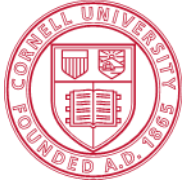


Cornell University Student Assembly

Cornell University Student Assembly
Agenda of the Thursday, October 15, 2015 Meeting
4:45pm-7:30pm in Willard Straight Hall Memorial Room

- I. **Call to Order & Roll Call**
- II. **Approval of Meeting Minutes**
- III. **Open Microphone**
- IV. **Announcements and Reports:**
 - a. UA Representative Indimine- Mental Health Awareness Week
 - b. International Representative Tayal- Mental Health Awareness Week and International Booth
 - c. At-Large Representative Li- Sexual Assault Policy
 - d. Transfer Representative Chessin- Change in a dining policy
- V. **Business of the Day**
 - a. [Byline Packet](#): Cornell Cinema ~~fbW XgZ ~Udd JWhcb'dUWHL~~
 - b. [Resolution 12](#): Establishment of Cornell in China Programming Board
 - c. [Resolution 13](#): Enhancing Duffield Hall
- VI. **New Business**
 - a. [Resolution 14](#): Collecting LGBTQ+ Demographic Data
 - b. [Resolution 15](#): Celebrating the 25th Anniversary of the Americans with Disabilities Act
 - c. [Resolution 16](#): Addressing Labor Issues in Qatar | Appendix A: [ITUC Letter](#), [Letter to Garrett](#), [Garrett Response](#)
 - d. [Resolution 17](#): Updating the Student Assembly Absence Policy
 - e. [Resolution 18](#): Reforming the Student Assembly Outreach Policy
- VII. **EXECUTIVE SESSION - Diversity Training for Representatives**



Cornell University Student Assembly

Originally Presented on:	(10/06/15)
Type of Action:	Byline Report
Status/Result:	New Business

Organization	Cornell Cinema
2014-2016 Allocation	\$10.60
2016-2018 Request	\$12.00
Appropriations Recommendation	\$10.60

Rationale of the Committee

The Appropriations Committee recommends funding Cornell Cinema at \$10.60 for the 2016-2018 By-Line Funding Cycle. Although the Committee believes that Cornell Cinema provides some value to students, they do not believe that an increase was justified given current attendance numbers relative to the amount students spent on tickets and the activity fee. Despite significant cost increases, the Committee does not believe it is the Fee's responsibility to continually and consistently cover the rising cost of doing business within the cinema industry. Moving forward, the Committee suggests that Cornell Cinema determine ways to reduce costs by either more selectively showing screenings, reducing the number of days that Cornell Cinema is open, or find alternative mechanisms to reduce their costs. The Committee appreciates the importance of the cinematic experience to Cornell students, but they question whether or not the current model is sustainable given historical trends to request increases from the activity fee and raise ticket prices.

Vote Totals

The Committee votes down, from the highest number proposed to the lowest, to give the group the advantage. The vote totals from the Committee were as follows:

Amount	Vote
\$12.00	3-10-1
\$11.60	3-8-3
\$11.10	6-7-1
\$10.60	11-2-1

Respectfully submitted,

Matthew Stefanko
Vice President for Finance

Cornell Cinema SA Application for Byline Funding, Fall '15

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MISSION STATEMENT

Cornell Cinema's range of programming mirrors Cornell University's motto: "...an institution where any person can find instruction in any study."

CC's primary mission is educational—to offer Cornellians (as well as the general Ithaca community) selections drawn from the full spectrum of film and electronic media, including documentary, classic, independent, international, silent and experimental films, as well as live film-related events that illuminate the cinematic form. As such, much of the work offered by Cornell Cinema is not available anywhere else in the region (within a 75 mile radius). Its secondary purpose is to provide *affordable*, popular film entertainment for the Cornell community.

Through its mission, Cornell Cinema seeks to engage as broad an audience as possible in dialogue with film and electronic media, with the goals of enriching lives, expanding knowledge, and informing ways of seeing, and ultimately, understanding, on both a personal and global level. This is achieved through the presentation of films representing a wide range of subject content, utilizing a variety of film genres and techniques, and originating from a global network of sources. The resulting dialogue is facilitated with program notes, introductions by film scholars, panels with experts from the field, and filmmakers engaging in post-screening discussions.

Cornell Cinema is unique in the range of work it offers, the diversity of communities it serves and the vital role it plays in the cultural life of both Cornell and the greater Ithaca area. **The fact that CC's programs allow students to learn about new cultures and evaluate other people's viewpoints coincides perfectly with Cornell's mission to create an inclusive- and global-minded student body.**

Cornell Cinema offers more programming per activity dollar spent than any other organization funded by the activity fee, programming that is representative of Cornell's diverse student body, and that reaches the broadest cross-section of students at Cornell. It is a model program in melding together aspects of both student and academic life, in shaping the lives of students who take advantage of its offerings and **providing an unprecedented 5-6 night a week early and late night program option (an alternative to the bar/party scene and an important mental health break) that's open and welcoming to an extremely diverse group of students.**

GROUP PROFILE

Student Advisory Board (SAB) officers, FY14-15

Josh Porterfield (jep329): President/SA Committee Co-chair
Samuel Newman-Plotnick (sen49): VP/Promotions Committee Chair
Katherine Nachbar (ken35): Events Committee Chair
Maggie Dasso (med266): Secretary
Sarah Kamal (sk2382): Co-chair Programming Committee (undergrad)
Rose Agger (era58): Co-chair Programming Committee (grad)
Sina Bahrami (sb933): Co-chair SA Committee (grad)

Active SAB Members (in addition to officers listed above), FY14-15

Alain Chan	Julie Mante
Cassandra Gizzo	Madison Gawith
Daniel Zimmerman	Natalie Bradford
David Golding	Olivia Angsten
David Gouldthorpe	Omar Shahid
Divyansha Sehgal	Palash Agarwal
Elijah Weber-Han	Robert Boehlert
Emily DelGreco	Rohan Roy
Isaac Greenwood	Thomas Marin
Jailene Hidalgo	Will Robinson
Jordan Wechsler	Yana Makuwa
Julian Garcia	Zaahira Wyne

Student Advisory Board (SAB) officers, FY15-16

Elijah Weber-Han (ejw98): President/Co-chair SA Committee
Cassandra Gizzo (cag286): VP/Promotions Committee Chair
Katherine Nachbar (ken35): Events Committee Chair
David Gouldthorpe (djg284): Secretary
Sam Newman-Plotnick (sen49): Co-chair Programming Committee (undergrad)
Rose Agger (era58): Co-chair Programming Committee (grad)
Elizabeth Wijaya (ew388): Co-chair SA Committee (grad)

Active SAB Members (in addition to officers listed above), FY15-16

The first meeting of the overall SAB is scheduled to take place **Wednesday, September 9**, as we wanted to promote the meeting at Club Fest on September 6. As such, we cannot supply a list of active members for FY15-16 in this proposal, but we can have this list in time for the October 5 meeting with the Appropriations Committee.

It's important to note that:

Close to 200 students expressed interest in joining the SAB by signing up at the New Student Check-in at Barton Hall on August 21, the New Graduate Student Check-in at Barton Hall on August 24, at the Orientation to Cornell Cinema event on August 24, at promotional tables in the Willard Straight Hall Lobby on September 3 & 4, and at Club Fest on September 6. They were all sent a reminder email about the meeting on September 9.

GROUP PROFILE continued

Professional Staff

Mary Fessenden, director

Douglas McLaren, manager

Paul Dimmick, head projectionist [.65FTE]

Teresa Alvis, administrative assistant/shipping manager [.8FTE]

Ross Haarstad, graphic designer [.5FTE]

[FTE = Full Time Equivalent]

Student Staff

Cornell Cinema currently employs about 20 students as theatre managers, projectionists, box officers, concessionaires, blurb writers, publicity assistants, and office assistants.

Student Volunteers

Cornell Cinema has about 10 student volunteers working as ushers & promotion assistants.

Activities, Programming, Events

Cornell Cinema Selected Programming/Tickets, FY14-15

Please note: attendance is listed in parentheses, and it was derived from between one and three showings of each title.

Recent Hollywood Fare, Arthouse Hits and Cult Favorites

The Grand Budapest Hotel (609), Captain America: The Winter Soldier (392), Divergent (340), The Wind Rises (365), X-Men: Days of Future Past (251), Only Lovers Left Alive (153), The Fault in Our Stars (185), 2001: A Space Odyssey (165), 22 Jump Street (246), Shaft (57), Robocop (54), Superfly (57), Ghost in the Shell (112), How to Train Your Dragon 2 (196), Snowpiercer (88), Enter the Dragon (51), Guardians of the Galaxy (268), Boyhood (249), Gone Girl (450), Big Hero 6 (300), The Theory of Everything (320), Blade Runner: The Final Cut (177), Birdman (320), Oscar Nominated Shorts: Animation! (280), Oscar Nominated Shorts: Live Action! (124), The Tale of Princess Kaguya (206), Interstellar (239), Spirited Away (169), Whiplash (194), Into the Woods (135), Dear White People (102), Selma (154), The Imitation Game (155), Inherent Vice (107), What We Do In the Shadows (77), Kingsman: The Secret Service (200), Monty Python and the Holy Grail (142)

FREE Sneak Previews

Dumb and Dumber Too (120)

Downton Abbey, Season 5 opener (45)

Ex Machina (182)

Trainwreck (255)

Free Shows Offered Orientation Weeks & During Study Breaks

Captain America: The Winter Soldier (340) – sponsored by Welcome Wkend

Divergent (340) – sponsored by Welcome Wkend

Dead Poets Society in memory of actor Robin Williams (124) – offered for just \$2
Space Jam (34) – the SAB was sure that this film would be very popular, but it did not draw, even as a free show
Gone Girl (326) – sponsored by Welcome Wkend
Big Hero 6 (300) – sponsored by Welcome Wkend
Monty Python and the Holy Grail (85)

Free Cinema in Sage Chapel Shows (all with live music)

The Cabinet of Dr. Caligari with live accompaniment by Dennis James and Mark Goldstein (400)
Häxan: Witchcraft Through the Ages with live original score by Transit ensemble (325)
Departures with live music by Annie Lewandowski (a.k.a., Powerdove) (70)

More Films with Live Music

Eric and Mary Ross Ultimedia Concert with live music by Eric Ross and the Avant Ensemble (80)
Metropolis with live accompaniment by the Alloy Orchestra (230)
The Lost World with live accompaniment by the Alloy Orchestra (135)
The Son of the Sheik with live accompaniment by the Alloy Orchestra (74)
Signals: A Performance Memoir with live music by Mary Lorson (62)

Other Special Events

An Orientation to Cornell Cinema with Director Mary Fessenden (65)
Projection Performance with Sandra Gibson and Luis Recoder (50)
A Hard Day's Night with post-screening Dance Party (72)
Willy Wonka Chocolate Soirée & film screening (65)
Oscar Night Party in the Bear's Den (150)
An Elegant Winter Party and Fundraising Event featuring a Black & White Ball with hors d'oeuvres & desserts, b & w films, live music, dancing & door prizes (109)
The 1st Annual Internet Cat Video Festival! (272)
Sights & Sounds: Cornell Filmmakers and Visions for the 21st Century as part of the Charter Day Weekend Festivities (250)

Guest Filmmaker Events

Ilo Ilo with filmmaker Anthony Chen via Skype (35)
Tarnation with filmmaker Jonathan Caouette (45)
Rocks in My Pockets with filmmaker/ animator Signe Baumann (118)
Viola with filmmaker Matias Piñeiro (81)
Jodie Mack: Let Your Light Shine with animator & performance artist Jodie Mack (52)
The Night of Fools with filmmaker Rami Kimchi (63)
Suitcase of Love and Shame with filmmaker Jane Gillooly (30)
Breaking the Frame with filmmakers Marielle Nitoslawska and Carolee Schneemann (64)
Tracks with director John Curran via Skype (60)
DDR/DDR with filmmaker Amie Siegel (54)
The Architects and Provenance with filmmaker Amie Siegel (117)
Outside with filmmaker Wang Wo (36)
Monk with a Camera with filmmakers Guido Santi & Tina Mascari via Skype (58)
The Iron Ministry with filmmaker J.P. Sniadecki (68)
Two Shots Fired with filmmaker Martin Rejtman (50)

Notes regarding entries that follow:

Attendance for individual titles included in some of the series below are included in other categories; with guest indicates a speaker other than a filmmaker.

Thematic Series

Orientation Week at Cornell Cinema (9 titles; 2091 tickets)

A Celebration of the Moog Synthesizer (4 titles; 169 tickets), w/faculty introductions, live music performance, and sneak preview

Blaxploitation, Baby: Macho Men, Gangstas & Supermommas (9 programs; 493 tickets), w/intros by Professor Cheryl Finley

Classic Restorations (7 titles; 483 tickets), w/faculty introductions

Contemporary World Cinema (12 titles; 891 tickets), w/2 filmmakers

Sundance Film Festival Short Film Tours (2 titles; 291 tickets)

You, Robot: Machine Autonomy in the Computer Age (6 titles; 471 tickets), w/faculty intros

Everything Old is New Again... (12 titles; 760 tickets), w/ filmmakers, guests, and live performances

Looking for Adventure: Tourists, Travelers and Explorers (5 titles; 445 tickets)

LGBT Series (3 titles; 194 tickets), w/visiting filmmaker

IthaKid Film Festival (11 titles; 1255 tickets)

The Atkinson Forum in American Studies & Cornell Cinema present The Films of Amie Siegel (6 titles; 266 tickets), w/Amie Siegel in attendance

Amie Siegel Selects (5 programs; 256 tickets)

Studio Ghibli Returns (4 titles; 530 tickets), featuring 2 Ithaca premieres

Artful Non-Fiction: Documentary Intersections w/Art & Performance (8 programs; 278 tickets), featuring 7 Ithaca premieres, w/presentations by filmmakers

Classic Hollywood & Foreign Films (including restored films)

Vertigo (78), Godzilla: The Japanese Original (83), Guess Who's Coming to Dinner? (53), Lawrence of Arabia (36), A Summer's Tale (76), The Epic of Everest (76), Othello (59), Apocalypse Now Redux (40); Metropolis (248), The Lost World (135), The Son of the Sheik (74), Häxan: Witchcraft Through the Ages (325), The King and the Mockingbird (84), That Man from Rio (51), Casablanca (58), The Way We Were (37)

More Documentaries

Looking for Adventure (54), Gringo Trails (54), Walking the Camino: Six Ways to Santiago (196), The Internet's Own Boy: The Story of Aaron Swartz (41) w/faculty intro and post-screening discussion, Ai Weiwei: The Fake Case (26) w/faculty intro, 20,000 Days on Earth (45), The Kingdom of Dreams & Madness (79), Oscar Nominated Shorts: Documentary (58), Born to Fly: Elizabeth Streb vs. Gravity (47) w/faculty intro, Regarding Susan Sontag (67), Maidan (38), Citizenfour (73)

More Foreign Films

Mood Indigo (107), Burning Bush (39), Viola (81), Ida (78), Force Majeure (77), Winter Sleep (41), Stray Dogs (25), Leviathan (94), Two Shots Fired (50)

IthaKid Film Festival

How to Train Your Dragon 2 (196), Willy Wonka and the Chocolate Factory (34), The Lost World (135), See the World With Animated Shorts! (179), Ernest & Celestine (154), Big Hero 6

(99), **The King and the Mockingbird** (84), **The Boxtrolls** (33), **Kid Flix Mix** (113), **The Jungle Book** (58), **Song of the Sea** (180)

Outdoor Terrace Screenings

The Maltese Falcon (241), **Psycho** (222), **The African Queen** (167), **Grand Budapest Hotel** (250)

Cornell Cinema Selected Programming/Fall Semester 2015 (Aug 23 – Nov 22; December is still to be scheduled; Spring 2016 is still to be planned)

Recent Hollywood Fare, Arthouse Hits and Cult Favorites

Blade Runner: The Final Cut (222), **Pitch Perfect 2** (376), **Avengers: Age of Ultron** (357), **Ex Machina** (185), **Sundance Shorts Program** (153), **When Marnie Was There** (289), **Mad Max: Fury Road**, **Cheatin'**, **Magic Mike XXL**, **Trainwreck**, **Inside Out**, **Jurassic World**, **Ant-Man**, **Kahlil Gibran's The Prophet**, **Tangerine**, **Dope**, **Minions**

FREE Sneak Previews

The Visit (208)

Free Shows Offered Orientation Week & During Study Breaks

Pitch Perfect 2 (200), **Avengers: Age of Ultron** (340)

Free Cinema in Sage Shows (all with live music)

Beyond Enchantment: Recent Work by Animator Lawrence Jordan

More Films with Live Music

Within Our Gates w/live piano accompaniment by Philip Carli (55)

Other Special Events

An Orientation to Cornell Cinema w/Director Mary Fessenden & SAB President EWH (125)

A Tribute to Professor Don Fredericksen w/screening of **Persona** (170)

Binghamton Babylon w/author & scholar Scott MacDonald

Halloween at Cornell Cinema featuring **What We Do in the Shadows**

Sing-a-Long **Sound of Music**

Guest Filmmaker Events

El Velador w/filmmaker Natalia Almada

Rati Chakravayuh w/filmmaker Ashish Avikunthak

Street Fight w/filmmaker Marshall Curry

If a Tree Falls: A Story of the Earth Liberation Front w/filmmaker Marshall Curry

The Girl is in Trouble w/producer Ryan Silbert '02

Animations Made By Hand w/ animator Stacey Steers

The Automatic Hate w/filmmaker Justin Lerner '02

Thematic Series

Orientation Week at Cornell Cinema w/free screenings for new students

Orson Welles: A Centenary Celebration

Voices & Visions in Black Cinema w/faculty introductions

The Apu Trilogy

Animation Specials!

Milestone Films: A 25th Anniversary Tribute

An Indonesian Tragedy: Commemorating the 50th Anniversary of the Indonesian Genocide

Cornell Alums Make Movies w/two visiting filmmakers

Contemporary World Cinema

Classic Hollywood & Foreign Films (including restored films)

The Bicycle Thief (69), Citizen Kane (156), The Lady From Shanghai (56), The Magnificent Ambersons, MacBeth, The Third Man, Confidential Report, The Trial, In the Land of the Head Hunters, Touch of Evil, Pather Panchali, Aparajito, The World of Apu, I am Cuba, Rocco and His Brothers, F for Fake

More Documentaries

Sunshine Superman, The Wolfpack, Amy, The Act of Killing, The Look of Silence, Ornette Coleman: Made in America, The Hand That Feeds, Portrait of Jason

More Foreign Films

La Sapienza, Wild Tales, Güeros, A Pigeon Sat on a Branch Reflecting on Existence, Court

IthaKid Film Festival

Monkey Kingdom, Fantastic Journeys: Animated Shorts, Shaun the Sheep Movie, Minions

Outdoor Terrace Screenings

Notorious (221), Caddyshack (205), there will be two more shows in June 2016

ORGANIZATIONAL HISTORY

1970:

Cornell Cinema (CC) is established (within the Student Activities area of the University) from the combination of 2 existing programs, "recognizing that cinema is a central art form and there is a demand for cinema which includes educational and aesthetic qualities not normally found in local and commercial cinema" (Professor Charles C. Russell, Cornell University Cinema committee), however, from the start, CC is only minimally subsidized by the University, so financial pressures have plagued the organization from its inception.

Mid - Late 1980s:

The introduction of the first wave of alternative ways to view films: videocassettes & home-use VCRS enter the market, as well as movie channels on cable TV. Also: Cinemapolis opens in downtown Ithaca and draws community members away. **Cornell Cinema is invited by the Student Assembly to apply for funding** (even though not a student organization, per se) to help bridge the financial gap created by lower attendance caused by above.

1990s:

Over the course of the decade, **SA grants increases in Byline funding from \$4 to \$6.50 per undergraduate student** to help cover annual increases in CC's costs and further declines in attendance due to introduction of DVDs in the mid-90s among other new technologies.

July 1994:

After a two-year-long review, a Committee of faculty & students agree that CC has outgrown its position within the Student Activities area, having attained an international reputation, and that they should seek to upgrade the status of the program within the University to reflect its importance to the Cornell community. At the same time, the Committee sought to find a position for the organization within the University that would protect its vibrant mix of programming, which had come to characterize the organization. After much discussion & negotiation, the College of Arts & Sciences agrees to become the administrative sponsor of the organization, with Cornell Cinema situated as a self-sufficient unit within the Dept. of Theatre Arts (now Dept of PMA). An integral part of the administrative shift included retaining the Office of the Dean of Students as a cosponsor of the operation. The College of A & S has offered significant financial and other support since CC became part of the College, including covering the cost of 77% of the Director's salary & associated fringe benefits, increasing its subsidy for academic programming, and providing an annual computer upgrade allowance.

2000 – 2010:

Over the course of the decade, **SA grants increases in Byline funding from \$7 to \$11 per undergraduate student**. This decade saw the regular introduction of more and more alternative ways to view films and experience content on the internet (Youtube, Netflix, Bluray discs, home theatres, streaming, etc, etc), thus impacting CC's attendance.

A more detailed analysis follows using this

Color Key:

Yellow – REV – new revenue stream pursued by CC

Violet – CC CUT - cost cutting measure put in place by CC

Green – CUT IN FUNDS – decrease in funding for CC

Aqua – INC COST – increase in cost to CC

FY09-10 - Undergrads fee \$11; Graduate fee: \$11

CUT IN FUNDS - FY10-11 - Undergrads fee \$10; Graduate fee: \$11.05

FY11-12 - Undergrads fee \$10; Graduate fee: \$11.05

FY12-13 - Undergrads fee \$10; Graduate fee: \$11

FY13-14 - Undergrads fee \$10; Graduate fee: \$11

REV - FY14-15 - Undergrads fee \$10.60; **CUT IN FUNDS** - Graduate fee: \$10

FY15-16 - Undergrads fee \$10.60; Graduate fee: \$10

Summer '11:

REV - Launched 1st Annual Appeal to Cornell Cinema alumni for donations

REV – Launched campaign to sell onscreen ads

INC COST - Mandated University raises for non-student staff of 2-3% w/assoc benefit cost

Summer '12:

CC CUT - Stopped doing a full 7-week summer season – just 4 outdoor shows instead

INC COST - Mandated University raises for non-student staff of 2-3% w/assoc benefit cost

Fall '12 : MAJOR REVAMP OF THE PROGRAM:

CC CUT - Collapsed complete schedule of films/events into 2 visually appealing semester-long Flicksheet publications (down from 5)

-Rolled-out completely redesigned and more dynamic website

CC CUT - Reduced number of films shown per academic year by ~90

CC CUT - Reduced number of nights per week films shown in WSH Theatre (7 to 5)

CC CUT - Discontinued use of a second screening space (Uris Hall Auditorium) on weekends

-Purchased new portable screen, projector & sound system to do “off-site” events (funds provided by alumni donations) & introduced new “Cinema in Sage Chapel” screenings, one or two each semester, typically offered free of charge (utilizing the new portable system).

REV - Started offering Monday and Tuesday night slots for rental to create new revenue stream (Cinema4Hire)

REV - **Raised ticket prices** FROM \$7 general/\$5.50 seniors/\$4.50 students/\$4 CU graduate students TO \$8 general/\$6 seniors/\$5.50 students/\$5 CU graduate students

- Turned WSH Theatre over to Dean of Students Office (DOS) for use over one weekend in fall semester and one weekend in spring semester

Summer '13:

CC CUT - Reduced full-time administrative assistant position to half-time in June/July

-Installed new DCP (Digital Cinema Package) projection in WSH Theatre - a necessity to stay in business. College of A & S contributed \$25,000 to the endeavor; **CC covered balance of ~\$60,000 out of reserve accounts: ~\$50,000 from the general reserve & \$10,000 from gift account.**

CUT IN FUNDS - CC stops receiving a \$5,000 grant from the Academy of Motion Picture Arts & Sciences

INC COST - Mandated University raises for non-student staff of 2-3% w/assoc benefit cost

CUT IN FUNDS - CC's grant from the New York State Council on the Arts is cut by \$2500 (\$22,500 to \$20,000) due to pressures on the New York State budget

Fall '13:

-Turned WSH Theatre over to DOS for use over TWO weekends in fall semester and TWO weekends in spring semester

INC COST - Some film studios start charging an unexpected DCP fee of \$146 on top of regular film rental, ostensibly to cover hard drive preparation, so instead of saving money on shipping by showing many fewer (much heavier) 35mm film prints, shipping/handling costs go UP on a per film basis.

Spring '14:

INC COST - New York State's minimum wage increased to \$8.00 on 1/1/2014, impacting student employees' rate of pay

CC CUT - Reduced advertising in the Cornell Daily Sun

Summer '14:

CC CUT - Negotiated reduced rent from DOS for use of Room 106, WSH

REV - College of A & S added salary/fringe subsidy for manager position ~\$3,000

INC COST - Mandated University raises for non-student staff of 2-3% w/assoc benefit cost

INC COST - on-campus federal work study subsidy distribution rate changes from 60% federal work study/40% department funds to 50% federal work study/50% department.

Fall '14:

REV - Raised tickets prices to \$8.50 general/\$6.50 seniors/\$5.50 students/\$6 CU graduate students

-Turned WSH Theatre over to DOS for use over TWO weekends in fall semester and TWO weekends in spring semester '15

Spring '15:

INC COST - New York State's minimum wage increased to \$8.75 on 1/1/2015, impacting student employees' rate of pay

Summer '15:

CC CUT - Administrative Asst position reduced to 10-months from 11-months (AA no longer works during June & July)

INC COST - Mandated University raises for non-student staff of 2-3% w/assoc benefit cost

CUT IN FUNDS - College of A & S reduces its coverage of indirect cost payment associated with CC's New York State Council on the Arts by \$2700 for FY15-16 & FY16-17 (meaning that even though we were awarded a \$20,000 grant, we will only retain \$17,300 of it); if CC is awarded another NYSCA grant of \$20,000 for FY17-18, the College has already told us that we will only be able to retain \$14,600 (the remaining \$5400 will all have to be paid to the University as part of their indirect cost requirement)

INC COST - More studios start charging DCP handling fee of \$146 or \$115 (previously only Warner Bros & Summit Entertainment charged \$146/DCP; now Sony, Marvel, Disney, Lions Gate, Weinstein, Paramount do as well.) These studios charge \$115/DCP: 20th Century Fox & Fox Searchlight

- Fringe Benefit Rate dropped to 34.9% from 37% - will produce small savings in FY15-16

Fall '15:

INC COST - Swank Motion Pictures, with whom CC must book many big studio releases, **raised film rental on new titles (approx. 20 titles/year @ \$125 more/title)** as they have realized that we are no longer booking as many films

Spring '16:

INC COST - New York State's minimum wage will increase to \$9.00 on 1/1/2016, impacting student employees' rate of pay

SUMMARY OF REQUEST:

Cornell Cinema is requesting a \$1.40 increase/student from the SA for a total of \$12/student

Reason for increase in funding:

Increased Costs/Cuts in Funding/Zeroing out of Reserve Account (2011 – present)

1. Costs of the program have increased (film rental, film shipping/handling, student wages, staff wages - see Organizational History for details)
2. Grants have been cut or eliminated (NYSCA by \$2500 & AMPAS by \$5000)
3. The College of A & S can no longer afford to cover indirect costs the University assesses on NYSCA grant, so CC now receives \$2700 less. By FY17-18, this will grow to \$5400 less.
4. CC will have **completely depleted its General Reserve by the end of FY15-16**, the bulk of the depletion can be attributed to the necessary installation of DCP projection.

To Address Above, Cornell Cinema has (2011 – present):

1. Eliminated most summer programming
2. Reduced number of films shown during the academic year by ~90
3. Reduced its administrative assistant position from 12 mos to 10 mos.
4. Reduced student staffing cost by showing many fewer films
5. Reduced number of nights/week it offers films
6. Reduced number of Flicksheets produced each year
7. Reduced the amount of print advertising it does.
8. Reduced rent it pays to DOS
9. Begun a Cinema4Hire Program to increase revenue
10. Begun offering onscreen advertising to increase revenue
11. Created formal Annual Appeal process to increase donations
12. Enhanced its concession stand offerings
13. Continued to stage an elaborate annual Fundraising event

Also, at the urging of the SA, **we have increased ticket prices TWICE in the past three years**, but this has done little to remedy our situation. Keep in mind: CC only retains 50 to 65 cents of each additional dollar taken in at the box office once the minimum guarantee has been met, i.e. most film rentals are set as a minimum guarantee ~ \$350-\$500 versus 35-50% of box office gross, whichever is higher.

Student Assembly Actions During This Same Time Frame:

In previous decades (1990s & 2000s), CC received assistance from the SA to help cover rising costs, but this has not been the case over the past 5 years. Instead, the SA has cut our funding a net 40 cents (from \$11 to \$10.60) and the GPSA has cut our funding by \$1.05 (from \$11.05 to \$10).

Thanks to increased enrollments (primarily in graduate students), the net result of these decreases in **per student contribution** has not led to an overall reduction in CC's activities fee funding, but the increase in funding has only been \$5,000, not nearly enough to address increasing costs and reductions in other funding sources, nor help in any way toward replenishing our General Reserve Account.

We ask that the SA step up to help Cornell Cinema the way that previous Student Assemblies have and not buy into the climate of austerity that pervades the University, as in the case of the activity fee, it doesn't have to be that way.

By assessing each undergraduate just \$1.40 more (not even enough to buy a small cup of coffee), you can help sustain one of the most venerated and vibrant cultural organizations on campus.

Narrative of plans for the next cycle:

We hope to be able to continue to offer a similar slate of films & events in the next cycle as we have over the past few years, as our current programming structure is working well to serve the varied needs of the campus community.

Along those lines, it's important to note that the program overhaul that CC put in place in Fall '12 has resulted in INCREASED per program and per screening attendance. We will have specific figures for you at the Appropriations Committee Meeting.

We want our programming to continue to address these needs and offer these benefits:

Vital Needs Addressed:

CC's programming directly responds to three major topics of campus discourse:

- Maintaining students' mental health
- Providing safe, non-alcoholic late-night programming
- Addressing issues of race relations on campus

Here are just some of the more obvious benefits of CC programming for students:

- at least 5 to 6 affordable entertainment options every week, offered on central campus for easy access, making for a perfect study break, date night or educational enhancement
- exposure to the history of cinema, the greatest art form of the 20th century, as it was intended to be seen: on a large screen with an audience
- exposure to contemporary world cinema and topical documentaries that increase cultural & global awareness – primary goals of a Cornell education
- access to films and special events that, otherwise, would only be available in large metropolitan areas like New York and LA, thus reducing the sense of cultural isolation a student can experience in Ithaca

Cornell Cinema Financial Reports and Projections					
FY13-14 through FY17-18					
Budgets for the Student Assembly Student Activity Fee Application					
	SAF Funding Period @ \$10.60/student		SAF Funding Period @ \$10.60/student		
	FY 13-14 (Actual)	FY 14-15 (Actual)	FY 15-16 (Projected)	FY 16-17 (Projected)	FY 17-18 (Projected)
Income					
Ticket Income and Other Income: <small>Includes Concessions, Poster Sale, Fundraising events</small>	\$113,371	\$107,809	\$109,000	\$113,000	\$113,000
Outside Grants: <small>Includes New York State Council on the Arts & EMF Presentation Funds</small>	\$20,000	\$21,000	\$18,300	\$18,300	\$15,600
Departmental Support: <small>Includes awarded Cornell Council for the Arts Grants, College of Arts & Sciences subsidy, and Departmental Cosponsorships</small>	\$33,918	\$34,524	\$33,907	\$33,907	\$33,907
Atkinson Forum: <small>Donor funding occasionally made available to Cornell Cinema</small>	\$0	\$25,000	\$0	\$0	\$0
Funds from Gift Account:	\$4,009	\$11,329	\$10,138	\$15,000	\$8,000
Undergrad Activity Fee:	\$133,685	\$143,429	\$143,200	\$143,200	\$143,200
GPSA Activity Fee:	\$73,991	\$68,870	\$68,800	\$68,800	\$68,800
Total Activity Fee:	\$207,676	\$212,299	\$212,000	\$212,000	\$212,000
Total Income:	\$378,974	\$411,961	\$383,345	\$392,207	\$382,507
Expenses					
Film Rental:	\$51,993	\$48,000	\$50,000	\$50,000	\$50,000
Filmmakers & Special Events:	\$19,381	\$18,000	\$20,000	\$20,000	\$20,000
Advertising & Flicksheet Printing:	\$16,134	\$16,250	\$16,253	\$16,253	\$16,253
Theatre & Equipment Rentals:	\$11,712	\$11,706	\$11,706	\$11,706	\$11,706
Film Shipping:	\$6,252	\$5,750	\$5,750	\$5,750	\$5,750
Head Projectionist & Graphic Designer Wages:	\$59,998	\$59,728	\$61,221	\$62,752	\$62,752
Remaining Programming Costs:	\$17,660	\$18,575	\$16,385	\$16,275	\$16,275
Direct Programming Expenses:	\$181,538	\$183,130	\$178,009	\$181,315	\$182,736
Direct Student Labor Costs:	\$19,573	\$21,125	\$19,000	\$19,000	\$19,000
Total Direct Programming Costs:	\$201,111	\$204,255	\$197,009	\$200,315	\$201,736
Indirect labor costs to run operation & produce programs (2.00 FTE):	\$109,870	\$113,589	\$118,577	\$120,106	\$123,109
Overhead: <small>(Fringe Benefits, Insurance, Phone & Internet)</small>	\$65,297	\$68,923	\$66,428	\$67,783	\$69,365
Office Rent:	\$6,883	\$5,635	\$5,635	\$5,635	\$5,635
Atkinson Forum Direct Expenses:	\$18,727	\$18,727	\$18,727	\$18,727	\$18,727
Total Expenses:	\$383,161	\$411,129	\$387,649	\$393,840	\$399,845
Surplus/Deficit:	(\$4,187)	\$832	(\$4,304)	(\$1,633)	(\$17,338)
Reserve Account Balance:	\$2,390	\$3,222	(\$1,082)	(\$2,715)	(\$20,053)

Cornell Cinema Actual Budget FY14-15

Total Budget

Income

Ticket Income and Other Income

Ticket Sales:	\$70,155
Concessions:	\$10,416
Six Passes:	\$8,787
Rentals/Ads:	\$12,997
Other:	\$5,454

TOTAL: \$107,809

Outside Grants

Includes NYSCA & EMF Presentation Funds

\$21,000

College of Arts & Sciences and Departmental Support

Includes Cornell Council for the Arts Grant, A&S subsidy, & Cosponsorships

\$34,524

Atkinson Forum

Donor funding occasionally made available to Cornell Cinema

\$25,000

Gift Account

\$11,329

Undergrad Activity Fee (at \$10.60/student)

\$143,429

GPSA Activity Fee (at \$10/student)

\$68,870

Total Activity Fee:

\$212,299

Total Income:

\$411,961

Expense

Direct Programming Expenses

Film Rental:	\$51,993
Filmmakers & Special Events:	\$19,381
Advertising & Flicksheet printing:	\$16,134
Theatre & Equip Rentals:	\$11,712
Film Shipping:	\$6,252
Head Projectionist & Graphic Designer/Webmaster Wages:	\$59,998
Remaining Programming Costs:	\$17,660

TOTAL: \$183,130

Direct Student Labor Costs

\$21,125

Total Direct Programming Costs:

\$204,255

Indirect Labor Costs (2.00 FTE)

\$113,589

Overhead

(Fringe Benefits, Insurance, Phone & Internet)

\$68,923

Office Rent

\$5,635

Atkinson Forum Direct Expenses

\$18,727

Total Expense:

\$411,129

Surplus/Defecit: \$832

Starting Reserve: \$2,390

Ending Reserve: \$3,222

Cornell Cinema
 Student Assembly Proposal
Direct Programming Expenses Charged to SA Account FY14-15

EXPENSES	Actual SAF Use	Actual Expense
FILM RENTAL ¹	45,898	51,993
FILMMAKERS & SPECIAL EVENTS	9,000	19,381
FLYER & POSTER PRINTING ²	1,120	1,197
FLICKSHEET PRINTING ³	4,925	4,925
PUBLICITY/ADVERTISING	9,834	10,012
THEATRE & EQUIP RENTAL	11,712	11,712
FILM SHIPPING/HANDLING	5,992	6,252
HEAD PROJ WAGES	33,142	43,944
GRAPHIC DESIGN/WEBMASTER WAGES ⁴	5,351	16,054
BENEFITS ⁵	13,434	63,774
CONCESSIONS SUPPLIES	3,020	3,152
TOTAL	143,429	232,396
SAF Income	143,429	

Notes:

¹ A Typical Film Rental ranges from a \$350 - \$500 minimum guarantee versus 35-50% of gross box office take, whichever is greater.

² 90 designs annually, 20,000 copies distributed across campus and Ithaca per year.

³ Two print runs of 9,000 Flicksheets each per year. The Flicksheet is Cornell Cinema's primary promotional piece. Cost per Flicksheet is about 27 cents.

⁴ Position designs 90 annual flyers, weekly print advertisements, weekly on-campus digital slides, weekly quarter-cards, plus performing two major semi-annual website overhauls and weekly updates.

⁵ These are fringe benefits that are inextricably tied to wages paid to our Head Projectionist and Graphic Designer. In FY14-15, they were assessed at 37%. By law, Social Security, Worker's Compensation, Unemployment and Short Term/Long Term Disability must be covered. Departments are charged a percentage of every person's wage to contribute to the Benefits Pool at the University, which then covers the required benefits. If it were possible to separate fringe benefits from wages, we would have spent the \$13,434 on Film Rental and Filmmakers & Special Events.

FINANCIAL STATEMENTS

Financial Statement Notes

Income

Ticket and Other Income:

There is a drop of ~\$6,000 in this category between FY13-14 and FY14-15 for two reasons:

1. We sold an unusually large number of Six Passes to students enrolled in a cinema survey course who were required to attend screenings throughout the Fall '13 semester
2. We did two unusual special events in FY13-14 (Ricky Jay & Paul Verhoeven) for which a higher ticket price was charged; nothing comparable was done in FY14-15.

Outside Grants

New York State Council on the Arts Grant - \$20,000

EMF Presentation Funds for visiting filmmakers - \$1000

College of A & S and Departmental Support:

This category includes:

\$11,881 - College of A & S subsidy to support educational programming

\$8,000 – Block grant from the Cornell Council for the Arts

\$3,000 – Programming support from the Dept. of PMA

Remaining balance – cosponsorship funding raised from a variety of departments and programs across campus over the course of the year

The College of A & S directly supports 77% of the director's salary & associated fringe benefits, as well as a small portion of the manager's salary/fringe, but these amounts are not reflected in this budget, as they have confused things in the past. This coverage amounts to almost \$100,000.

Atkinson Forum:

Cornell Cinema is periodically given access to donor funding up to \$25,000 via the Dept of American Studies to present a special event(s) known as The Atkinson Forum in American Studies. We received this funding in FY14-15, but have been told by the professors who oversee the funding that they cannot guarantee when we will receive the funding again.

Gift Account:

After using over \$11,000 from this account to balance our budget in FY14-15, we now have just \$10,000 in this account, all of which we expect to use to balance the current year's budget.

Expenses

Direct Programming Expenses:

Film Rental: Cornell Cinema rents all films screened, typically paying a minimum guarantee versus a percentage of gross ticket sales, whichever is higher. Terms typically range from \$275 vs. 35% to \$800 vs 50% (and can go higher). This means that once the guarantee is met,

Cornell Cinema only retains \$.50-.65 of each additional dollar taken in at the box office. The rest is paid to the distributor.

Guests and Events: Cornell Cinema brings ~15 visiting filmmakers & guest artists to campus each year to present films and other special events, like film screenings with live music.

Advertising: Includes newspaper ads, flyers, radio ads, coming attractions trailers, movie posters, and additional outreach costs. It also includes printing and mailing costs for two calendars (Flicksheets) per year, with runs of 8– 10,000.

Theatre & Equipment Rentals: Cornell Cinema rents Willard Straight Theatre from the Dean of Students. Additionally, it is sometimes necessary to rent special equipment for special screenings.

Shipping: The cost of shipping both digital media and, occasionally, 35mm prints. The costs associated with hard drives of digital films has, unfortunately, not realized as large a savings as initially hoped as many films come with shipping/handling fees comparable to or higher than many 35mm prints.

Direct non-student Labor Costs: Cornell Cinema employs a Head Projectionist who trains and manages the student projectionist staff (5 – 6 students) and maintains the film and video projectors and equipment. A half-time Graphic Designer/Webmaster designs our twice-annual calendars (Flicksheets), our flyers, print and web advertising, and website. Salaries are based on Cornell's Human Resources guidelines, and are often at the lower levels of comparative positions around the University.

Remaining Programming Costs: These include theatre, concessions, projection and office supplies; travel; equipment repair and maintenance; computer expenses; and other miscellaneous supplies.

Direct Student Labor Costs:

Cornell Cinema employs around 20 students as theatre managers, box officers, concessionaires, projectionists, office assistants and shippers. Nearly all of them receive a wage subsidy (e.g. work study), and all are vital to the running of the operation. There are also approximately 10 volunteer ushers & promotion assts on staff.

Indirect Labor Costs to Run Operation & Produce Programs:

2.00 FTEs (full-time equivalents) are recorded in this line. [As previously noted, the College of Arts & Sciences pays a portion of the director and manager's salaries (based on a percentage), that are not reflected here; because the coverage is based on a percentage, when these salaries go up, so does the College's contribution.] So, primarily included in this line are wages for the manager and administrative assistant, as well as a small portion of the director's wages. Salaries are based on Cornell's Human Resources guidelines. Salaries generally increase annually in conjunction with a University-wide cost of living increase of 2-3%.

Overhead:

This includes insurance, phone, fringe benefit costs and miscellaneous fees. Fringe benefits are a required cost for operating at Cornell with non-student employees; the rate (which varies from

year to year) was 37% for full-time staff and 10% for part-time staff in FY14-15. This money goes toward the cost of Cornell's medical insurance plans (employees also pay into these plans), workers comp plans, unemployment, short term/long term disability, and other general insurance plans required by law. The Fringe Benefit rate for FY15-16 – FY17-18 will be somewhat lower, 34.9%, which provides some budget relief.

Office Rent:

Cornell Cinema rents office space from the Dean of Students. CC negotiated a lower rate for FY14-15 because one of its spaces is used by the Student Advisory Board and qualifies for the student organization exemption to paying rent (a \$1250 savings).

Atkinson Forum Direct Costs:

This is the cost of putting on programming for the Atkinson Forum in American Studies. The difference between this (\$18,727) and the total grant (\$25,000) functions as a subsidy for CC.

Reserve Account:

The reserve account exists to cover equipment replacement and upgrades, some anticipated, some not, i.e. equipment breakdown. In FY13-14 we used the vast majority of these funds to cover the **necessary costs** of purchasing and installing new Digital Cinema Package (DCP) projection, as studios stopped distributing films on 35mm.

The reserve account is also supposed to be there to cover deficits, which can easily arise as a result of the highly volatile nature of ticket income, but as of the end of FY15-16, we will no longer have any money left in the reserve account. THIS IS NOT A FISCALLY SUSTAINABLE SITUATION, SOMETHING WE EMPHASIZED TO THE SA TWO YEARS AGO. We know that many other student organizations, including the SA, maintain reserve accounts, and Cornell Cinema needs one as well, perhaps more so than others.

ANALYSIS OF FY15-16 with 10%, 25% & 35% cuts in funding

10% (\$14,343 less)

25% (\$35,857 less)

35% (\$50,200 less)

As you can see from our budget statements, Cornell Cinema would not be able to sustain any of these cuts. Here's a narrative explanation of why:

Cornell Cinema's financial structure is a bit like a collapsing house of cards:

Every funding source outside of direct ticket and concessions income comes with its own unique spending restrictions that often include a mandate for a particular type of film programming. For example, the New York State Council for the Arts requires that we include independent, artist-made films as part of our overall programming and invite these filmmakers to campus. If we were to eliminate these films, we'd lose our NYSCA grant.

Along those same lines, if we were to drastically reduce the more educational/artistic programming we do, we would lose the ~ \$34,000 in programming support we receive from the College of A & S, the Cornell Council for the Arts and many academic programs in support of this type of programming.

These programs are not typically profitable, but they are screened nonetheless as part of our primary mission. Were Cornell Cinema to choose to screen only well-known, "popular" films, we would find ourselves ineligible for many of the grants and funding awards we currently receive. And our overhead costs would remain the same.

Even if we attempted to save money by reducing the number of popular titles we show (to supposedly save on film rental), the distributor with whom we book many of them has now begun to jack up the price of the films we do continue to book with them. Furthermore, fewer films mean less ticket & concession income.

If we eliminate our primary promotional piece, the Flicksheet, or reduce our advertising budget any more than we already have, we save money on printing, but then attendance would likely suffer because people may never find out we exist. The Flicksheet also serves us very well when applying for funding from the New York State Council on the Arts.

If the program is scaled back even more than it already has been, we may save money, but then alumni donors may be less inclined to give money to a program that has become a shell of its former self.

So the situation is far more complex than you may have imagined.

Our staff is already stretched dangerously thin, to the point of breaking. Constant scrambling to raise money from other sources is extremely time consuming and leaves little to no time for programming, nor for the planning and execution of bigger events.

ANOTHER APPROACH

What could be done in the future with 10%, 25% & 35% increases in funding?

10% (\$14,343 more)

25% (\$35,857 more)

35% (\$50,200 more)

Instead of tightening the screws on an organization like Cornell Cinema that is already stretched to the limit, why not help it do MORE for the campus rather than LESS?

A 13% increase (what CC is requesting with a \$1.40/student increase) would produce \$18,645 more funding, which would be enough to cover projected annual operating shortfalls in the coming two years and perhaps put \$15 - \$18,000 back into the General Reserve, **restoring CC's fiscal stability.**

A 25% increase (\$13.35/student) would provide an additional \$17,000 in funding which would **make possible an annual visit by a noted film personality.**

A 35% increase (\$14.31/student) would provide an additional \$31,343 (on top of the \$18,645 needed to restore CC's fiscal stability).

What might it be used for?

Well, installation of 3D Digital Projection would cost \$20 – 30,000.

A mini film festival, with screenings in WSH, SCPA, Sage Chapel and other interesting places around campus, with special film artists in attendance, could likely be done for ~\$30,000.

What about **new seating for Willard Straight Theatre**? We don't have a cost estimate for this, but wouldn't it be nice??

We encourage you to think about using the fee as a tool for enhancing student life, not diminishing it!

Thanks for joining us on this imaginary journey!

The Cornell Cinema Student Advisory Board

Bylaws

Adopted December 2010 (Revised March 2014)

Article I - Name

The name of the organization shall be the Cornell Cinema Student Advisory Board. The Board is a constituent unit of Cornell Cinema.

Article II - Purpose

The Cornell Cinema Student Advisory Board is an organization of students, both undergraduate and graduate, whose purpose is to represent and promote Cornell Cinema, as well as to advise and assist Cornell Cinema in its overall mission to offer the Cornell and greater Ithaca community a wide variety of cinematic and media experiences, for both educational and entertainment purposes.

Article III - Membership

- a) The Cornell Cinema Student Advisory Board is open to any interested student in the Cornell community.
- b) New Board members shall become official after attending two Board activities in the span of eight weeks. Board activities include: general and committee meetings, lobby tables, chalking, and volunteering for events.
- c) Attendance is required of all Board members at all general Board meetings, as well as at all meetings of committees to which their membership also applies. Excused absences are permitted if the member attends an activity in place of a meeting.
- d) New members may join the Board at any time.
- e) There shall be no expressly stated limit on the number of members serving on the Board. However, the Board's executive officers may deem that beyond a certain size of membership, the Board will be unable to function effectively, at which point they may institute an application or impose a temporary freeze on new membership.
- f) Membership may be revoked after missing two (2) or more consecutive general meetings of the Board, or failing to attend or contribute at two (2) Board activities in the span of eight weeks.
- g) Cornell Cinema's Director and Managing Director will sit on the Board as advisors.
- h) All members are expected to actively participate in general board and committee operations, complete film surveys, attend special events, volunteer for promotional activities and do their best to promote Cornell Cinema's overall mission. Board members are required to participate in at least two Board activities outside general and committee meetings.

Article IV – Committees

- a) The Student Assemblies Relations Committee is responsible for maintaining communication between the Undergraduate and Graduate Student Assemblies; helping

prepare the Student Activity Fee applications in the second semester of funding off-years; and helping and supporting the Cinema during the Activity Fee process in byline funding years.

- b) The Promotions Committee is responsible for creating and implementing promotions for individual screenings, film series, and Cornell Cinema in general. This includes the distribution of posters, managing of lobby tables, and advertising through social media.
- c) The Events Committee is responsible for coordinating events, including but not limited to the Halloween show; helping support other Cornell Cinema events such as the Elegant Party fundraiser; and conducting week-long audience surveys in September and February.
- d) The Programming Committee is responsible for previewing films and reporting impressions to the Director and Board; administering Board-wide surveys of film titles under consideration for upcoming calendars; and developing and maintaining lists of possible film series and cult revivals. All members of the Board sit on the Programming Committee.

Article V - Officers and Positions

Section 1.

The elected positions of the Board shall be

- President/Co-Chair of the Student Assembly Committee
- Vice President/Chair of the Promotions Committee.

The Chair positions of additional Committees, and the office of Secretary, shall be elected if the President and Vice President deem necessary. Officers will assume their positions at the end of the Spring term. In the event that an officer must be replaced, the replacement assumes the position immediately and completes the remainder of the term.

Section 2.

President/Co-Chair of the Student Assembly Committee (Undergraduate)

- a) Shall be responsible for calling and presiding over all general meetings of the Board, as well as meetings of the Student Assembly Committee.
- b) Shall work with the Cinema's Director, Manager, Board committee chairs and other members of the Board to develop an agenda for general Board meetings.
- c) Shall initiate solicitation of new Board members.
- d) Shall regularly meet with Board committee chairs and oversee the functioning of the Board as a whole.
- e) Shall co-chair the Student Assembly Committee and work to foster effective communication between the Student Assembly and the Cornell Cinema Student Advisory Board.
- f) Shall make presentations to the Student Assembly and its Appropriations Committee as needed, particularly during the byline funding process.
- g) Shall work to get board members involved in Student Assembly affairs.
- h) Shall attend meetings of the general Cinema Advisory Board.

Co-Chair of the Student Assembly Committee (Graduate)

- a) Shall co-chair the Student Assembly Committee and work to foster effective communication between the Graduate and Professional Student Assembly (GPSA) and the Cornell Cinema Student Advisory Board.
- b) Shall maintain a working relationship with the necessary GPSA representative(s)
- c) Shall assist the president as needed in overseeing the Student Assembly committee.
- d) Shall make presentations to the GPSA and its Appropriations Committee as needed, particularly during the byline funding process.
- e) Shall attend meetings of the general Cinema Advisory Board.

Vice President/Chair of the Promotions Committee

- a) Shall assist the president as needed.
- b) Shall chair the Promotions Committee and oversee its operation, working to inform the community about Cornell Cinema programming both general and specific.
- c) Shall call meetings of the Promotions Committee, formulate its agenda, assign promotion tasks and follow-up on their completion.
- d) Shall be responsible for overseeing specific aspects of Cornell Cinema's promotional operation, e.g. Facebook announcements, quarter-carding, chalking, lobby tables.
- e) Shall attend meetings of the general Cinema Advisory Board.

Chair of the Events Committee

- a) Shall chair the Events committee and oversee its operation, working to organize a Fall Halloween event and assist with the Spring Elegant Party Cinema Benefit.
- b) Shall direct committee to conduct audience surveys in the Fall and Spring of each year.
- c) Shall call meetings of the Events Committee and formulate its agenda.
- d) Shall serve as Theatre/Cornell Cinema Liaison to the Willard Straight Hall Student Union Board (SUB). The Chair of the Events Committee is expected to maintain communication regarding non-Cinema events in the Willard Straight Hall Theatre and is expected to facilitate the co-sponsorship of pertinent events.

Co-Chair of the Programming Committee

- a) There shall be two Co-Chairs of the Programming Committee, one a graduate student and the other an undergraduate student.
- b) Shall chair the Programming committee and oversee its operation, working to provide advice to the Director.
- c) Shall organize preview screenings for interested board members and collect feedback for the Director.
- d) Shall administer Board-wide surveys of titles in consideration for upcoming calendars.

- e) Shall occasionally organize small groups of Board members to see films off campus that are being considered for Cornell Cinema programming.
- f) Shall schedule a programming workshop with the Director once each semester for any interested board members to review the guidelines put forth in "How to program a film series."
- g) Shall solicit suggestions for film series from committee and other Board members and maintain a running list of these suggestions for consideration by the overall Board when planning a new calendar.

Secretary

- a) Shall maintain an active name and email list of all members.
- b) Shall notify members of the Board about upcoming meetings and events.
- c) Shall develop and distribute meeting agendas in collaboration with the Board President.
- d) Shall keep track of attendance at meetings and determine new attendees eligibility for membership.
- e) Shall keep minutes of Board meetings and submit these for review.
- f) Shall schedule members to work shifts at the promotional WSH lobby tables.

Article VI - Meetings

- a) General Board meetings shall occur on the first Tuesday of each month when classes are in session, at 5PM, in the Willard Straight Theatre.
- b) Additional general meetings may be proposed as needed.
- c) Meetings of individual committees will be organized by their respective Chairs.
- d) The Executive Committee, consisting of the President, Vice President, Committee Chairs and Secretary, will have meetings with the Director and Managing Director as necessary.

Article VII - Elections

- a) All active Board members are eligible to run for any position within the Board.
- b) All active Board members are allowed to vote in its yearly election.
- c) Elections will be held in the spring of each year and be administered by the Managing Director.

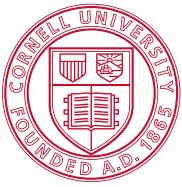
Article VIII – Non-Discrimination Clause

- a) The Board shall not discriminate on the basis of actual or perceived age, color, disability, ethnicity, gender identity or expression, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any combination of these factors when determining its membership and when determining the equal rights of all general members and executive board members, respectively, which shall include, but are not limited to, voting for, seeking, and holding positions within the organization.

Article IX

Operational Policies and Procedures

- a) Voting for positions will be decided by a majority of total Board membership.
- b) This constitution and by-laws may be amended at any time by the Board with a two-thirds vote of total Board membership.



Originally Presented on:	(10/01/2015)
Type of Action:	Recommendation
Status/Result:	New Business

S.A. Resolution #13
Enhancing the Layout of Duffield Atrium

ABSTRACT: This is recommendation for the College of Engineering to increase and improve the current condition of chairs and tables in Duffield Atrium

Sponsored by: Erinn Liu'18 Justin Selig '17

Whereas, Duffield Atrium is the primary location for engineering students to collaborate on projects and study on campus.

Whereas, the current condition of tables and desks located in the atrium are outdated (compared to similar study locations on campus), broken, and sparse.

Whereas, Duffield Atrium is filled to capacity during exam season and students have difficulty finding open space to study.

Whereas, current rotund tables are insufficient for peer collaboration as much as rectangular tables.

Be it therefore resolved, the Student Assembly recommends to Duffield Atrium facilities that broken or unstable tables and chairs be placed under consideration for renewal.

Be it further resolved, that Duffield Facilities look into a cost-effective method to mitigate the above concerns by replacing atrium tables and chairs.

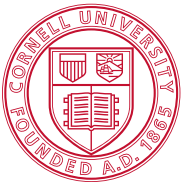
Be it finally resolved, that facilities consider rectangular tables over circular tables to allow for easier laptop usage and create more ample room for paper work.

Respectfully Submitted,

Erinn Liu '18
Engineering Representative, Student Assembly

Justin Selig '17,
Engineering Representative, Student Assembly

(Reviewed by: Infrastructure Committee 10-0-0, September 29, 2015)



Cornell University Student Assembly

Originally Presented on:	10/8/2015
Type of Action:	Recommendation
Status/Result:	New Business

1 S.A. Resolution #14
 2 Collecting LGBTQ+ Demographic Data

3
 4 *ABSTRACT: This resolution seeks to enhance the outreach of the LGBT Resource Center to improve the*
 5 *undergraduate experience for LGBTQ+ students*

6
 7 *Sponsored by: Philip Titcomb '17*

8
 9 **Whereas**, the vast majority of undergraduate students used the Common Application to apply for
 10 admission to Cornell University;

11
 12 **Whereas**, the Common Application asks applicants for demographic information, such as race,
 13 ethnicity, religion, and sex;

14
 15 **Whereas**, the Common Application does not ask applicants for information relating to sexual
 16 orientation, gender identity and/or expression;

17
 18 **Whereas**, not all applicants identify with their legal sex or their assumed or presumed sex assigned at
 19 birth, and not all applicants identify within the confines of the gender binary;

20
 21 **Whereas**, Cornell strives to be an inclusive university, regardless of gender identity and/or expression;

22
 23 **Whereas**, many other universities, including Columbia University, Dartmouth College, and the
 24 University of Pennsylvania, collect information regarding an applicant’s gender identity and/or
 25 expression, preferred pronouns, and/or sexual orientation/identity;

26
 27 **Whereas**, queer-identifying students, especially trans* students and queer students of color, and notably
 28 trans* students of color, often face social and academic exclusion in virtually all realms of life at Cornell
 29 University, according to the 2014 Hurtado Report;

30
 31 **Whereas**, the LGBT Resource Center cannot reach out to LGBTQ+ students until after they arrive to
 32 campus and seek out the LGBT Resource Center themselves;

33
 34 **Whereas**, both Cornell University and the LGBT Resource Center are currently unable to gauge
 35 important demographic information for queer students, such as persistence and retention rates;

36
 37 **Whereas**, as highlighted in the Association of American Universities’ 2015 report on Cornell University,
 38 16% of transgender, genderqueer, and gender non-conforming students had experienced nonconsensual
 39 sexual conduct, compared to 23% of women and 6% of men;

40
 41 **Whereas**, according to the AAU 2015 report, 29% of non-heterosexual females and 11% of non-
 42 heterosexual males reported experiencing non-consensual sexual conduct, compared to 22% and 5% of
 43 their heterosexual counterparts respectively;

44
 45 **Whereas**, according to the 2014 Hurtado Report, many queer students find it difficult to find queer
 46 resources on campus, including finding the LGBT Resource Center itself;

47
48 **Be it therefore resolved**, that the Cornell administration add an optional question on the Cornell
49 University supplement of the Common Application that asks for the applicant’s gender identity, using
50 either a blank, fill-in box or a drop-down with the following options:

- 51 • Agender
- 52 • Androgyne
- 53 • Demigender
- 54 • Genderqueer or gender fluid
- 55 • Man
- 56 • Questioning or unsure
- 57 • Trans man
- 58 • Trans woman
- 59 • Woman
- 60 • An identity not listed
- 61 • Prefer not to disclose

62
63 **Be it further resolved**, that the Cornell administration add an optional question on the Cornell
64 University supplement of the Common Application that asks for the applicant’s sexual orientation, using
65 either a blank, fill-in box or a drop-down with the following options:

- 66 • Asexual
- 67 • Bisexual
- 68 • Gay
- 69 • Straight (Heterosexual)
- 70 • Lesbian
- 71 • Pansexual
- 72 • Queer
- 73 • Questioning or unsure
- 74 • Same-gender loving
- 75 • An identity not listed
- 76 • Prefer not to disclose

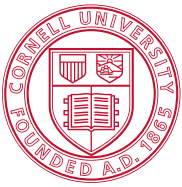
77
78 **Be it further resolved**, that an optional question asking whether or not applicants would like to receive
79 information by the LGBT Resource Center be added to the Cornell supplement to simultaneously allow
80 correct self-identification and protect anonymity for queer students who are not out;

81
82 **Be it finally resolved**, that the optional questions asking for applicants’ sexual orientation and/or
83 gender identity on the Cornell supplement to the Common Application will also be present on all other
84 future applications considered for admission into Cornell University from this point forward.

85
86 *Respectfully Submitted,*

87
88
89 **Philip Titcomb ‘17**
90 *LGBTQ+ Representative at-Large*

91
92 *(Reviewed by: Diversity Committee, 10/4/15)*



Originally Presented on:	10/15/15
Type of Action:	Recommendation
Status/Result:	New Business

S.A. Resolution #15

Celebrating the 25th Anniversary of the Americans with Disabilities Act

ABSTRACT: The Student Assembly celebrates the 25th Anniversary of the ADA by urging students and administrators to improve program accessibility.

Sponsored by: Phillip Titcomb '17

Whereas, Cornell was founded on Ezra Cornell’s statement that “[he] would found an institution where any person can find instruction in any study,” yet students with disabilities are often limited due to inaccessibility;

Whereas, the Americans with Disabilities Act is a civil rights law that was signed in to law on July 26, 1990 by President George H.W. Bush. This law prohibits discrimination against people with disabilities in all areas of public life. This Act committed our nation to ending discrimination against people with disabilities;

Whereas, the Americans with Disabilities Act turned 25 on July 26, 2015 and its birthday was commemorated and celebrated across the country;

Whereas, people with disabilities appear to be at greater risk of mental health problems than the general population. According to a 2008 report by the Australian Bureau of Statistics, 59% of people with common mental disorders in Australia also have physical conditions, meanwhile mental health services such as EARS and the Women’s Resource Center appear inaccessible to students with disabilities;

Whereas, there are many low-cost accommodations that can be made to accommodate people with disabilities such as hosting events in a wheelchair accessible venue, providing large print versions of materials, and allowing a person to be accompanied by an assistant at the event;

Whereas, Cornell’s campus shall contain a diversity of inviting, accessible and safe places, for social and cultural interaction, recreation, athletics, and passive enjoyment by faculty, staff, students and visitors, according to the Board of Trustees’ Approved Master Plan (Cornell Master Plan, Section 1.4.A);

Whereas, the Cornell University Student Assembly applauds the efforts of the University’s Disability Strategic Plan;

Whereas, in 2011, the Student Assembly committed to “hold its committee meetings in locations that are accessible to students with disabilities, as noted by Cornell’s Student Disability Services division”

Be it therefore resolved, that the Student Assembly recommends that the Cornell University Administration prioritizes programming accessibility:

- Ensure that Professors and Teaching Assistants hold their office hours in a room that is physically accessible
- When available, use closed captioning on videos shown in lectures

- 47 • Encourage instructors to present their materials in a variety of ways and to provide alternative
48 ways to participate in class
49 • Ensure that signage indicates accessible routes to all university events

50 **Be it further resolved,** that the Student Assembly recommends that all registered student organizations
51 prioritize accessibility by adhering to the following guidelines:

- 52 • Hold all general body meetings, recruitment events, and public events in a wheelchair accessible
53 venue
54 • Include a statement regarding the proper person to address accessibility concerns to in
55 advertising for all events and/or include a question in your RSVP materials regarding
56 accommodation requests
57 ○ All digital advertisements and posters 8.5x11 and larger should include an accessibility
58 statement.
59 ○ Ex: *For disability accommodations (e.g., sign language interpreters, alternative formats) please contact*
60 *[name, email, phone] as soon as possible.*
61 • Ensure that your organization’s website is accessible for Screen Reader Software
62 ○ Ex. Including alternative text - See *Appendix A*
63 • Label common allergens in foods (ex. milk, eggs, fish, crustacean shellfish, tree nuts, peanuts,
64 wheat, alcohol, soybean and fruits)

65
66 **Be it further resolved,** that the Student Assembly Diversity Committee and the Student Assembly
67 Health and Wellness Committee will absorb the charge given to SACIDI in the 2014-2015 school
68 year to “increase awareness of available accommodations during event registration”;
69

70 **Be it further resolved,** that the Student Assembly recommends that the Administration make available,
71 free of charge, more accessible event and meetings spaces for student organizations;
72

73 **Be it further resolved,** that the Student Assembly recommends that the Cornell University
74 Administration review the accessibility of the following buildings and make necessary changes to
75 guarantee that all students can access the Ithaca campus.

- 76 • Willard Straight Hall
77 • Riskey Residential College
78 • Cornell Store
79 • Day Hall
80 • Martha Van Rensselaer Hall
81 • West Campus Gothics
82 • Anabel Taylor
83 • Sage Hall
84 • Balch Hall/Takton Center
85

86 **Be it further resolved,** that the Student Assembly requests a copy of the findings of all of the current
87 findings of accessibility reviews conducted by the Cornell University Administration for distribution to
88 the undergraduate student body via the Student Assembly Newsletter;
89

90 **Be it further resolved,** that the Student Assembly use the accessibility findings to propose new
91 accessible on-campus spaces to be made available for students free of charge to host events and
92 meetings;

93
94 **Be it further resolved,** that the Student Assembly recommends that all new construction goes beyond
95 the standards established in the Design & Construction Standards to be within the principles of universal
96 design. All new construction should be designed with accessibility in mind from the beginning of
97 construction, including the avoidance of alternative entrances for accessibility.
98
99 **Be it further resolved,** that this resolution be sent to Kyu-Jung Whang, Vice President of Infrastructure
100 Properties and Planning, Dean Joseph Burns, the Dean of Faculty, and Dean Kent Hubbell;
101
102 **Be it further resolved** that this resolution and the recommendations included within it be sent to
103 President Garrett and the student presidents of all registered undergraduate student organizations;
104
105 **Be it finally resolved,** that the Student Assembly recommends that Cornell University go beyond
106 compliance of federal regulations and strive for full inclusion of all students.
107
108 Respectfully Submitted,
109
110 **Jordan Berger '17**
111 *Parliamentarian, Student Assembly*
112
113 **Philip Titcomb '17**
114 *Chair of Student Assembly Infrastructure Fund Committee*
115 *LGBTQ+ Representative at-Large, Student Assembly*
116
117 **Matt Indimine '18**
118 *Chair of Student Assembly Health and Wellness*
119 *Undergraduate Representative, University Assembly*
120
121 **Teresa Danso-Danquah '15**
122 *President Emeritus, Cornell Union for Disability Awareness*
123
124 **Jonathan Goldstein '17**
125 *President, Cornell Union for Disability Awareness*
126
127 *(Reviewed by: Exec, 10/13/15)*

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Appendix A - Alternative Text

What is alternative text?

Provides a textual alternative for non-text content on a website

What is a screen reader?

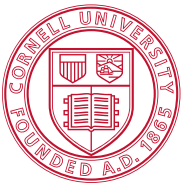
“Software programs that allow blind or visually impaired users to read the text that is displayed on the computer screen with a speech synthesizer or braille display”

What are the purposes of alternative text?

- Read by screen readers in place of images
- Displayed in place of the text when the image file is not loaded
- Optimizes web searches to include the content of the photo

How do you create alternative text?

- Within the *alt* attribute of the image element
 - Should present the content and the function of the image
 - Depends on the Site
 - Sometimes it is the name of the photo- name your files with a descriptive title before you upload them
 - Change the HTML ``
 - Many resources online for more information
- Place descriptive text near the image



Originally Presented on:	10/15/2015
Type of Action:	Recommendation
Status/Result:	New Business

S.A. Resolution #16 Addressing Labor Issues in Qatar

ABSTRACT: The Student Assembly and the Cornell Organization for Labor Action recommends that Cornell University ensure that exemplary labor practices are utilized on all of their campuses

Sponsored by: Paul Russell '19

Whereas, there are many labor abuses prevalent in Qatar including wage withholding, passport seizures, inability to escape, and deplorable working and living conditions that result in the daily deaths of migrant workers. Workers are often tricked into signing false contracts with promises of a living wage and dignified working and living conditions;

Whereas, according to a report submitted by the International Trade Union Confederation, the construction of Cornell's and other campuses in Qatar has resulted in the exploitation and deaths of campus workers, an outcome that is antithetical to our mission as a university dedicated to the public good;

Whereas, Cornell University is lending its name to a globally recognized system of human trafficking and forced labor;

Whereas, Cornell University's relationship with the Qatari government is lending legitimacy to this exploitative migrant-labor system. Former President David Skorton was unwilling to act on these requests to address these problems;

Whereas, these concerns were expressed by The Cornell Organization for Labor Action in a letter (found in Appendix A) to President Garrett on September 15, 2015.

Whereas, President Garrett sent a letter (found in Appendix B) to the Cornell Organization for Labor Action that was unsatisfactory to the organization as they were expecting the University to launch an investigation for these concerns;

Be it therefore resolved, that the Student Assembly and the Cornell Organization for Labor Action recommends that all foreign universities operating in Qatar, and indeed the Gulf, must agree to an independent monitoring process, which could be undertaken by the Workers' Rights Consortium or a similar credible NGO. Universities must make a commitment to implement the findings of these reports within a short, defined period of time;

Be it therefore resolved, that the Student Assembly requests that President Garrett forwards a copy of these reports to the Student Assembly and the Cornell Organization for Labor Action upon receiving them;

Be it further resolved, that the Student Assembly and the Cornell Organization for Labor Action recommends that universities must collectively call on the government of Qatar to abolish the kafala system, and to ensure that all workers have the right to form or join a union of their choosing and to bargain collectively;

Be it further resolved, that the Student Assembly and the Cornell Organization for Labor Action recommends that universities should recognize legitimate worker representatives and negotiate terms and conditions with such representatives. The universities must insist that the Qatar Foundation do the same, as they are the ultimate employer of many of the workers providing services at Education City;

Be it further resolved, that the Student Assembly and the Cornell Organization for Labor Action recommends that Cornell University continues to enforce and improve upon all of the labor practices outlined in a letter (found in Appendix C) from the former President of Cornell University, David J. Skorton;

Be it further resolved, that the Student Assembly and the Cornell Organization for Labor Action take seriously the concerns outlined by the International Trade Union Confederation in a letter (found in Appendix C) to the former President of Cornell University, David J. Skorton, in March 2014;

53
54 **Be it finally resolved**, that the Student Assembly expects that under President Garrett’s leadership, the Cornell
55 University administration will ensure that exemplary labor practices are utilized on all of their campuses and be a leader
56 in the field of labor relations.
57
58
59 Respectfully Submitted,
60
61 Michael Ferrer ’16
62 *Member, Cornell Organization for Labor Action*
63
64 Allison Considine ‘17
65 *Member, Cornell Organization for Labor Action*
66
67 Paul Russell ‘19
68 *Freshman Representative, Student Assembly*
69
70 Jordan Berger ‘17
71 *Parliamentarian, Student Assembly*
72
73 Emma Jonhston ‘16
74 *Executive Vice President, Student Assembly*
75
76 Matthew Stefanko ‘16
77 *Vice President of Finance, Student Assembly*
78
79
80 *(Reviewed by: EXECUTIVE COMMITTEE, 10/14/15)*

MICHAEL SOMMER
PRESIDENT
PRÉSIDENT
PRÄSIDENT
PRESIDENTE

SHARAN BURROW
GENERAL SECRETARY
SECÉTAIRE GÉNÉRALE
GENERALSEKRETÄRIN
SECRETARIA GENERAL

Dr. Subra Suresh, President
Carnegie Mellon University

David J Skorton, President
Cornell University

John J. DeGioia, President
Georgetown University

Henri Proglio, President
Hautes Etudes Commerciales (HEC) de
Paris

Morton Schapiro, President
Northwestern University

Dr. Mark Hussey, Interim President
Texas A&M University

Michael Arthur, President and Provost
University College London

Michael Rao, President
Virginia Commonwealth University

HTUR/JSV

14 March 2014

Forced Labour in Qatar

Dear University Presidents

In recent years, each of your universities has decided to offer degree programs at the Qatar Foundation's Education City campus in Doha, Qatar. While the goal of providing advanced educational opportunities to students in the Gulf is laudable, your universities have at the same time lent their considerable prestige to a government which has instituted a legal framework that facilitates the exploitation of migrant workers such that many are victims of trafficking for forced labour. These concerns have been well documented by credible human rights organizations, including Amnesty International and Human Rights Watch.¹ The Director General of the International Labour Organization, Guy Ryder, has also expressed concerns about the treatment of migrant workers in Qatar.²

¹ Amnesty International, *The Dark Side of Migration: Spotlight on Qatar's Construction Sector Ahead of the World Cup*, 18 November 2013; Human Rights Watch, *Building a Better World Cup: Protecting Migrant Workers in Qatar Ahead of FIFA 2022*, 12 June 2012.

² See CNN, Interview with ILO Director General Guy Ryder, 24 October 2013, available at <http://www.youtube.com/watch?v=rxu2ZAuLe6M>.

The International Trade Union Confederation (ITUC) has also lodged complaints with the International Labour Organization (ILO) alleging the exaction of forced labour in Qatar, in violation of ILO Convention 29, by means of the operation of the *kafala* sponsorship system. In addition, migrant workers are prohibited by law from exercising the right to freedom of association, meaning they cannot form or join a trade union, bargain collectively or file collective complaints regarding conditions of work, the subject of another ITUC complaint to the ILO. Attached is a brief summary of our forced labour and freedom of association concerns in Qatar.

ITUC have recently interviewed workers at the Education City campus. Unsurprisingly, given that trafficking for forced labour is widespread and systematic in Qatar, workers at Education City also alleged elements of trafficking for forced labour, including burdensome recruitment fees, fraud with regard to employment contacts and withholding of passports. It was very difficult to find workers willing to talk openly about their situation, as they were fearful of talking to outsiders. However, we have been able to document some cases.

We found cleaning staff, cooks and secretaries who are paid less than \$300 per month while employed at some of the world's most prestigious universities. These workers are employed by sub-contracting firms contracted by the Qatar Foundation, which manages the campus.

#1: Office Assistant, Philippines

She has been employed as an office assistant for roughly two years. Her current salary is QR 1,000 (US\$275) per month, though she was promised by her recruiter that the salary would be considerably higher. Indeed, she was told she would work in a hotel, not the university, and be able to make a lot of money. She was required to pay 30,000 Filipino pesos to recruiters for her job, around \$ 666.

#2: Office Helper, Philippines

She has worked in Education City for roughly 2 years. She reported working at times 12-15 hours a day, usually making coffee and running errands. She earns QR 900 (\$247) a month but was promised QR 1,200 (\$329). She was forced to sign a new contract against her will. She paid recruitment fees of 25,000 pesos, around \$555. She reported that if a worker is sick, the employer deducts the sick days from their wages.

#3: Cleaner, Philippines

She has worked in Education City for 2 years and 2 months. She was also told she would be working in a hotel. When she arrived, she became a tea server. After a few months, she was told she had to become a cleaner, which she did not want to do. She was told she would earn QR 1,200, but she now earns only QR 800 (\$219). She explained that this leaves her with very little money at the end of the month – not enough to save or to send home to her family – the whole purpose of working in Qatar. She also paid visa and

recruitment fess of 30,000 pesos. Initially, she was housed in a dormitory room with 8 other people, but after an inspection by the Qatar Foundation, it was reduced to 4 people in a room.

#4: Cleaner, Sri Lanka

He has worked in Education City for several years, and at the current university for nearly two. He migrated from Sri Lanka upon paying a recruitment fee, and was told he would earn 1,200 QR. However, after years of work, he earns only 800 QR today. The cleaning contractor has withheld his passport. He lives together in a room with ten men in a labour camp far from the campus.

Despite our preliminary and admittedly limited investigation, we believe it is highly likely that other migrant workers employed at Education City have suffered the same or similar violations – highly burdensome recruitment fees that trap them at work, contract substitution whereby workers are paid less and at time working different jobs than what was agreed to at the point of recruitment. The kafala system itself also limits the ability of workers to leave their job or to leave the country. Access to the labour justice system to contest these violations is typically out of reach.

We therefore call on your institutions to conduct an independent review of the administrative staff working at your universities in Education City, particularly workers employed by third party contractors operating at the schools. The ITUC is of course willing to help in any way possible. Further, as some of your universities are already affiliated to the Washington, D.C.-based Workers Rights Consortium, which monitors labour compliance in the university-branded apparel supply chain, they could also be called upon as a credible third party to conduct an investigation and prepare a report.

We would urge you to commit, based on these findings, to ensure that all workers are in possession of their passports, and being paid the wage rate of their initial contracts of employment (adjusted upward for years of service since arrival), and to reimburse or pay off any recruitment fees they may have incurred. We would also urge you to press the government to amend the kafala system, consistent with international norms, as well as to amend the labour law to allow migrant workers to associate. We will continue to undertake our own investigations but would appreciate a statement of your intentions in this regard within 30 days.

Sincerely,



General Secretary

Encl: General Labour Rights Situation in Qatar

Appendix A

September 14, 2015

Dear President Garrett,

In your August 25th Op-Ed in the *Daily Sun*, you stated that you have spent time familiarizing yourself with Cornell's presence in Ithaca, New York City, Rome, Qatar, and elsewhere. We hope that your familiarization with the Qatar campus has alerted you to the possible labor abuses occurring in Education City and inspired you to remedy the situation.

As you probably know, labor abuses prevalent in Qatar including wage withholding, passport seizures, inability to escape, and deplorable working and living conditions that result in the daily deaths of migrant workers. Workers are often tricked into signing false contracts with promises of a living wage and dignified working and living conditions. They arrive only to discover that they will be paid close to nothing and that they cannot escape until the term of their contract ends. The kafala system enables these abuses by tying migrant workers to third party contractors who are not held accountable for these inhumane conditions.

Unfortunately, the construction of Cornell's and other campuses in Qatar has resulted in the exploitation and deaths of campus workers, an outcome that is antithetical to our mission as a university dedicated to the public good. On March 14, 2014 the International Trade Union Confederation (ITUC) sent a letter to the presidents of universities with satellite campuses located in Education City. In their letter, they outlined some of the problems occurring on these campuses and within the larger Qatari labor system, most notably the exploitative kafala system. More than two years have passed since this initial request, but the exploitation in Qatar persists.

In continuing to allow these exploitative practices on its campus, Cornell University is lending its name to a globally recognized system of human trafficking and forced labor. With thousands of workers dying in the construction of Qatar's 2022 FIFA World Cup, this issue is attracting unprecedented global attention. Now, more than ever, Cornell has the opportunity to stand up for the rights of its satellite campus workers. Not only can we ease the suffering of workers aiding the expansion of Cornell, but we can also correct Cornell's role in the unethical practices occurring in Education City, thus improving our institution's reputation around the world.

Right now, our relationship with the Qatari government is lending legitimacy to this exploitative migrant-labor system. Former President David Skorton was unwilling to act on our requests to address these problems. However, with your help, we can take action.

To remedy this situation, we ask that Cornell University and its peers meet these demands:

- All foreign universities operating in Qatar, and indeed the Gulf, must agree to an independent monitoring process, which could be undertaken by the Workers' Rights Consortium or a similar credible NGO. All regular assessments should be made public, save any business classified information or otherwise needed to protect individuals. Universities must make a commitment to implement the findings of these reports within a short, defined period of time.
- The universities must collectively call on the government of Qatar to abolish the kafala system, and to ensure that all workers have the right to form or join a union of their choosing and to bargain collectively.

· In the meantime, universities should recognize legitimate worker representatives and negotiate terms and conditions with such representatives. The universities must insist that the Qatar Foundation do the same, as they are the ultimate employer of many of the workers providing services at Education City.

The beginning of your tenure here at Cornell University can be marked by either a willingness to work alongside students and workers on these issues or by a disregard for the rights of workers at Cornell's Qatar campus. In this moment, you have a chance to prove Cornell's commitment to human rights on our campuses. We hope to set a precedent with you to protect the interests of workers in Ithaca and around the world. We thank you for your time and ask that you provide a response by September 29th, two weeks from today.

Sincerely,

The Cornell Organization for Labor Action



Cornell University

Elizabeth Garrett
President

September 25, 2015

Dear COLA Members,

Thank you for your September 15 letter expressing concern for migrant workers in Qatar, and also for the card you presented to me during the academic panel on the day of my inauguration expressing your good wishes for my presidency. It was very thoughtful of you.

I take quite seriously the health, well-being and safety of Cornell staff, no matter where they work. We at Cornell have particular principles that we uphold – academic freedom, equal opportunity and non-discrimination – and we adhere to them wherever we have a presence in the world.

In the nearly 12 months since I was announced as Cornell's next president, I have spent a great deal of time learning about our presence in Qatar, reviewing materials and engaging with Cornell leaders, faculty, staff and students. This past spring, I consulted with David Skorton as he considered and responded to your letter on this subject. After thoughtful review and my own independent assessment of our operations in Doha, I am convinced that we are treating our staff in Qatar the way that we treat our staff here in Ithaca and in New York City. None of the abusive practices you reference in your letter take place at Weill Cornell Medical College – Qatar. We will continue to actively monitor the situation to ensure that remains the case.

This is not to say that we should not question the treatment of workers unconnected to Cornell, whether in Doha or in other parts of the world, and I commend you for your ongoing attention to this critical issue.

But, as Professor Eswar Prasad noted at the academic panel some of you attended, this is a very complex issue, and strategies that are well-intentioned can result in unintended consequences for the very people you are trying to help. If we want to make a difference in these countries, he noted, we should focus on basic reforms to the core institutions that touch the lives of every citizen. He referenced government and financial markets, and I would add to that list health care, which is, of course, the basis of our presence in Qatar. Our medical college in Doha – the first American medical school established outside the United States – is training a new generation of doctors (men and women) who are transforming patient care and improving the quality of life for all in Qatar and throughout the region.

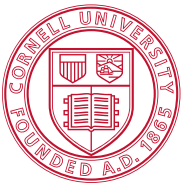
This is the avenue through which we can best affect change in Qatar, and we are using our platform in Qatar to advance conversations around a host of broader reforms. Among them, Cornell will continue to emphasize – with its institutional partners in Education City – our expectation that Qatar be at the forefront among Arab countries to address critical issues of worker protection and safety.

I expect to visit Weill Cornell Medical College - Qatar next May, which will afford me the opportunity to further deepen my understanding of the issue.

Thank you again for reaching out to me. I and my senior leadership look forward to continuing to engage with you on this issue as well as other issues of mutual importance.

Sincerely,

Elizabeth Garrett
President



Originally Presented on:	(10/15/15)
Type of Action:	Charter Change
Status/Result:	New Business

S.A. Resolution #17

Updating the Student Assembly Absence Policy

ABSTRACT: This resolution ensures that the Student Assembly Absence Policy in the Standing Rules is enforceable by the Student Assembly Charter.

Sponsored by: Jordan Berger '17

Whereas, each year the Student Assembly prioritizes different meetings and requirements for its members;

Whereas, these requirements are outlined in the Student Assembly Standing Rules;

Be it therefore resolved, that the Student Assembly Charter be amended as follows:

Section 5: Absentees

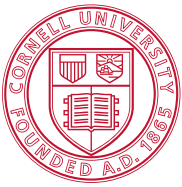
Any voting members who are absent for three consecutive regularly scheduled meetings, as defined by the Student Assembly Standing Rules, or for six regularly scheduled meetings cumulatively during their term will have their position vacated. The Executive Committee may avert such a vacancy by a unanimous vote of all voting members of the Executive Committee. The vote would be conducted by secret ballot. The Executive Committee should consider the reasoning for past absences, the likelihood of future absences, and the representative's supplemental actions to represent their respective constituency in making their decision. The same action must be taken if the Executive Committee wishes to avert a vacancy whenever the three consecutive absences or the six cumulative absences mark is exceeded.

Respectfully Submitted,

Jordan Berger '17
Parliamentarian, Student Assembly

Matt Indimine '18
Undergraduate Representative, Student Assembly

(Reviewed by: EXECUTIVE COMMITTEE, 10/14/15)



Originally Presented on:	(10/15/15)
Type of Action:	Recommendation
Status/Result:	New Business

1 S.A. Resolution #18
2 **Reforming the Student Assembly Outreach Policy**

3
4 *ABSTRACT: This resolution seeks to provide a structure for the Student Assembly representatives outreach*
5 *requirement.*

6
7 Sponsored by: Maria Chak '18

8
9 **Whereas**, outreach events are extremely important for elected Student Assembly representatives to
10 engage with and understand their constituencies;

11
12 **Whereas**, this requirement has not been strictly enforced in the past and elected Student Assembly
13 members have not adhered to this requirement;

14
15 **Be it therefore resolved**, that Section VI: Outreach Guidelines & Member Responsibilities
16 of the Student Assembly Standing rules be amended as follows:

17
18 Rule 2: All elected members must fulfill two assigned outreach requirements per two-week time
19 frame. **Attendance at two outreach events per a two-week period and documentation of these**
20 **two events as requested by the Vice President of Outreach counts as the equivalent of a half a**
21 **regular SA meeting. Thus, failure to complete this full outreach requirement during a two-week**
22 **period will result in 1/2 an absence recorded for the representative.** Such events will be designated
23 by the Vice President of Outreach. If the member does not document their outreach as specified
24 by the VP of Outreach, the member will be credited with one whole absence. Any conflicts in
25 schedules or other special circumstances as references in Section 1, Rule 6 of this document
26 must be brought to the attention of the VP of Outreach

27
28 **Be it finally resolved**, that all elected Student Assembly members prioritize outreach to their
29 constituencies in order to best serve the student body.

30
31
32 *Respectfully Submitted,*

33
34 *Jordan Berger '17*
35 *Parliamentarian, Student Assembly*

36
37 *Maria Chak '18*
38 *Vice President of Outreach, Student Assembly*

39
40 *Emma Johnston '16*
41 *Executive Vice President, Student Assembly*

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43
44 *(Reviewed by: COMMITTEE NAME, DATE)*

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Appendix A: Outreach Information

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What is an outreach event?

An outreach event is ways in which the Student Assembly interact with the student body and support student organizations on campus. There are two general types of outreach events:

1. General body meetings for clubs that YOU ARE NOT A MEMBER OF
2. Events put on by organizations on campus

Where can I find outreach events?

The outreach events will be sent in a weekly email from the Vice President of Outreach, and will be posted in the Agenda email for the Thursday SA meetings.

What is the Outreach Tracker? What do I do with it?

The Outreach Tracker is a resource to track the required outreach events each representative is required to do. Please write a sentence on the experience and take away for each outreach event attended.

How many outreach events do I need to attend each week?

A Student Assembly representative should attend two outreach events biweekly, or 1 outreach event each week.

Why should I attend an outreach event?

By attending outreach events, the Student Assembly representatives will be able to understand their constituents' needs and potentially find inspiration for new resolutions/ changes to work on. In turn, the representatives are able to both explore the Cornell community and potentially stepping outside their comfort zone.

In total, what are all of my outreach requirements for the semester?

1. Attending AT LEAST one **committee meeting** each week, or a meeting for every committee you are a member of
2. Attending one **outreach event** per week (a general body meeting for a club or an event put on by an organization you are not a member of)
3. Hosting one **constituent outreach event** per semester that allows you to gain feedback and hear concerns of the group you directly represent
 - a. *Example:* Arts and Sciences curriculum feedback forum, held by Arts and Sciences Representatives
 - b. *Example:* Event on updating the Bias Response website, held by the minority representative
 - c. *Example:* Event on opportunities for transfer students, held by the transfer representative