



Cornell University University Assembly

Cornell University Assembly

Agenda of the November 10, 2020 Meeting

4:30 PM – 6:00 PM

Zoom Meeting

- I. Call to order - 4:30pm
- II. Call for Late Additions to the Agenda – 4:32pm to 4:35pm
- III. Business of the Day
 - a) Approval of Meeting Minutes ([Aug. 21, 2020](#), [Oct. 20th, 2020](#), [Oct. 27th, 2020](#))
- IV. Committee Updates
 - a) Executive Committee
 - b) Campus Infrastructure Committee
 - c) Campus Welfare Committee
 - d) Codes and Judicial Committee
- V. Constituent Group Updates
 - a) Student Assembly
 - b) Graduate & Professional Student Assembly
 - c) Employee Assembly
 - d) Faculty Senate
- VI. Open Floor Discussion
- VII. Adjournment at 6pm

Applicable Links:

University Assembly Charter

https://assembly.cornell.edu/sites/default/files/university_assembly_charter_as_of_2017.reformatted_2019.pdf

University Assembly Bylaws

https://assembly.cornell.edu/sites/default/files/university_assembly_bylaws_as_of_22617.pdf

If you are in need of special accommodations, contact Office of the Assemblies at (607) 255-3715 or Student Disability Services at (607) 254-4545 prior to the meeting.



Cornell University University Assembly

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Minutes of the August 21, 2020 Meeting

2:00 PM – 3:00 PM

Zoom Meeting

I. Call to Order

- a. R. Howarth called the meeting to order at 2:00pm
- b. R. Howarth apologized for the short notice of the meeting and conveyed to the assembly that Provost Kotlikoff had notified him that he would be late to the meeting. R. Howarth stated that the Executive team had decided to proceed with the meeting beginning at 2pm and suggested that the UA spend a full hour with the Provost. This would mean that there would most likely need to be a vote for a meeting extension.
- c. A member of the assembly noted that he was not aware of the delay and would be happy to leave and come back at 2:30 if that was a preference of the assembly.
 - i. R. Howarth responded by stating that the meeting was public, and the member was welcomed to stay. In the wait for the Provost, the UA would talk in general on what to discuss with the Provost as well as a few other business items that had come up.
- d. R. Howarth stated that in terms of rules of the meeting, he would give preference to UA members to speak and ask questions. Additionally, he asked meeting attendees to not use the chat and stated that he would prefer the conversation to be fully captured in the recording without side conversations in the chat.

II. Roll Call

- a. *Present:* C. Duell, D. Hiner, A. Howell, L. Kenney, C. Levine, R. Mensah, J. Pea, C. Van Loan, P. Thompson, R. Howarth
- b. *Members not Present:* A. Barrientos-Gomez, K. Barth, U. Chukwukere, B. Fortenberry, A. Hong, G. Martin, D. Nyakaru
- c. R. Bensef notified the assembly that his name had not been called.
 - i. R. Howarth responded by saying that he had been informed that R. Bensef's appointment had run out as of the end of May.
 - ii. R. Bensef asked if C. Van Loan could speak to his membership.
 - iii. L. Kenney noted that there were voting members who were called who have graduated as well as other members included in the roll call whose terms had ended including those of the EA.
 - iv. R. Howarth stated that he was responding to the information as it was conveyed to him by the various assemblies. He also noted that he just received a message that Provost Kotlikoff had joined the meeting.

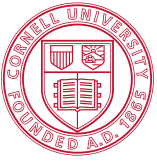


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- v. R. Bensel asked C. Van Loan once again to speak to his membership and noted that he wanted to participate in the meeting.
- vi. R. Howarth stated that R. Bensel was welcomed to participate in the meeting and C. Van Loan also pointed out that since this was a public meeting, the assembly should just proceed. R. Howarth added to that by saying that he did not believe there would be any voting taking place at the meeting and he would like to proceed to the discussion with R. Bensel.
- vii. R. Bensel rose to a question of information and noted that he had asked three times for the questions that were sent in to be sent to the members of the UA. He noted that he would like a “yes” or “no” decision on whether or not UA members were able to have access to the questions before the session begins.
 - 1. R. Howarth stated that he received a summary of the questions late in the morning and he had gone through them. His intent was to have direct questions for Provost Kotlikoff to the extent possible and to interject with questions from outside the assembly as time allowed. He had chosen not to share the questions he had received beyond those being asked.

III. Business of the Day

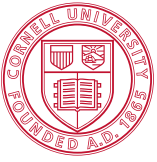
- a. R. Howarth welcomed Provost Kotlikoff. Additionally, he informed the assembly members that the UA had an emergency need to appoint more members to the UHRB panels which would be critical given campus reopening. R. Howarth also stated that he had met with P. Thompson, U. Chukwukere, J. Pea, and the Acting Judicial Administrator B. Krause in the morning and came up with a strategy. They had the power to make the emergency appointments but wanted the full UA to weigh in on the matter. R. Howarth stated that their thought was to have an online discussion over the next five days to get diverse candidates if possible with the Executive team acting in what it thought to be the best interest of the community by Wednesday. R. Howarth conveyed to the assembly that he had contacted M. Wessel of the University Council who had stated that she was almost ready to share code revisions with the UA at which point the UA would hold a public discussion on them.
- b. Discussion of recent events related to the reactivation of the campus
 - i. R. Howarth noted that the immediate context of the meeting was that the UA had received information from a graduate student who also worked as an RA in one of the dorms and was very concerned about several processes.
 - ii. Provost Kotlikoff stated that he, along with several other administrative officials including VP Lombardi and VP Opperman, had met yesterday with



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the RA representatives from North Campus. The representatives had stated their demands and concerns. Provost Kotlikoff noted that it was a terrific meeting and that these students had the best interest of other students as their core concerns. He noted that everyone was in agreement that the fundamental issues revolved around communication on what was available including PPE availability, how to get more PPE, and whether students were being constrained and their health was being put at risk. He stated that he thought all of these concerns were addressed at the meeting and noted that the entire goal was to provide individuals with the equipment, including PPE, that they needed. The second issue that was brought up was that of the stress the RA's were under some of which preceded COVID-19 and some of which related to COVID-19. The stressors were mainly being caused by being understaffed, seeing more students, being responsible for more students, and being concerned about their conditions. Provost Kotlikoff conveyed to the assembly that there was a good discussion on those issues as well and how to move towards resolving them but that those issues were more complicated, and he did not want to underestimate the significance of them. The last elements of discussion revolved around longer-term concerns including compensation and issues of hazardous pay that were more complicated. He noted that the administration was in agreement with the representatives and planned to undergo a mutual process involving starting to discuss those issues on a formal basis. The representatives had also requested that the University formally attest to that which Provost Kotlikoff noted that the administration agreed to with VP Lombardi sending a document to the students that would be publicly released soon.

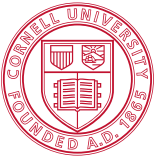
- iii. Provost Kotlikoff noted that there was understandable anxiety amongst students, faculty, and staff and the administration was aiming to address the anxiety by having as much transparency as possible including the use of a COVID-19 dashboard that would give the community a color-coded alert level. He noted that there were delays in things while focusing on the health needs of the community; these delays included things like delays in student enrollment which was launching next week. He added that there was also a concern among West Campus RA's, and he planned to meet with them and VP Lombardi as well to help address their concerns. Provost Kotlikoff noted that there were several concerns that he had issues with, however. For example, in the letter from the North Campus RA's, it had been stated that quarantine students moving into their dorms before being tested was a



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significant breach of the policies. He stated that the universities assumptions did not rely on perfection and mistakes were bound to occur. The task was complicated, and the Frasier modeling took into account a lot of the mistakes and so far the university was well below its positivity rate assumptions. Some of those assumptions were that 2% of students coming from non-quarantine areas would be positive and 4% from quarantine states but the university was an order of magnitude lower than those assumptions.

- iv. Provost Kotlikoff noted that after NY imposed its quarantining orders against several states, the university did not have the capacity to quarantine that many students, but they had accepted every student that had applied (roughly 400 students) for a need to use Cornell-provided quarantine facilities. He noted that the university did its best to address the reasonable equity concerns that faculty had. However, there were roughly 20 students that came in after the testing center had closed on the first day and were sent to their dorms along with students that had tested earlier in the day, but it was not an issue that was a significant policy breach. Provost Kotlikoff noted that he understood the anxiety but out of the 400 students, only 1-3 ended up being positive which was well beyond the positivity rate assumptions, so it was not a major policy breach.
- v. R. Howarth noted that he thought that transparency of information especially by using the dashboard would go a long way towards helping relieve anxiety.
- vi. D. Hiner thanked Provost Kotlikoff for coming to speak with the assembly and noted that it was good to know that the administration was speaking with the RA's to address some of their issues. D. Hiner stated that given the fact that the university has a high visibility in the community and nationally, what the senior administration was doing to ensure the policies were being adhered to and followed on the ground.
 1. Provost Kotlikoff noted that every enrolled student needed to go through a training video, a test on the training video, and then signing of a Behavioral Compact. Additional changes in ventilation within classrooms had been completed along with training videos and FAQs for students and faculty on how to behave in certain situations. Provost Kotlikoff noted that the administration was doing everything it could to maintain compliance with the understanding that 100% compliance may not be possible. Fundamental to everything would be the surveillance testing with undergraduates being tested twice a week throughout the semester and that was



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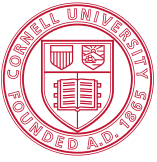
designed to pick up any infection before community spread occurred. He also noted that along the lines of compliance, the compact would be monitored by roughly 100 staff going around campus for monitoring and roughly 300 students doing peer-to-peer assessments. Additionally, there would be MPH students going around campus taking data. Lastly, Provost Kotlikoff stated that it was up to every community member to model good behavior and say something when they observe rules being broken. There would be anonymous means of reporting members not adhering to the rules. Provost Kotlikoff also stated that the language of the code also including room for judicial code violations to be brought forth against individuals breaking the compact. He also mentioned that the systems in place (testing, daily health checks, etc.) were there to minimize transmission but if they were not working, the university would shut down based on the data.

2. R. Howarth stated that when the UA Executive team meet with B. Krause earlier, she had said that there were half a dozen cases that had been referred to her for extreme behavior and noted that it was a sign that the system was working at some level.
- vii. L. Kenney stated that she knew starting September 2nd, there would be various testing locations across the board. However, right now for arriving students signing up for testing, the site said there was no availability but technically individuals could still show up to get testing. L. Kenney asked if that had been communicated to the community and at least in the Law School and graduate programs, it had not been, and Cornell Health had to be called for clarifications.
1. Provost Kotlikoff noted that the initial problem was that students were signing up for more than one date, but they were not showing up so that issue was eliminated. However, what was still occurring was that students would sign up but not show up. The university was now opening up more slots for individuals to arrive and take a test without having to sign up for an appointment in addition to opening up more appointments in general. Provost Kotlikoff stated that he believed it was getting communicated to all students to not worry about signing up but to rather just go but he would need to verify.
- viii. L. Kenney asked if students with Cornell health insurance were able to go to the other testing sites such as the mall or Wegmans.



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1. Provost Kotlikoff said that the mall location was run by Cayuga Medical and his understanding for that was individuals needed to have a medical order to go there and be tested. If an arriving testee were to show up without a specific appointment or connection there, he did not think they would test the individual. However, for move-in his understanding was that it had been arranged. Starting Sunday for move-in, parents could drive-in, but Provost Kotlikoff noted that he was not completely certain. Another meeting attendee confirmed that it was indeed accurate. Provost Kotlikoff noted that they had heard the issue that students would be tested on arrival but would not be tested again until September 2nd and the university had added another testing time between those two periods to address the issue.
 2. Provost Kotlikoff noted that they were doing arrival testing which would be the nasopharyngeal swab conducted when the test was conducted at Cayuga Medical. Then there would be a shift to the surveillance testing at the Vet school and it would be faster and started before September 2nd.
- ix. R. Bensel noted that one of the RA's concerns was that there was no Director of Residential Life with the position being vacant for several months and asked what work was being done to fill that position.
- a. Provost Kotlikoff stated that he did not know and that it did not come up as an issue from his meeting with the RA's.
 - b. R. Bensel emphasized that he was not speaking for the RA's, rather he knew some of them who had been expressing those concerns.
- x. R. Bensel asked when the RA staff vacancies would be filled and as he understood it there were 9 RA's in one of the dorms for more than 400 students.
1. Provost Kotlikoff noted that pre-COVID-19, a year ago, there had been an effort to comprehensively look at the RA position. He stated that VP Lombardi had initiated this move and felt that there were many improvements that could be made with Cornell's RA program. The process had started but was set aside with all the work going on with COVID-19. What the administration had worked towards with the RA's was reinvigorating the discussion and empowering the RA's to take part in the discussion. He also noted that one of the RA's demands were to suspend the requirement of



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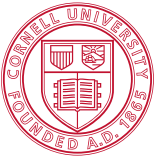
RA's meeting with every student due to the understaffing issues. The administration had agreed to the demand and Provost Kotlikoff noted that although it was not a perfect solution, it did go towards helping with staffing.

- xi. R. Bensel noted that another concern he had heard about was that the maintenance staff in the dorms were not wearing masks or following proper protocol. He noted that this move endangered students while belittling the protocols and weakening general compliance.
 1. Provost Kotlikoff stated that he had not heard that and what he did hear from the faculty on West Campus was that the noncompliance was associated with staff that were outside such as Big Red Moving. He said that the administration had raised the issue with the individuals and did not hear anything about SCL staff not following protocols, but he would follow-up with VP Lombardi.
 2. R. Bensel added that he did not know if the concern was accurate but that it was first-hand given to him from RA's.
- xii. R. Bensel noted that his understanding was that the protocols for the dorms were not publicly posted and told Provost Kotlikoff that he believed posting the protocols publicly would be helpful to the students.
 1. Provost Kotlikoff stated that the issue did come up and the administration resolved to provide posters of the behavioral guidelines that RA's could use.
- xiii. R. Howarth stated that one of the questions that had come up was that in an email dated yesterday, it was noted that graduate students were required to participate in surveillance testing, but the next paragraph indicated that they would be notified through the Daily Check website. The problem, however, was that not all graduate students were enrolled in the Daily Check since most grads were not authorized to come back to campus and that seemed like a glaring omission in the plan.
 1. Provost Kotlikoff stated that every student would receive a Daily Check email and that would allow members to respond whether they are on campus or not. The only way of not getting a Daily Check would be by opting out as a residential student. He noted that so far it seemed like 70% of students were planning on returning which would de-densify the dorm and provide some advantageous. He added that there would also be an opt-in for graduate students who were student facing with graduate students being tested once a week or once every other week depending on the level of involvement.



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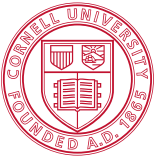
- xiv. L. Kenney noted that as for the protocols being put up in the residence halls, would it also be emailed out to student. Secondly, L. Kenney asked about mental health since many students were in Ithaca but may not be coming to campus and if Provost Kotlikoff knew about any efforts to address mental health through either CAPS or other avenues.
1. Provost Kotlikoff stated that he would take to staff in SCL to make sure the protocol was emailed to students. On the issue of mental health, he noted that this was a major issue for them especially considering students would be in their rooms much more. One of the solutions that SCL was taking was having online activities for students to join and alleviate stress along with feelings of isolation. Provost Kotlikoff noted that he would be talking to VP Lombardi to address that particular question and see what SCL was doing to help address mental health specifically.
 2. L. Kenney stated that it might be beneficial to have some sort of pen pal structures and have students correspond with each other to try to keep them connected but noted she did not know who to contact.
 3. Provost Kotlikoff conveyed to L. Kenney that emailing the VP for Undergraduate Education, L. Nishii who had also been thinking about the race and equity issues, would be beneficial.
- xv. M. Artibee, Director of Workforce Wellbeing, noted that in her purview was the handling of family life, emotional support for faculty and staff, and the wellness program which handled physical support. M. Artibee noted that on their end, her office was doing everything it could to address mental health for employees and help them through this time. M. Artibee stated that she was seeing a toll on faculty and staff and had never interacted with this many faculty and staff on issues of mental health and exhaustion. She noted that something she wanted to encourage everyone to keep in mind was that not every individual needed therapy or group support. She added that people were exhausted and struggling with their workload, and while there could be lots of support services, there would also need to be investments in the ongoing self-sustaining work that people could do. M. Artibee also noted that her office dealt with domestic violence issues people were facing and stated that the local agency had experienced a 50% increase in hotline calls in Tompkins County and they were seeing that at Cornell as well.
1. Provost Kotlikoff responded to M. Artibee and noted that he did understand the stress and was worried about the underlying issues.



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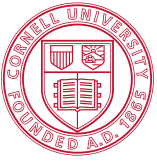
He also added that he wanted to do a better job of raising those issues more often.

- xvi. A meeting attendee stated that from her understanding, the students that were coming back this Sunday, would be quarantining until they received their test results which was good. However, what was concerning for her was that they would still be sharing spaces such as restrooms and hallways with students still in quarantine. Additionally, for students that received a false negative, the attendee asked if there was any way to extend the quarantining past the one day after they receive their test back.
1. Provost Kotlikoff stated that the ideal situation would be that if there were enough hotel spaces, every individual student could have quarantine conditions where they would have their own room and bathroom. However, that was not a possibility because there were not enough rooms in the area and the university was reluctant to put students in Syracuse or Binghamton. The science was that if an individual wore a mask and was not within 6ft of someone else for 15 minutes, the likelihood of transmission was not 0, but very low. The shared restrooms and hallways were something the university did not believe was a considerably large risk if individuals wore masks and socially distanced as much as possible.
 2. Provost Kotlikoff noted that most false negatives, which could be anywhere from 10-30% with the university's model assuming 20%, were either from inappropriate sampling or insufficient viral loads at the time of testing. The university's system was set up to identify individuals as soon as possible with regular testing and would pick up individuals soon after exposure that were not infectious due to low viral loads. He noted that there wasn't really a better way to go about that other than quarantining members indefinitely. The best approach to false negative individuals was mask wearing and social distancing. In addition, he conveyed that there was no 0 risk situation and even if the campus were closed, students would still be returning to Ithaca. The second testing window between move-in and the start of the semester would also help detect students who were false negatives.
- xvii. R. Mensah noted that there were students coming back on the 26th and that also happened to be the first day of enrollment with seniors starting at 9 am. R. Mensah asked how students were expected to simultaneously move-in and sign up for classes.



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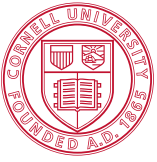
1. Provost Kotlikoff stated that he was not sure and said he would ask VP Nishii. He noted that it seemed possible for the timing to work out since it was a serial enrollment, but he would forward the concern to VP Nishii.
- xviii. R. Mensah also noted that students had received an email from the University Registrar about the deadline for Checklists being the upcoming Sunday in order to enroll. She noted that the checklist also included scheduling a test but some dates were not available so students were unable to signup and asked how students would be able to secure an enrollment if their testing dates were unavailable.
1. Provost Kotlikoff addressed the concern and noted that his understanding was that the additional slots would be opened for that issue, but he would also check on it. He noted that slots were being opened for the arrival test so those should be available, but he would check on it.
- xix. An attendee said from some of the graduate students he had talked to, they were not receiving the Daily Check emails and from his understanding, that was because they were not cleared to be on campus. He asked if the plan was to enroll all students in the Daily Check program and how it was all taking place.
1. Provost Kotlikoff stated that he believed everyone would get the Daily Check-in and have the opportunity to opt-out, but he would need to confirm them.
- xx. A meeting attendee asked why Cornell fundamentally thought it could pull this off with many other universities showing the difficulties of managing the pandemic. Additionally, she noted that if and when things went poorly she had not heard any plans on how things would play out in that scenario and how would students be sent home responsibly without making people sicker.
1. Provost Kotlikoff noted that every university was different. In the case of UNC, they had a plan that did not include gateway testing, surveillance testing, and a student body of 35,000 students. He noted that Cornell in contrast, had built a lab and the additional capacity to do much more testing and identify positives before they spread. He added that a lot of the larger schools had decided to roll the dice on opening without comprehensive plans. He stated that the university was not being hubris in its reopening efforts but was planning on looking at all the data on a daily basis and making decisions off of



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the data. In addition, the university would have a green, yellow, orange, and red color code along with all the changes that would be made as the situation changed. In the event of going to the red zone, the university would look at all the ways of successfully and safely shutting down. However, it would not be just the cases that could trigger a shutdown but things such as a lack of testing availability and quarantine space could also trigger a shutdown. He stated that the university had done the work to put in protective barriers such as surveillance testing to minimize risks as much as possible and said that the university was not so committed to its system that it would not be willing to change it when necessary.

2. The attendee asked if Provost Kotlikoff could provide numbers of cases or deaths that correlated to the color scale.
 3. Provost Kotlikoff said that for red, one of the numbers decided on through modeling was 250 new cases in a week which would act as a trigger for possible shutdown after looking at all other parameters. He also added that health and safety were the priority.
 4. The attendee asked if there was also a number of deaths of students and faculty that would trigger a shutdown.
 5. Provost Kotlikoff said there were no death numbers, and the university would be trying to keep the number of sick individuals to a minimum.
- xxi. L. Kenney noted that she had heard from community members being concerned about students or parents from high-risk states breaking quarantine rules and asked if senior administration had been in contact with the greater Ithaca community and if senior administration was prepared to be in contact with not just the UA but the various constituent groups on campus.
1. Provost Kotlikoff said that the administration was in contact with the community through events such as town halls. Additionally, President Pollack had attended a meeting this week with community leaders of color with senior administration also regularly talking with community legislators and health officials. He added that there was a lot of community support for Cornell's reopening along with the anxiety. There were many people that recognized that if Cornell did not open, it would have a massive impact on the community.
 2. VP Malina also added that he had staff in community relations that held regular office hours that were open to the general public. In



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addition to the town hall mentioned by Provost Kotlikoff, there had been individual neighborhood town halls as well along with conversations with municipal leaders. In regard to the UA and assembly relations, VP Malina noted that the administrations goal was to be transparent with the assemblies and would be willing to attend meetings whenever there was an invitation to do so.

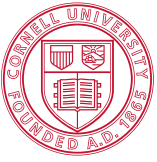
IV. Adjournment

The meeting was adjourned at 3:16pm.

Respectfully Submitted,

Office of the Assemblies

DRAFT



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Minutes of the October 20, 2020 Meeting

4:30 PM – 6 PM

Zoom Meeting

- I. Call to Order
 - a. Call to Order
 - i. L. Kenney called the meeting to order at 4:31pm.
 - b. Roll Call
 - i. *Members Present:* V. Aymer, U. Chukwukere, H. Depew, C. Duell, D. Dunham, J. Feit, B. Fortenberry, T. Fox, J. Froehlich, A. Hong, R. Howarth, C. Huang, L. Kenney, C. Levine, J. Pea, B. Sherr, L. Smith, C. Van Loan, P. Thompson, J. Withers
 - ii. *Members Absent:*
 - iii. *Special Guests:* M. Pollack, M. Wessel, J. Malina,
- II. Call for Late Additions to the Agenda
 - a. There were no late additions to the agenda
- III. Business of the Day
 - a. Summary from 10/19 Executive Committee Meeting
 - i. U. Chukwukere reported that the University Hearing Review Board recommendations and unanimously approved the recommendations put forth by the Employee Assembly and the ad hoc UHRB Review and Selections Board.
 - ii. U. Chukwukere stated the executive committee discussed the vetting process for UHRB candidates as concerns regarding the potential, inherent conflict of interest members involved with both the UHRB and the Office of the Student Advocate was raised.
 - iii. U. Chukwukere reported that the Executive Committee discussed recommendations for the revision of the Campus Code of Conduct, what has or what hasn't changed, the quick turn around and timeline, and public comments.
 - b. Approval of Meeting Dates (Oct. 27th, Nov. 10th, Nov. 24th, Dec. 8th, Feb. 16th)
 - i. B. Sherr enquired if the meeting times will remain on Tuesdays 4:30-6pm.
 1. L. Kenney confirmed that they will be on Tuesdays from 4:30-6pm.
 - ii. P. Thompson motioned to approve said meeting dates.
 1. U. Chukwukere seconded the motion.



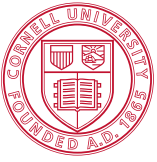
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2. The motion **passed** with 18-0-1.
- c. Potential Changes to UA Bylaws and Charter
- i. Silence in bylaws regarding Committee Chairs
 1. L. Kenney stated that the bylaws do not specify that University Assembly members of the standing committees are to be elected as chairs to those standing committees.
 2. B. Fortenberry agreed that the UA committees should be chaired by members of the assembly as they have made an obligation to attend the UA meetings
 3. P. Thompson agreed that clarity is necessary. She stated chairs should be selected at the organizational meetings in the University Assembly therefore there should be no missing appointments
 4. J. Feit agreed with P. Thompson, and suggested that perhaps the longest-serving member could become Chairman.
 5. P. Thompson said she would recommend the wording be specific that in the event a non-University Assembly member becomes chair they must be committed to participating and joining UA meetings on a regular basis.
 6. B. Sherr stated that if they are trying to open the University Assembly up to their broader constituent groups, allowing them to potentially become committee chairs would be a good idea. Further, that it may be a good idea to require the to become a non-voting and ex-officio member of the UA.
 7. R. Howarth agreed that there should be better clarity to how seats are currently filled in the bylaws.
 8. J. Feit proposed a motion that the chair of a specific committee be a member of the University Assembly.
 9. B. Fortenberry seconded the motion, stating clarity would be beneficial.
 10. P. Thompson proposed an amendment stating that if the person elected is not a voting member of the UA, then they must participate in UA meetings on a regular basis.
 11. J. Feit accepted the amendment.
 12. R. Howarth raised a point of order stating that past practice of the UA would be to wait until the next meeting to vote on resolutions.



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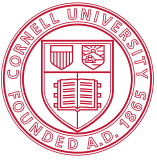
13. L. Kenney said the UA would vote on the resolution at the meeting next Tuesday along with elections.
 - a. The vote to keep the resolution on the floor to be voted on in the next meeting was **tabled** with 16-0-1.
14. L. Kenney said that she would send out an email with the specific proposed changes to the bylaws and ask members to vote via email.
15. L. Kennedy asked if presenting the resolution Tuesday would be a problem.
16. G. Giambattista referenced the UA charter which states bylaw changes must be proposed a week before.
17. J. Feit motioned to collaborate offline on this resolution to have draft language sent by email to the members with a request to vote by email.
 - a. P. Thompson seconded Jacob's motion
 - b. The motion **passed** with 16-0-1.
- ii. Amending pronouns in charter and bylaws
 1. L. Kenney said that they should consider non-binary language in the charter as it currently uses "him" and "him or her." L. Kenney and U. Chukwukere will go through the charter and bylaws to find these references and motion for these changes next week.
 2. R. Howarth recommended plural pronouns as they are inherently gender-neutral.
- iii. L. Kenney called for any other business from the floor.
 1. V. Aymer asked L. Kenney to give a brief overview of the major points of contention and changes between these versions of the Campus Code and proposed Student Code up for public comment.
 2. L. Kenney said the original Codes and Judicial Committee's version wanted a bifurcated system for the standard of proof, so for more serious cases there would be "clear and convincing" as the standard, and for charges that did not lead to expulsion or suspension the "preponderance of the evidence" standard would be used. L. Kenney said that the Office of the Student Advocate draft is very similar to the University Counsel's, with the main difference being the University Counsel took away the Office of the Student Advocate's role as a member of the Judicial Codes



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Counselor Office (JCC). She stated that this new draft implements changes to the JCC and the relationship with the Office of the Judicial Administrator.

3. R. Lieberwitz said that areas she would recommend individuals to look at are the changes in which the JCC would be appointed and supervised, and the current JCC's independence would not be as protected under the new proposal.
 4. R. Lieberwitz encouraged individuals to look at the standard of proof options as the hearing processes are different for both. She observed in the Counsel's version that witnesses are only allowed to testify if the person wanting to call the witness can explain why the witness did not speak to an investigator initially.
 5. R. Lieberwitz said that as a member of the Codes and Judicial Committee, she was very concerned about the procedural aspects and how what was given to the University Assembly was not reflected in the version put forward by the Counsel's Office. She encouraged those interested to also look into the substantive provisions concerning the content of violations and the procedural aspects as they had not been discussed by the UA.
 6. L. Kenney noted the CJC had pushed to keep public comments, but they were not reflected in the Counsel's present draft.
 7. L. Kenney made a correction on the Executive Committee Report regarding the Office of Student Advocacy and clarified that a letter from the JCC was from both Malissa O'Gara and Barbara Krause, not solely Barbara Krause.
- IV. Meeting with President Martha Pollack and University Counsel Madelyn Wessel
- a. L. Kenney introduced both President Martha Pollock and University Counsel Madelyn Wessel.
 - b. M. Pollock acknowledged the importance and prevalence of revising the Code of Conduct.
 - i. M. Pollock said both the administration and the board were misled in the past which contributes to this current sense of urgency
 - ii. M. Pollock recapitulated the past few months regarding leadership and thanked L. Kenney, J. Anderson, and R. Howarth. She also acknowledged and thanked University Counsel M. Wessel for the effort and time that M. Wessel has put into this revision.
 - iii. M. Pollock said the most contentious issue is the standard of evidence to be used in student cases.



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- iv. M. Pollock stated the pandemic has delayed the agenda, so it has shifted 6-8 weeks. She understands the University Assembly has asked for a public comment area, which creates a time issue as the Board of Trustees were previously told the due date was the end of November. M. Pollock expressed her thanks to the Board for their continued patience and asked to push back the due date further to allow for the public comments which are due by Nov. 17th. She said the General Counsel would have the final draft by November 24th, with final comments made no later than December 7th so the Board would be able to vote on Dec. 10th.
- v. M. Pollock also acknowledged that there are changes in the Federal code that make it important to create clearer statements on the topic of free speech.
- c. M. Wessel said they plan to incorporate additional feedback in the next few weeks from public comments and individual groups. M. Wessel said it would be helpful for the University Assembly to provide additional feedback, including identifying critical insights that are raised in these public comments. She stated the most important issue for the Assemblies is come to a decision on the standard of evidence.
- d. L. Kenney clarified the dates, and also clarified that M. Wessel will be providing a draft before Thanksgiving, with the last day to bring up any comments on the proposal would be December 7th.
- e. L. Kenney opened the floor for questions.
- f. R. Howarth thanked M. Pollock's patience with the UA given the length of time they have worked on the Code's revision. R. Howarth also wanted to thank M. Wessel for leaving open the evidentiary standard as it is a very contentious aspect and allow the community to weigh in on that is a tremendous decision.
- g. T. Fox asked for clarity on the role of the Investigator.
- h. M. Wessel clarified that Investigators could be hired independently or could come from the current JA program. M. Wessel said that compared with the Title IX program, the Investigator would put together the evidence and bring that forward to a hearing panel.
- i. R. Platt (observer) asked what would happen if demonstrators or protesters who are considered both staff and student as they would be subject to three different standards and judicial systems. R. Platt asked for the rationale of a student-only code.
- j. M. Pollack said while they want to process these questions, at this late stage they cannot change the entire framework. She stated that de facto there are many Codes of Conduct as faculty and staff are subject to the rule of employment and



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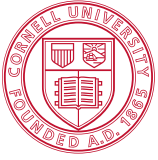
rules related to the tenure process, and the Code of Conduct has rarely applied to faculty and staff. She said that the Student Code of Conduct is clear and applies to them, which achieves the educational goals that they want to bring to the front of the Code.

- k. M. Wessel said that the Campus Code of Conduct has been beset with constrictive detail and process overload that made it impossible for individuals to read and understand the procedures. M. Wessel also said that freedom of speech is proposed to be articulated as a university-wide policy statement.
- l. R. Platt asked for clarity on the definition of “harassment.”
- m. M. Wessel referred to the definitions of harassment in the proposed draft, as there had been a significant effort to listen to community feedback. M. Wessel stated there may still be tweaks and they are open to reviewing them, however, an enormous effort has gone into this harassment definition that is strong and still protective of this freedom of speech.
- n. C. Huang. addressed R. Platt’s question of a need for a student-only code. C. Huang said 765 cases in the last year had to do with students as opposed to 4 for the faculty and staff, so there was a clear need to create a code that applies to students specifically.
- o. M. Wessel said three different documents the community should be reviewing: The Cornell Student Code of Conduct 10.03.20 Counsel draft, the code that defines expectations; The Cornell Statement on Responsible Speech and Expression; and the Procedures for Resolution of Complaints Under Cornell University Student Code of Conduct. M. Wessel said the freedom of speech and substantive code was informed by the versions that were never formally acted on but came to the University Assembly by the JCC.
- p. L. Kenney asked M. Wessel to get a list of changes between the two documents.
- q. R. Lieberwitz shared appreciation for Counsel’s efforts to making the free speech provisions more robust. She further expressed concerns with the heavy emphasis on the investigator model and its potential conflict with Title IX regulations in live hearings.
- r. M. Wessel disagreed and clarified that the investigator model was consistent with the current Title IX regulations. M. Wessel stated this model attempts to assure an objective and neutral investigator who is not involved is putting together an objective case. She further stated that either party may request an in-person investigation which would be a compromise between a trial-type hearing and those who believe this is an unhealthy model.
- s. R. Lieberwitz restated that there must be a live hearing according to Title IX regulations.



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- t. M. Wessel said that they believe that the hearing process is a live hearing as there is a live panel, live parties and advisors, and parties who may request a witness to be present and questioned.
 - u. L. Kenney asked the rationale for taking away cross-examinations and the advocate's ability to speak during hearings and in their office.
 - v. M. Wessel said that she does not agree with the premise of the question and to not focus on theoretical but rather the text. M. Wessel stated the comments are to protect privacy and confidentiality. M. Wessel said advisors are facing a situation where there are cross interests and there is no attempt to prohibit sharing and guidance, however, there are concerns about the way information can be used within those offices. M. Wessel asked for suggestions to the text and specific proposals rather than theoretical debates.
 - w. L. Kenney said the individual advocating on the behalf of a student would be only allowed to speak when suspension and expulsion are on the table rather than regular meetings or hearings. L. Kenney asked what type of conversation is prohibited within the JCC's or Office of Student Advocacy's office.
 - x. M. Wessel said no conversation is prohibited inside of these offices besides sharing harmful information to interested parties. M. Wessel affirmed the compromise would be to work the questions through the hearing chair, but not to have direct confrontation unless one has suspension or dismissal on the table.
 - y. L. Kenney thanked M. Wessel for clarifying.
 - z. M. Wessel offered the perspective that the old model was very adversarial and worked against restorative justice and the proposed changes have been made to help place students in a position where they can amicably resolve issues.
 - aa. L. Kenney asked for clarity on how cross-examination works under the current proposal.
 - bb. M. Wessel explained that the chair would receive the question, and the panel members would decide whether to ask those questions.
 - cc. M. Wessel concluded by encouraging all parties let her know if there were elements in the new Student Code missing or to be changed, and draft alternate language for her office to review.
 - dd. L. Kennedy thanked M. Pollack, M. Wessel, and J. Malina for coming
 - ee. L. Kenney recognized J. Malina's comment in the minutes: "We also sent an email to all students yesterday about the opportunity to provide comment."
- V. L. Kenney noted the time and called for a motion to adjourn.
- a. C. Duell motioned to adjourn. B. Sherr seconded the motion. The motion passes without any opposition.
 - b. The meeting was adjourned at 6:02pm.



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University Assembly

Respectfully Submitted,
Kassandra Jordan
Clerk of the Assembly



Cornell University University Assembly

Cornell University Assembly

Minutes of the October 27, 2020 Meeting

4:30 PM – 6:00 PM

Zoom Meeting

- I. Call to Order
 - a. Call to Order
 - i. L. Kenney called the meeting to order at 4:32pm.
 - b. Roll Call
 - i. *Members Present:* V. Aymer, U. Chukwukere, H. Depew, C. Duell, D. Dunham, J. Feit, B. Fortenberry, T. Fox, J. Froehlich, A. Hong, C. Huang, L. Kenney, C. Levine, J. Pea, L. Smith, C. Van Loan, P. Thompson, J. Withers
 - ii. *Members Absent:* R. Howarth, B. Sherr
 - iii. *Special Guests:* G. Giambattista
- II. Call for Late Additions to the Agenda
 - a. No late additions to the agenda were proposed.
- III. Business of the Day
 - a. Introductions
 - i. The UA members introduced themselves.
 - b. Approval of Meeting Minutes
 - i. May 5, 2020
 1. U. Chukwukere motioned to approve an amended version of the May 5, 2020 minutes due to a discrepancy between what was stated in the recording and what was written in section xxxii.
 - a. J. Feit seconded the motion.
 - b. The motion **passed** with 16-0-1.
 - ii. May 12, 2020 and April 28, 2020
 1. J. Pea motioned to approve both the May 12th and April 28th minutes.
 2. P. Thompson seconded the motion.
 3. The motion **passed** with 16-0-1.
 - c. Presentation on Robert's Rules of Order by Gina Giambattista
 - i. G. Giambattista spoke to the role of the Office of the Assemblies, the history of the Assemblies, Robert's Rules of Order, and how to create resolutions.
 - ii. G. Giambattista asked if there were any questions.
 - iii. T. Fox asked G. Giambattista for a copy of the presentation.



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- iv. G. Giambattista stated that she would email or post the presentation.
- v. L. Kenney asked if she could propose a friendly amendment or motion in the instance that she is a sponsor on a resolution and U. Chukwukere is chairing.
- vi. G. Giambattista affirmed that if L. Kenney is not chairing then she is welcome to amend a motion, especially if she is a sponsor on the resolution.
- vii. L. Kenney asked if P. Thompson would be comfortable chairing the meeting
- viii. P. Thompson agreed to be chair of the meeting.
- d. Approval of By-Law Changes (see Resolution 1)
 - i. P. Thompson asked L. Kenney, J. Pea, and B. Sherr to present their resolution
 - ii. L. Kenney said the resolution came as a result of the silence in the bylaws relating to chair-ship of the standing committees, membership, and how the elections should proceed in the future. She said the language speaks is in line with the discussion held at the last meeting.
 - iii. P. Thompson opened up the resolution for discussion.
 - iv. J. Feit motioned to vote on Resolution 1.
 - 1. L. Kenney motioned for a friendly amendment.
 - 2. L. Kenney proposed a correction that B. Sherr is an Undergraduate Assembly representative rather than a Student Assembly representative and to change the word “by” to “from” on line 21.
 - 3. J. Feit accepted the amendment.
 - 4. L. Kenney seconded the motion.
 - 5. The motion **passed** with 15-0-2.
 - v. L. Kenney reclaimed chair-ship.
 - vi. P. Thompson made a motion to proceed with the votes for the chair-ships without considering the positions as vacancies.
 - 1. J. Feit seconded the motion.
 - 2. The motion **passed** with 16-0-1.
- e. Elections of Committee Chairs
 - i. L. Kenney asked G. Giambattista if internal elections can be made within a public meeting.
 - ii. G. Giambattista stated that the governing documents do not specify.
 - iii. U. Chukwukere motioned to move to an executive session
 - 1. J. Feit seconded the motion.
 - 2. The motion **passed** with 15-0-2.
 - iv. Moved into an executive session at 5:13pm



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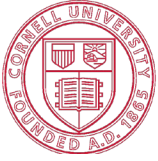
- v. Returned from the executive session at 5:26pm
 - vi. L. Kenney stated that B. Sherr was elected to chair the CWC, B. Fortenberry was elected to chair the CJC, and J. Feit was elected to chair the CIC.
 - vii. L. Kenney identified three additional positions needing to be filled by UA members: The Carbon Neutral Campus Steering Committee, The Education and Engagement Steering Committee, and The Campus Operations Steering Committee. She stated that these committees began meeting in early October and would meet once a month.
 - viii. C. Levine asked if the positions were within the Sustainability Committee.
 - ix. P. Thompson said they are one-year term appointments, so the individuals who were on the committee last year would either need to continue to express interest or the UA would need to find new individuals to fill those roles. P. Thompson asked C. Levine if she would like to continue her position on the CSC so she could be re-appointed.
 - x. C. Levine expressed interest in Education and Engagement of the Cornell Sustainability Council (CSC) or any of the other positions stated previously.
 - xi. L. Kenney suggested that C. Levine notify P. Thompson by email, and thanked her willingness to serve.
- f. Constituent Assembly Updates
- i. Employee Assembly
 1. H. Depew reported that staff forums are coming up and they are working with Kristine Mahoney, the chair of the Welfare Committee, in partnership with HR to create a wellness series for staff members on the topic of mental and physical wellness concerns, creating community, parenting, childcare, and eldercare.
 2. H. Depew stated the EA would be partnering with Cornell Health to provide a COVID staff forum prior to Thanksgiving to discourage travel within staff if possible.
 3. H. Depew reported a potential resolution through the Welfare Committee recognizing and thanking students adhering to social distancing measures and mask mandates.
 4. H. Depew also stated that they are creating a priorities poll for staff.
 - ii. Faculty Senate
 1. C. Van Loan stated time-sensitive deadlines include the Mental Health Report that requires feedback within a week and the Campus Code that requires feedback before Thanksgiving.
 2. C. Van Loan reported that they would be having a discussion with Marisa O'Gara from the JCC and have identified the following main



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topics to address: the burden of proof, whether counselors can talk during the hearing, why JCC have to be law students, and whether the JCC's office is sufficiently independent.

3. C. Van Loan reported a resolution will be presented that renames the dorms in honor of Toni Morrison, Ruth Bader Ginsberg, and Barbara McClintok.
 4. C. Van Loan said they talked about changes to the Academic Integrity Code driven by experiences in the spring semester.
 - a. He said they created a method for large cases, four or more individuals, of delegating the primary hearings that the instructor has to hold while respecting due process.
 - b. C. Van Loan said the changes allow staff members, instead of solely faculty, to serve as independent witnesses.
 - c. He said that another proposal addresses the issue of being convicted of a violation with regards to an S/U course.
 5. C. Van Loan said that another issue to be addressed are the rules surrounding RTE faculty as a percent of tenure track faculty. He said that some schools have a need for more clinical faculty as a result of their public health program. C. Van Loan said these changes would aim to match Cornell's clinical needs with the faculty hiring needs that square with admissions.
- iii. Graduate & Professional Student Assembly
1. D. Dunham reported that the GPSA heard presentations about the Code of Conduct from Christina Liang, an Associate Judicial Administrator, and Marisa O'Gara, a Judicial Codes Counselor.
 2. The GPSA also had the graduate student trustee candidates give presentations. D. Dunham noted that he would be moderating the forum for the candidates the next evening.
 3. D. Dunham reported that they had two new resolutions.
 - a. The first resolution, which was passed, condemns and calls upon the university to legally fight the proposed DHS ruling requiring a fixed period of stay for international students if it was to be implemented. The resolution also calls for the university to increase key staffing in key academic units that could be affected by this ruling, namely the Office of Global Learning, as well as hiring CAPS counselors who are trained specifically for international graduate students in these issues.



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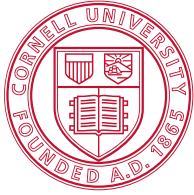
- b. The second resolution, which was tabled, addressed the proposed Student Conduct. The resolution contains 10 separate opinions, both approving and critical, on different provisions of the Code of Conduct. D. Dunham said the GSPA will vote whether to reject the “preponderance of evidence” standard and if they will openly accept the Code of Conduct in the event it moves forward without addressing these objections.
 - 4. D. Dunham also reported that the GPSA would be sending appointees for UA committees shortly.
 - 5. C. Huang asked if the resolution critical of the Code changes were specific to the University Council Code draft or a different draft.
 - 6. D. Dunham confirmed that they are responding to the Council’s draft and offered to send their resolution draft to C. Huang
- iv. Student Assembly
 - 1. C. Huang reported that on Thursday they would be considering a resolution from Native Americans and Indigenous Students at Cornell that focuses on hiring more indigenous faculty, specifically for the American Indian and Indigenous Studies program.
 - 2. C. Huang said they are working on a statement honoring Antonio Tsialas, a first-year Undergraduate who died last year.
 - 3. C. Huang also reports that they are working on a resolution that requests the day off for Election Day which would be implemented for future years so students will not have to choose between voting and attending class.
 - 4. C. Huang said that another resolution presented looks into the relationship between Cornell University and the Ithaca Police Department (IPD) in light of the IPD arresting peaceful protesters in downtown Ithaca.
- v. Executive Board
 - 1. U. Chukwukere said that they have established meeting dates every other Tuesday.
 - 2. U. Chukwukere also stated that they will encourage constituent groups to fill vacancies on committees.
- g. Moving that the public chat being included in the minutes
 - i. P. Thompson motioned to make available public chat comments in minutes while Zoom meetings are held as a norm.
 - 1. J. Pea seconded the motion.



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2. T. Fox inquired how this would work with Robert's Rules of Order.
 3. L. Kenney recommended that they use the chat function sparingly.
 4. T. Fox proposes friendly amendment that specifies the assembly should endeavor to use the chat option as sparingly as possible
 5. P. Thompson accepted
 6. The motion **passed** with 15-0-1.
- IV. L. Kenney noted the time and called for a motion to adjourn.
- a. P. Thompson motioned to adjourn, seconded by J. Feit. The motion passed without any opposition.
 - b. The meeting was adjourned at 6:03 pm.

Respectfully Submitted,
Kassandra Jordan
Clerk of the Assembly



Cornell University University Assembly

U.A. Resolution # 2

Support for Native American and Indigenous Students at Cornell's Demands [11/10/2020]

1 **Sponsored by:** Colin Benedict '21, External Relations Chair of NAISAC

2

3 **On Behalf Of:** Native American and Indigenous Students At Cornell (NAISAC)

4 ABSTRACT: This resolution calls for the Student Assembly to support the demands of Native
5 American and Indigenous Students at Cornell (NAISAC)

6 **Whereas**, the Gayogohó:no (Cayuga) Nation of the Haudenosaunee Confederacy have a historic
7 and contemporary presence in the Ithaca area;

8 **Whereas**, the Gayogohó:no people were displaced and forcibly removed from this region by the
9 Sullivan-Clinton Campaign in 1779, an act of attempted genocide sponsored by the United
10 States;

11 **Whereas**, the land claims filed by the Gayogohó:no people in the courts of the United States
12 have proven to be largely unsuccessful in reestablishing a land base for themselves in the Finger
13 Lakes area;

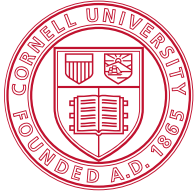
14 **Whereas**, the Morrill Land Grant Act of 1862 established a land-grant college for each state to
15 support higher education;

16 **Whereas**, each state received 30,000 acres of land from the federal government for each member
17 of Congress to support the funding of the land-grant college. If the state had no available lands in
18 its boundaries, it was issued paper scrip to acquire lands in other states;

19 **Whereas**, Cornell University was established as the land grant institution for the state of New
20 York, and 990,000 acres of land were granted to support the University endowment;

21 **Whereas**, New York had no available lands within its borders due to parceling of land in the
22 post- Revolutionary War era;

23 **Whereas**, Ezra Cornell, John McGraw, and other Cornell founders selected land in 15 other
24 states to fund the endowment of Cornell University;



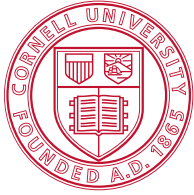
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- 25 **Whereas**, much of the land chosen by the University was available due to Indigenous
26 dispossession and acts of genocide enacted by the United States;
- 27 **Whereas**, the University did not immediately sell the land, but let it accrue value over time,
28 slowly selling it off years later;
- 29 **Whereas**, by 1914, an estimated 5.7 million was raised from the land sale (approximately \$148
30 million in 2020 dollars);
- 31 **Whereas**, Cornell had raised over 4.5 times as much money as the second most profitable land-
32 grant university, creating the basis for the endowment of Cornell University that we know today;
- 33 **Whereas**, Cornell prides itself on Diversity and Inclusion, where any person can study any
34 subject, yet still refuses to publicly acknowledge the history of the territory that the University's
35 Ithaca campus occupies;
- 36 **Whereas**, as an academic institution that occupies land in the Ithaca area, Cornell has a
37 responsibility to acknowledge this history of violence, the Cayuga Nation's history with this
38 land, and support the Cayuga Nation as they seek to recover from this history, and reclaim their
39 territory;
- 40 **Whereas**, to this day, the University upholds a tradition of profiting from acts of colonial
41 violence and Indigenous erasure;
- 42 **Be it therefore resolved**, in order to begin to rectify these crimes, the members of Native
43 American and Indigenous Students At Cornell put forward the demands in Appendix A to the
44 University Administration;
- 45 **Be it further resolved**, the University Assembly will recognize these demands, and support the
46 efforts of Indigenous students, staff, and faculty, in moving these demands into practice;
- 47 **Be it finally resolved**, that the University Assembly calls on the University to meet these
48 demands, acknowledge the historical and contemporary relationships that Indigenous people
49 have with the Ithaca campus, and make steps towards a more inclusive and reconciliatory
50 relationship with Indigenous people in the Ithaca area and beyond.

51

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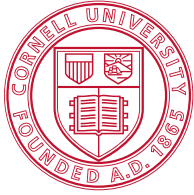
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54 *Appendix A:* Cornell University was founded on Indigenous dispossession and genocide. To this
55 day, the University upholds a tradition of profiting from acts of colonial violence and Indigenous
56 erasure. In order to begin to rectify these crimes, the members of Native American and
57 Indigenous Students At Cornell put forward these demands to the University:

- 58 1. The American Indian and Indigenous Studies Program shall transition to department
59 status; this transition is to be completed within the next four years.
- 60 2. Increased funding shall be granted to the AIISP for the recruitment and retention of new
61 Indigenous faculty members, to support the transition of the program to department
62 status. A minimum of five new faculty members shall be hired within the next four years.
- 63 3. Increased funding shall be granted to the AIISP to support increased recruitment and
64 retention efforts of Indigenous students. In 2017, there were only 67 Native Americans
65 enrolled across all colleges, undergraduate and graduate. We only make up 0.3% of the
66 overall Cornell student population¹. We demand that the number of enrolled Native
67 American/Alaska Native students be increased to 1.7% of the total Cornell student
68 population, equal to the percentage of Native American/Alaska Natives in the United
69 States². The University shall make efforts to increase the number of enrolled
70 Hawaiian/Pacific Islander students to 1% of the total student population. In order to
71 support increased rates of retention, an additional staff member shall be hired to separate
72 the duties of recruitment and retention efforts within the AIISP. Recruitment conducted
73 by the University shall focus on Indigenous students from communities historically
74 affected and/or displaced by the Morrill Land Grant Act. Any student coming from a
75 community affected and/or displaced by the Morrill Land Grant Act shall receive a free
76 education, regardless of field of study.
- 77 4. An Indigenous therapist will be hired by Cornell Health, to aid in addressing the unique
78 mental health struggles affecting Indigenous students, staff, and faculty.
- 79 5. The University shall include a land acknowledgement of the Gayogohó:nq' (Cayuga)
80 people before all Ithaca-based University-affiliated events. The land acknowledgement
81 used will be the AIISP-approved version.
- 82 6. The University shall put out a statement acknowledging the amount of land acquired,
83 interest accrued, and mineral rights funds received through the Morrill Land Act and thus
84 through Indigenous dispossession. The University shall commit to a policy of refraining
85 from mineral and resource extraction on lands gained through the Morrill Land Grant
86 Act.
- 87 7. The University shall return all lands in the Ithaca area not immediately utilized for
88 educational purposes to the traditional Gayogohó:nq' leadership. The University shall
89 build
90 and maintain channels of communication with the traditional Gayogohó:nq' leadership
91 until the land return process is complete.
- 92 8. To ensure that all students have a basic understanding of the gravity of Indigenous
93 genocide and their own positionality on stolen Indigenous land, the University shall



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- 94 mandate that all students take an introductory Indigenous Studies course during their first
95 year of study.
- 96 9. To ensure that monuments to historical figures of colonization and violence against
97 Indigenous people are removed, the University shall rename Morrill Hall on the Arts
98 Quad. Consultation with AIISP Faculty and Students in the renaming is required.
- 99 10. The Ad-Hoc Committee on Native American Affairs shall be reinstated to oversee the
100 approval of these demands. The Committee shall be made up of Indigenous students,
101 staff, faculty, local Indigenous leadership, and delegates from University administration.
- 102 *Supported by:*
- 103 Native American and Indigenous Students At Cornell
104 the American Indian Science and Engineering Society
105 Indigenous Graduate Students' Association
106 Cornell Asian Pacific Islander Student Union
107 La Asociación Latina
108 Black Students Union
109 People's Organizing Collective
110 Black Women Support Network
111 South Asian Council
112 The Puerto Rican Students Association
113 The Cornell Abolitionist Revolutionary Society
114 Climate Justice Cornell
115 the Caribbean Students' Association
116 Cornell Welcomes Refugees
117 Cornell Vietnamese Association
118 Cornell Dream Team
119 Thread Magazine
120 The Gender Justice Advocacy Coalition
121 International Students' Union
122 First Generation Students' Union
123 Haven
124 Cornell Higher Education Review
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