuse that and claim an emergency that does not exist, as they are really trying to prioritize students who are in a crisis.
- vi. A member of the community wondered if the Financial Aid Office is aware of the ongoing student discontent with the financial aid problems and also if the office has any response to the protests as Day Hall a few weeks ago.
 - 1. Vice Provost J. Burdick stated they were excited about student protests and demonstrations. They are at this meeting to gather as much information as they can from what students think is the best way to approach student services and communications.
- vii. D. Cady stated that Vice Provost J. Burdick talked about how Cornell is not succeeding in financial aid, with examples from the pandemic and issues of

staffing, and asked what succeeding looks like from the Financial Aid Office and what role the Student Assembly could play in that.

1. Vice Provost J. Burdick Primary stated that the primary way for student involvement is in terms of services and communications. It is not so much on the table to say that students will be able to say what they think their financial aid package should be, that is a different order of magnitude. That is not saying that students shouldn't be involved in that, but it takes longer to change financial aid policies and awarding plans. This fall, Vice Provost J. Burdick was thinking of having a board survey and then focus groups to get more at the meat of what has been missing or absent or insecure about the processes they offer and then use that to guide the priorities in applying fixes. That is what the new deputy director would be doing as the first order of business as they begin tomorrow.
- viii. A member of the community stated that have yet to receive their financial aid, which is causing hardship on their family. Their brother has disabilities, and their mom is currently debating whether to pay for his care or their tuition, so they can continue to go Cornell. They asked if Vice Provost J. Burdick has a date when their financial aid packet will be released.
 1. Vice Provost J. Burdick answered that the basic package, whether it's right or wrong, would come in the next couple of weeks. If you haven't received your packet, there are a few things that might be true; the Office of Financial Aid has put a financial aid estimate on your account that is preventing you from getting consequences or late fees or there are 270 students where a piece of information on your application needs to be resolved before they can receive their financial aid package. Everyone should be in one or the other of those statuses at this point, and not just simply not hearing anything at all.
- ix. M. Hoy asked how Cornell was in a financial aid crisis in 2019 and explain what happened.
 1. Vice Provost J. Burdick explained that the crisis tied mostly Cornell's complexity, where they have to fold in information from not just the Ithaca campus, but also the Weill Cornell Campus, which runs it owns financial aid operation. There has been some misreporting on the Cornell data about what our financial aid expenditures were. The chief area of misreporting was in the Perkins loan program, which has since been discontinued. Cornell has resolved that one big source of the problem, but there were other kinds of compliance initiatives, as an example there is not a uniformity in how Cornell colleges report when a student drops out or quits for a semester. Cornell did not have solid procedures for managing that data flow from the colleges and the registrar's all the way through to the financial aid office. They have been making progress on that, but there's a total more than 200 computer system fixes to get Cornell into the realm of where they are truly compliant. That is ongoing work that has been severely delayed by the pandemic. The crisis isn't that Cornell wasn't awarding aid in the way it want, but that it was not reporting out our aid to the

federal government and other agencies in the way that they should have been.

- x. A member of the community asked what steps are being taken in the future to make sure this doesn't happen again and also making sure that there are resources in the future to deal with financial aid crises.
 - 1. Vice Provost J. Burdick stated that they have filled 12, soon to be 14, out of the 16 open positions that existed a year ago. They have hired a new director and created the deputy director position. Cornell's students' system is not optimized to support financial aid, which means they are doing a lot of work around the modification to be successful and that is a long-term question. Right now, Cornell actually has to spend a little more money on salary to get over the hump on systems that don't support exactly what they want to do. That is a longer-term question and potentially millions of dollars. They would love to have student input about the services, constraints, and the challenges they are facing because that becomes part of the valuable rationale for why we want to pay for systems improvement.
- xi. M. Baker asked how the office is going to make sure deadlines in the future are met and that the office is holding themselves accountable to actually meet those deadlines and provide students with financial aid packages before the semester begins.
 - 1. Vice Provost J. Burdick explained that at this time, the solution is training more people to do the job, so that there is an appropriate amount of people to get the work done. At an individual level, there has been no lack of accountability, people have been working very hard. As a collective, the Financial Aid Office, personnel resources have been missing for at least a year.
- xii. A member of community stated that a lot of the conversation at the meeting has been about what is going to be done in the future, but a lot of the damage has already been done. There are a lot of students waiting for their financial aid refunds to make rent and asked if the Financial Aid Office is going to do anything to remedy the damage that has done.
 - 1. Vice Provost J. Burdick stated that any fees or consequences in Cornell's control has been waived. If somebody is facing a consequence from a landlord or something else, that is a conversation to have with a specific financial counselor to make sure that a student in that circumstance goes to the top of the priority list. hands, that is conversation to have on an individual level
- xiii. C. Leon asked why the burden of going fall on the student to keep going to Day Hall to remind administrators to do their work. C. Leon understood that there was a staffing shortage, but what is the burden placed on the students who should be focused on studying instead on pressuring the people who do have the power, like the Board of Trustees or President, to do things like institute a tuition freeze or waving unjust policies like the bursar hold that prevents students from working on-campus.
 - 1. Vice Provost J. Burdick stated that a tuition freeze has not come up in any of the conversations they have been a part of and is outside of

their realm. In terms of other kinds of responses, the President and the Provost are aware of the issues and have been supportive of their strategy to get the hiring done and to get this fixed from a staffing standpoint. Vice Provost J. Burdick stated they do not think students have to go in to the office and remind administrators to work, as they are already working really hard, but thinks it very fine for students to go in and say that they have still have continuing anxiety about the fact that they do not have financial aid. There is no magical list of people out there that know how to do a Cornell financial aid package that hasn't already been contacted.

- xiv. A member of the community stated a single dorm anywhere on campus costs \$11,281 and that the new decision to require sophomores to live on campus, which places more financial strain on students. They asked why the university would make this decision now and will housing costs go down.
 - 1. Vice Provost J. Burdick explained that they are not in charge of housing costs, but in their understand that the decision to move to sophomore required housing dates back 10 or more years. It was part of the reasons that they created the new spaces in the North Campus Residential Expansion, which comes from the determination that students are better served living on-campus. Vice Provost J. Burdick does not believe that housing costs will change, as they just spent money on that expansion. However, from a financial aid perspective, the price of housing won't make much of a difference, meaning if the price of housing goes up by \$4,000, your financial eligibility would also go up \$4,000 in most cases.
- xv. J. Jiang asked what the sources of financial aid are and does the financial aid come from students who pay full tuition or the Cornell endowment.
 - 1. Vice Provost J. Burdick stated that there is no direct relationship and that there three sources of income for Cornell that operates its budget. One is the payment out of the endowment, another is payment from other kinds of ancillary expense and research, so when somebody gets a research grant and there's an overage amount that is given to them to pay for infrastructure that helps Cornell in a big way. Only about a third of Cornell's total revenue is net tuition, so that is the tuition that is collected net of the financial aid that they spend. Vice Provost J. Burdick stated that think those sources will continue to be the three sources and any financial aid given will be routed basically in all three of those.
- xvi. A member of the community asked if there are any plans to reform to the financial aid process for those with difficult family circumstances. As of right now, they are required to go through the CSS profile to submit their noncustodial parent's income. However, that parent pays child support, and even though the member of the community has never lived with them, they have to take out loans because of their expected contribution. The only way they can get around this is through submitting documents that prove they became independent as a minor.
 - 1. Vice Provost J. Burdick explained that they are required to follow guidelines when it comes to how they decide how much aid a student

is eligible for. There is some flexibility, that's called professional judgment in those guidelines. There is an opportunity to revisit what Cornell does in the circumstances described, where there is a noncustodial parent that is either refusing to pay or Cornell cannot access their information. In the last two years, there are about 2000 continuing students who have not been required to file a CSS profile after their first year and that's because their financial picture is pretty simple and it can be duplicated from one year to the next, without a change. The idea is to expand that, so hopefully you can be more or less automatically renewed for all the subsequent years after your first year.

- xvii. J. Mullen stated that is bizarre to think that at school with a \$7.8 billion endowment and that just got a \$50 million donation that Cornell cannot properly report their own financial aid for students. In some of the testimonies from students, many recounted feeling deeply humiliated, some of the students report being told false information, and workers trying to convince them they are lying or being dismissive of them. J. Mullen stated they understand that the counselors are being overworked, but when they're giving responses, they are rare and usually inadequate or rude and asked if there is some kind of internal culture within the Financial Aid Office that needs to be changed.
 - 1. Vice Provost J. Burdick stated that they did not find a toxic culture in how the workers think about their work and what they do, but it may be an outgrowth of just the sheer quantity and volume what they've had to do over a period of time. None of the behaviors described are acceptable and it is Vice Provost J. Burdick's goal to change that in every possible way.
- xviii. A member of the community stated that a previously mention source of concern is the lack of qualified people to work on financial aid packages and asked why this is having such a crisis this year.
 - 1. Vice Provost J. Burdick explained that it is a perfect storm, where there has been a greater volume of activity needed with a smaller of people available to do it, and there has been increased complexity of what they're doing. For instance, appeals are up because the 2020 income was very different from the 2019 income because the pandemic. The pandemic is at the root of why the staff were leaving in such large numbers during the calendar year 2020.
- xix. D. Cady asked about the current student resources from communication and review within financial aid and what processes expected to change and how the SA can assist in that process.
 - 1. Vice Provost J. Burdick explained that right now, there are six new financial aid counselors, that is essentially a 100% turnover at that level. There are only two of four funded positions for frontline transaction, that is the people at the desk looking for emails and answering calls. The big consequence they are facing right now is that the counseling staff who are great are not yet training, and you have to go through a full cycle of financial aid to really understand what Cornell is doing and to enact that. They used the six people to

address the frontline services to answer more questions to just even look at those emails, at one point they were behind on 1,200 emails. They have taken the resource to do other work we need them to do, ultimately while we train them. None of those are long term solutions, those are band aid solutions. In the long term, they need to be better at deciding what are the priority claims on the time for communication and services and make sure they are staff supported.

- xx. A member of the community asked what the reasons were the Financial Aid Office was so understaffed and how to prevent that in the future.
 - 1. Vice Provost J. Burdick stated that their theory of management is to make sure all the staff is being supported and you train them to learn what they need to do to their work. That is underway with the counseling staff with the new leadership. One thing that would not work is telling them what they are doing wrong all the time, as that does not give them much hope of doing better.
- xxi. D. Ilango stated that there seems to be a disconnect between the Board of Trustees and President Pollack and Financial Aid. When at a kickoff event at the beginning of the year, they asked President Pollack about the financial aid crisis, and in their own words, President Pollack said that they were not aware that the crisis was still on ongoing. D. Ilango asked if Vice Provost J. Burdick can commit to working with students going forward.
 - 1. Vice Provost J. Burdick stated that is all that they want. They explained that their job is not directly financial aid, their role is to make sure the President and the Provost are all aware and that the students are their primary source of information of services and communications in particular. Vice Provost J. Burdick stated they believe President Pollack was caught by surprise about the fact that there were students whose packages were still not done and that they did not have an independent conversation about this during the month of August.
- xxii. A member of the community explained that they are a student manager in Cornell Dining and the financial aid crisis is starting to pose a problem for operations and dining, as they have not been able to hire people who have holds on their account. They stated that there is absolutely no reason that enrolled students should not allowed to be hired because of the fact that they haven't received their financial aid and students need to be able to work to pay for their livelihood.
 - 1. Vice Provost J. Burdick stated that they will make their first priority. From their standpoint, there is no reason for enrolled students to be able to be employed.
- xxiii. J. Jiang stated that the economic situations around the world have been tumbling in the past year. In the future, if there is an increase in financial aid need, will the monetary sources come from increasing tuition or the endowment.
 - 1. Vice Provost J. Burdick explained that aid increased at Cornell based on student need; next fall enrollment people are going to be showing on average more need because their 2020 income was down. That is at all levels, but especially at the lowest income levels Right now, we

are in the opposite situation, as the 2019 year was relatively good. There is no constraint on the financial aid budget based on how much tuition goes up at all.

- xxiv. A member of the community stated that they have been recently hired for a job, but their coordinator for work says that they do not have federal work study. However, they have gotten their financial aid letter and they don't know if that is an idiosyncrasy with their financial aid.
 - 1. Vice Provost J. Burdick explained that it is up to the employer about whether they require a student employee to have work study or not.
 - 2. A member of the community explained that they have a work study award, but the financial aid department is having some miscommunication with their employer.
 - 3. Vice Provost J. Burdick asked that they talk to them after the meeting.
- xxv. V. Valencia explained there have been conversations regarding the possibility of financial aid for summer opportunities for low-income students and asked if there has been any movement on making this possible.
 - 1. Vice Provost J. Burdick explained that they had a meeting with the People Organizing Collective when they first arrived in the fall of 2019 and they raised this issue. Since then, they have been working together on drafting an idea of an experimental program to waive the summer saving expectation for students to be able to take unpaid internships. This experiment has been approved conceptually and now they are working to build what that actually looks like in practice. The intention moving forward is that there will be up to 500 students a year or potentially more if it is partial relief, who will be able to apply for the program with Career Services or Engaged Cornell.

- b. Motion to amend the agenda to discuss the Byline Announcements after Resolution 30 – **amended** by Unanimous Consent

VII. New Business

- a. SA R30: Declaring Orange Shirt Day as an Official Day of Recognition and Solidarity
 - i. Abstract: This resolution calls for Cornell University to declare Orange Shirt Day, or National Day of Remembrance for the U.S. Indian Boarding Schools, an official day of recognition and solidarity. In its declaration, it promotes awareness and active engagement in educational resources and an acknowledgement of the current 6,509 Nation American children's gravesites/bodies recovered in the U.S. and Canadian residential schools.
 - ii. Y. Logan explained that today, 9/30 Canada has marked its first official national day for truth and reconciliation and the US unofficially recognizes today as the National Day of Recognition of Remembrance US Indian Boarding Schools. This resolution calls for Cornell University to declare Orange Shirt Day an official day of recognition and solidarity. The resolution calls for the promotion of educational resources and an acknowledgment of the rising numbers of children's remains currently being recovered at boarding and residential schools in present day US and Canada. Y. Logan explained that we are not far removed from these residential schools, as most

of their grandparents and parents were sent to these institutions of assimilation that included conversion to Christianity, the removal of long hair, clothes, and native tongue, and the mental, physical, and sexual assault that many, if not most, experienced. Y. Logan encouraged everyone to do their research and listen to all the work of indigenous leader, writers, and directors. It is necessary to bring awareness to the issues that directly impact this university and there is an inherent obligation to our communities and ancestors to not allow this to be swept under the rug.

- iii. Motion to amend the resolution to add A. Williams and K. Jordan as co-sponsors of the resolution and add the endorsement of NAISAC – amended by Unanimous Consent
- iv. J. Mullen thanked the co-sponsors for the resolution and stated that there should be a continued effort in the Student Assembly to continue addressing this and getting Cornell to fess up to its crimes in the past.
- v. Motion to vote on Resolution 30 – approved by a vote of 17-0-1.
- b. Motion to amend the agenda to move the Byline Announcements after the presentations – amended by Unanimous Consent

VIII. Presentations and Forums

- a. J. Zang introduced themselves as one of the co-presidents of the Professional Fraternity Council and stated this presentation is with request to their Appendix B writing which is the requirements that allows the Professional Fraternity Council's funding. The Professional Fraternity Council is still in its infancy stage and their goal as an organization is to unite the different professional fraternities and hold different events that introduces students to different types of professional organizations that are on campus. Much of the incentives for folks to join the Professional Fraternity Council is to gain exposure to students who are interested in professional development and while also getting the change for organizations to collaborate with each other. They would like to request to revise Appendix B to state that the Professional Fraternity Council will have a survey for potential new members that want to join a professional organization that collects demographic data, and the PFC will send out a standardized form to PFO regarding diversity statistics if they are available. If that diversity statistics are provided that PFC will publish all of that information on the PFC website. Additionally, each PFO is required to schedule at least one Consent-Ed presentation each calendar year and at least 80% of the new members in attendance. PFC will not disperse any funds to any PFO that does not meet the 80% requirement. Finally, PFC requests that chapter dues are disclosed by each PFO and this information will be posted on the PFC website, as well as on individual applications. The reasoning behind these changes is because, if the PFC forces PFO to provide information about their new members and publish them online in exchange for this community and funding, they may actually choose to exist the organization and instead rely on their own funding. Many of the organizations are already self-sustaining and therefore do not necessarily require Student Assembly Funding. Further, PFC is well aware that it may be uncomfortable for some student organizations where they don't want to share this particular information about demographics because of the fact that the PFC is a student-run organization. PFC recognizes the importance of diversity, equity, and inclusion in terms of the professional organizations on campus, which is one of their guiding principles that they have been working on. This semester, they have been hosting presidents'

roundtables and D&I chair roundtables where they discuss recruitment, unconscious biases, and enacting policies and practices which work towards a more diverse new member classes and organizations. J. Zang explained that the PFC would really appreciate and ask that the SA remove wording about requiring members to provide their personal background and information and instead have wording says that the PFC respectfully request that PFOs provide information on their demographic statistics. PFC is happy to consolidate and publish information about PFOs that they provide, but PFC does not want to restrict funding from organizations that are not comfortable sharing that information with the student governing body.

- i. N. Overton stated that they respectfully disagree, as a woman of color who is in PFC, it is important for these organizations to disclose that information. Last year, there was a student of color who came forward that they had mistreated by a PFC organization. Personally, there is nothing to hide and there are not quotas for demographics. If a student is uncomfortable disclosing their personal identity, you could have them check an undisclosed option. It is important that those statistics are reported, so it can be seen who is being omitted.

1. J. Zang explained that the PFC is not trying to have organizations be able to hide if they have any bad recruitment practices or if they have a very diverse organization. These organizations do not necessarily require SA funding and it is more of an incentive that once they have joined the PFC that they will be able to have a bigger reach and a bigger scope. Diversity, equity, and inclusion is one of the biggest proponents of the PFC agenda moving forward and they are really trying to address these problems. There is not really a way to punish these organizations for not publishing that information, the best thing that they can do right now is use funding as an incentive.

- ii. C. León explained that they are a VP of D&I for the PFO that they are in and agreed with N. Overton's sentiments. The point about people being uncomfortable reporting their own demographics seems pretty void, as the form they are required to put on the applications does not ask for your name and you have the option to put 'prefer not to say'. Addressing the pipeline issue, most people are aware that Cornell is a predominately white and wealthy school and if you are a minority trying to apply a minority-oriented organization. It leads to more harmful situations for students if they are not aware of the situations that they are walking into. Finally, J. Zang mentioned the D&I chair roundtables and C. León stated that they have participated in these events and cannot say that it does much for the pipeline problem.

1. J. Zang explained that the first issue has been brought up many times at president roundtables and some organizations in the past have spoken out against. In these deliberations, PFC provides information about what they believe are recruitment best practices and encourage people recognize that they have unconscious biases. This process will most likely be slower. J. Zang explained that they really want to keep professional organizations within PFC because then at least they are being asked to participate in these talks and constantly being reminded of what they should be doing as an organization. PFC is a

- really young organization and they do not want organizations to be leaving PFC because they do not agree with our policies.
- iii. A. Ononye reiterated that it is really easy for a PFO to leave PFC and that the PFO they are a part of would not be doing the Consent Ed presentation if they were not in PFC and their PFO has considered leaving the PFC as a point.
 - iv. D. Cady asked J. Zang if they could share more information about organizations that have threatened to leave and encouraged J. Zang to bring these complaints form to the SA so they can adjust accordingly.
 - 1. J. Zhang stated that the PFC is happy to share information they end up collecting and are happy to send that information. In the report from two semesters ago about diversity, equity, and inclusion there were no very glaring issues and are happy to share the report with the SA.
 - v. J. Jiang asked how many PFOs are in the PFC and how many are not.
 - 1. J. Zang explained that there are 13 organizations under the umbrella and there is one PFO that is looking to join, but requires a vote withing their general assembly body before they're allowed to officially join PFC. As of right now, they are unsure if there are any other PFOs on campus, they just recruited two within the last semester. The PFC faculty advisor form Campus and Student Life is currently looking for more.
 - vi. J. Mullen agreed with N. Overton's sentiments and stated that this is not a question of individual initiatives but addressing the general culture of secrecy from J. Mullen's outside perspective. J. Mullen asked how we can be sure that, beyond one initiative, that the culture is being changed to be more in favor of transparency and not have the secrecy of the past.
 - 1. J. Zang stated that they believe that is a really valid concern. From their own, there are the roundtables, and they are also having two different workshops, one about Consent Ed and one is about hazing prevention, that occur every semester. They would be happy to have someone from their organization type up meeting minutes or reports that could be sent to SA members and SA members are also welcomed to come sit in on any of these roundtables or discussions.
 - vii. P. Gronemeyer asked what are the main reasons PFOs want to leave PFC.
 - 1. J. Zang explained that each organization has different reasoning. One of the primary reasons is that the PFC do ask for information from each PFO regarding their diversity statistics and dues amount.
 - viii. A. Ononye stated they believed it was already a stipulation within your constitution was reporting basically on statistics and asked if they have had any concerns from any PFOs
 - 1. J. Zang explained that last semester they have a bit more trouble collecting demographic data but two semesters ago, they had a decent number of organizations actually report their diversity statistics. IN the general members of PFOS, it tends to skew a little more female than male and tends to be less people than average that receive financial aid. The two biggest groups that are apart of these organizations are Caucasian and Asian. There haven't been any

glaring issues when they are compared to Cornell's diversity statistics that they report.

- ix. D. Cady clarified their question and asked if they have been specific organizations that have threatened to leave.
 - 1. J. Zang stated that there have not been any in the current semester and the deadline hasn't passed for them to give PFC their diversity information. In the past, there have been resolutions brought up to the board of PFC, but they have not had that issue in terms of funding to the best of their knowledge. As a general thing, some PFOs said they would leave in the PFC became too stringent.
- x. J. Zang reiterated that they care a lot about these organizations, and they are not trying to cover for any organizations that have issues with the diversity statistics. PFC is trying to push organizations in the right direction but funding is definitely one of the biggest reasons why people stay with PFC.
- b. Motion to amend agenda to have an election update from the Director of Elections P. Mehler – **amended** by Unanimous Consent
- c. P. Mehler explained that there are no challenges as of today and all candidates have submitted financial forms for reimbursement. In the transfer representative election, there was a 0.2% increase in voter turnout. In the freshmen representative election, there was an over 30% increase in voter turnout. The elected freshman representatives are M. Song, L. Lu, A. Juan, and P. Da Silveira. The elected transfer representative is J. Kim. The exact data will be publicly posted on the website.
- d. Motion to extend meeting by 10 minutes – **extended** by Unanimous Consent
- e. Byline Announcement
 - i. M. Baker announced that the next byline hearing is Monday, Oct. 4, at 5:15pm in 145 McGraw Hall. They do not know the names of the organizations that will be there but will tomorrow.
 - ii. Cornell Environmental Collaborative (ECO)
 - 1. M. Baker explained that ECO requested \$0.81 and the Appropriations Committee decided to allocate \$0.75. ECO has been made aware of this and have accepted the \$0.75 and will not be appealing. The reasoning is because they have found way ways to cut costs for all of their regular programing and events and they are expecting a reimbursement of \$2,000. Based on their predicted spending, they would have had a excess \$2,000 over those two years, so the committee decided to decrease from their requested amount.
 - iii. Student Assembly (SA)
 - 1. A. Gleiberman explained that the SA requested \$1.50 for the upcoming cycle and this is what the Appropriations Committee recommended. It is primarily due to the massive amount left in the reserve account.
- f. Motion to amend the agenda to add Resolution 24 – **amended** by Unanimous Consent

IX. Business of the Day

- a. SA R24: Dissolving the City and Local Affairs Committee
 - i. Abstract: This resolution dissolves the City and Local Affairs Committee in recognition of the absorption of the committee's duties by the Office of Student Government Relations.

- ii. Motion to amend the resolution to include A. Gleiberman and M. Baker as co-sponsors of the resolution – amended by Unanimous Consent
- iii. Motion to vote on Resolution #24 – approved by Unanimous Consent

X. Adjournment

- a. A. Ononye adjourned the meeting at 6:34 EST.

Respectfully Submitted,
Ciara Shanahan
Clerk of the Student Assembly