



Cornell University
Graduate and Professional
Student Assembly

Cornell University Graduate and Professional Student Assembly

Agenda of the February 26th, 2018 Meeting

5:30 PM – 7:00 PM

Bache Auditorium, Malott Hall

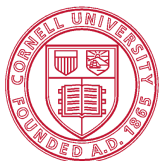
- I. Call to Order
- II. Roll Call (3 minutes)
- III. Approval of the Minutes (2 Minutes)
 - a. Minutes from February 12th, 2018
- IV. Presentations (30 Minutes)
 - a. Samantha Adams, Maplewood Community Manager (10 Minutes)
 - b. Introduction to GPSA Restructuring Ideas, Alex Loiben (15 Minutes)
- V. Division Breakouts (10 Minutes)
 - a. Discussion on Proposed Restructuring
- VI. Committee Updates (15 Minutes) (~1 Min/Committee)
 - a. Executive Committee
 - b. Operations
 - c. Communications
 - d. Appropriations
 - e. Finance
 - f. Student Advocacy
 - g. Diversity and International Students
 - h. Programming
 - i. Faculty Awards
 - j. General Committee
 - k. Consensual Relationship Task Force
 - l. Graduate School
- VII. New Business (20 Minutes)
 - a. Introduction to *Resolution 10: Condemning the Violation of the Autonomy of the GPSA* (10 Minutes)
 - b. Introduction to *Resolution 11: Tasking the GPSA Operations and Staffing Committee with Developing a Procedure for Disciplining Members* (10 Minutes)

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
Graduate and Professional
Student Assembly

- VIII. Old Business (5 Minutes)
 - a. Discussion on *Resolution 9: In Support of E.A. R8: Institutional Commitment to all LGBTQ+ Members of the Cornell Community*
- IX. Open Forum (5 Minutes)
- X. Adjournment



Cornell University Graduate and Professional Student Assembly

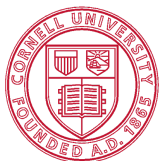
Cornell University Graduate and Professional Student Assembly

Minutes of the February 12th, 2018 Meeting

5:30 pm – 7:00 pm

Bache Auditorium, Malott Hall

- I. Call to Order
 - a. E. Winarto called the meeting to order at 5:30 pm.
 - b. *Members Present:* K. Angierski, C. Cannarozzo, A. Gagnon, J. Goldberg, R. Harrison, S. Hesse, M. Jodlowski, C. Little, A. Loiben, T. McCann, E. Michel, A. Schofield, C. Stambuk, A. Viarruel, W. Zhang.
 - c. *Members Absent:* J. Hernandez.
 - d. Note on attendance: D. Moon was unseated as a voting member by the Executive Committee prior to the meeting.
- II. Approval of the Minutes
 - a. The minutes from the January 29th meeting were approved by unanimous consent.
- III. Presentations
 - a. Gaeun Seo, Career Development Specialist: Graduate and International Advisor, then made her presentation. She stated that she is there to support graduate and international students and highlighted some upcoming workshops. There is also a peer advisor for graduate/international student career services.
 - i. M. Battaglia: what does your office do to work with professional schools or are they completely separate?
 - ii. G. Seo: this is for the Graduate School, the professional schools have their own career services.
 - iii. C. Little asked for clarification on the date of the humanities program (it's April 5, application deadline Feb. 16).
 - iv. G. Seo: to get in touch you can call career services or email gs643@cornell.edu. The office is in Barnes Hall. Any feedback for her or the office would be great.
 - b. Nate Rogers then made his presentation on the Graduate and Professional Community Initiative (GPCI).



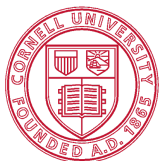
Cornell University Graduate and Professional Student Assembly

- i. N. Rogers: the GPCI is a needs assessment and a strategic plan on all aspects of student life. It started in 2007 and it is supposed to be revised every five years. It's a collaborative effort with wide community input. The GPCI is a way for Cornell's administration to get a pulse on graduate students. When's the next one coming out? No one knows, the ad hoc committee hasn't met yet. Most students don't know what it is, and the GPSA hasn't stepped up to participate. What the GPSA needs to do is decide if the GPCI is worth doing (please read the current GPCI). If so, commit to participate. Email ngr27@cornell.edu with questions.
- ii. M. Battaglia: what is the time commitment?
- iii. N. Rogers: it's variable. If you wanna learn more please email. They can be flexible on the role you take on.
- iv. M. Munasinghe: the committee still needs a chair.
- v. A. Natarajan: emphasized again the need for a strong GPCI. He suggested having committees take a month long pause in their normal business to work on this because it's so important.
- vi. It's open to everyone within the graduate and professional student community.
- c. A. Schofield then made her presentation on SLACK.
 - i. A SLACK has been created that keeps people updated on GPSA happenings. It is: cornellgpsa.slack.com , you can join with any Cornell email account.

IV. Division Breakouts

V. Committee Updates

- a. A motion was made to move the Executive Committee update to the end, there was no dissent.
- b. Operations: the committee is still looking for someone to fill the Vice President for Communications role.
- c. Communications: nothing to report.
- d. Appropriations: nothing to report.
- e. Finance: the FC currently has \$97,000 left. They are working to plan a series of town hall events geared to professional schools. Email B. Yarze with questions (by243).



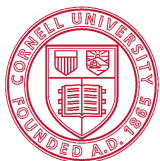
Cornell University Graduate and Professional Student Assembly

- f. Student Advocacy: if you would like to join, email bmk76 or nyc22. The next meeting is Monday 2-3:30pm room TBD. Email them to join the listserv.
- g. Diversity and International Students: the next meeting is Feb. 21. Email E. Law (epl49) with questions.
- h. Programming Board: they still have money left for co-sponsorships, please reach out if your club wants to co-sponsor something. Email C. Cannarozzo (cjc365) with questions.
- i. Faculty Awards: they are recruiting people for the committee. Email A. de Micheli (ad689) with questions.
- j. General Committee: please think about applying to the General Committee.
- k. Consensual Relationship Policy Committee: they would greatly appreciate feedback. Email A. Waymack (afw47) with questions.
- l. Graduate School: you can always email questions to jan.allen@cornell.edu
- m. Executive: they continue to have conversations regarding mental health with administration (SAC is now spear heading that). In reference to the last meeting's motion regarding the complaint about a GPSA appointee, the circumstances have changed and they have decided not to make that motion. If you have questions reach out to M. Munasinghe (mam737).

VI. New Business

a. Resolution 9

- i. E. Michel: this resolution is a response to the response from the administration to Employee Assembly Resolution 8, which was about the directive where the LGBT Resource Center was told to only support students (not faculty and staff anymore). The President responded and said the administration wants to keep the student services separate from the staff and faculty services, and that the LGBT Resource Center won't get more resources. We don't think it's useful for faculty and staff to go through HR who then consult the LGBT Resource Center anyway.
- ii. M. Battaglia: the Dean of Students is under the Student Assembly's legislative authority, so is this working through that process?
 - 1. E. Michel: yes, we aim to have resolutions work through all the assemblies.



Cornell University Graduate and Professional Student Assembly

- iii. M. Munasinghe: the LGBT Resource Center was founded as a hub for the LGBT+ community on campus, and they don't support the fracturing of the community.
- iv. T. McCann: any idea why this directive was made?
 - 1. E. Michel: we believe it's a resource allocation issue.
 - 2. J. Kent-Dobias added that HR also wants to make sure things are done according to regulations and laws.
 - 3. N. Rogers: this also had to do with students funding students, and not wanting to mix budgets.

VII. Open Forum

- a. T. McCann asked how did the process work where they motioned to email the voting members that might be removed for truancy.
 - i. M. Munasinghe: only one person had more than 3 absences, and they have been unseated. People who have 2 absences have been notified via email that they need to be present.
 - ii. C. Cannarozzo noted that some professional school students have different breaks.
 - iii. M. Munasinghe: the Executive Committee takes that into account.
- b. A motion was made to adjourn, there was no dissent.

The meeting was adjourned at 6:27 pm.

Respectfully Submitted,
Matthew Ferraro
Clerk of the Assembly

Background

The GPSA currently employs a tiered structure for representation and voting (*Charter Article 4*).

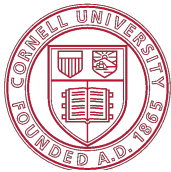
- Every graduate and professional field of study is entitled to Field Representation (*Charter Section 4.03.B*). Every graduate field elects one Field Representative (two if the field has over 100 students) in whatever manner they see fit. Each professional school elects three representatives. Cornell Tech and Geneva each elect one representative.
- Field Representatives are tasked with updating their constituents on GPSA matters, electing GPSA Voting Members, and electing GPSA Officers and Chairs (*Charter Section 4.03.A*). Field Representatives can speak on the floor of the Assembly, sponsor resolutions, and serve as committee members or chairs, but cannot formally vote on motions on the floor. Their attendance at General Assembly meetings is required for their Fields to receive Field Funding.
- The Field Representatives are clustered into groups known as Divisions or Caucuses: Biological Sciences, Humanities, Physical Sciences, Social Sciences, and Professional Schools. At the penultimate General Assembly meeting of the academic year, these Divisions elect Voting Members to represent their respective Divisions for the following academic year. The breakdown of nominal Voting Member seats is as follows (*Charter Section 4.04.C*):
 - Biological Sciences: three Voting Members from their pool of Field Representatives
 - Humanities: three Voting Members from their pool of Field Representatives
 - Physical Sciences: four Voting Members from their pool of Field Representatives
 - At least one must be Engineering and at least one must not be Engineering
 - Social Sciences: four Voting Members from their pool of Field Representatives
 - Professional Schools: three Voting Members
 - One each from Johnson School, Law School, and Vet School
 - Additionally, two Voting Members enrolled in Master's programs from any field
- Voting Members are tasked with remaining sufficiently informed on issues brought to the Assembly floor (*Charter Section 4.04.A*). They have full membership privileges; they vote on all motions and resolutions, as well as elections. They are prioritized for filling Officer and Chair positions and are thus strongly encouraged (but not required) to take leadership roles in the GPSA. During General Assembly meetings, quorum is reached when at least 2/3 of seated Voting Members are present. Voting Members can be unseated and ultimately removed if they have more than two absences over the course of their term.
- With the new Finance Commission funding guidelines, effective this academic year, sufficiently large organizations (i.e. Tier 3 and Tier 4 in the guidelines) are required to send a representative to General Assembly meetings. The membership status of these representatives is unclear; for now, they are grouping together with whichever Division the representative would normally belong to based on Field of Study.

Issues

- Many Fields do not send Representatives
 - Some Fields do not know we exist
 - Some Fields do not have established Field Organizations to facilitate electing a Rep
 - Some Fields do not wish to send a Field Representative to the GPSA
- There are many Field Representatives who have limited participation in the GPSA's General Assembly meetings and committees for a variety of reasons
 - Some feel it is a waste of time since they cannot directly vote on issues
 - Some would like to participate more, but are confused by the GPSA's structure, or are intimidated by the cadence of a General Assembly meeting
 - Some have strong commitments to other activities and lack the time to devote to GPSA
- There is a long-term trend of decreased participation in committees (both internal and external)
 - Many members are busy in other advocacy groups on campus
 - Some members are increasingly skeptical of GPSA's ability to advocate for G/P students
 - Much of the work is done behind the scenes and is thus not well publicized
 - It is often difficult to find willing and available candidates for Officers and Chairs
 - Responsibilities are increasingly borne by fewer and fewer members, leading to burnout
- It is unclear how Tier 3 and 4 Representatives should fit within the GPSA structure
 - Should they be their own Division, electing Voting Members?
- The demographics of GPSA members poorly reflect the Graduate and Professional student body
 - The international population is drastically underrepresented
 - Many groups prefer their own avenues of advocacy
 - Tier 3 and 4 Organizations often represent identity groups

Potential Solutions to Various Issues

- Give all Field Representatives voting rights for motions in the General Assembly and remove the Voting Member tier
 - Pros: increased participation, more direct democracy, more legitimacy to our advocacy
 - Cons: shifting number of voting members per meeting, what constitutes quorum, logistics of counting votes, de-emphasizes organizational memory associated with having experienced senior leadership
- Give Field Representatives the option to join internal committees in lieu of attending General Assembly meetings
 - Pros: increased participation in committees, develop potential leaders for future years
 - Cons: decreased attendance at General Assembly meetings
- Expand the pool of Voting Members per Division
 - Pros: more potential leaders, more opportunities to get involved
 - Cons: already difficult to fill Voting Member slots in some fields
- Keep the current allocation of votes per Division, but let each Division collectively decide on how they want to assign the votes for a given issue, instead of entrusting the votes to specific Voting Members
 - Pros: increased participation, better reflection of Division's opinions
 - Cons: more time-consuming, requires either sitting with Division or constant electronic communication and voting
- Strictly require Voting Members take at least one leadership role
 - Pros: helps fill Officer and Chair positions, keeps Voting Members informed
 - Cons: makes it harder to convince people to become Voting Members
- Create a Tier 3/4 Division
 - Pros: gives direct representation to organizations that use a lot of funds, hopefully promotes diversity of voices
 - Cons: no current non-academic representation structure, overlap between these organizations and Field Reps, how many seats to give, how to pick Voting Members
- Fold Tier 3/4 Representatives into their academic Divisions
 - Pros: maintains academic-based representation structure, no change in Voting Membership breakdown
 - Cons: diminishes the possible influx of diverse opinions, Division changes with each change in elected Representative
- Reduce the number of Officers and/or Committees
 - Pros: easier to fill positions, better reflects how many people participate
 - Cons: necessitates scaling back our ambitions and areas of focus, feels like giving up



Cornell University
Graduate and Professional
Student Assembly

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

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

Whereas, the Cornell Lesbian, Gay, Bisexual, Transgender Resource Center (LGBTRC) was founded in 1994 and was originally run by two full-time staff members² to be “the central hub of LGBTQ life at Cornell” and to specifically support students, faculty, and staff across the LGBTQ+ spectrum³; and

Whereas, the LGBTRC provides a myriad of services to the LGBTQ+ community including but not limited to the LGBTQ Mentorship Program, the First Year Queer Peer, and Lavender Graduation⁴; and

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

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

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

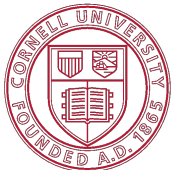
Whereas, the LGBTRC supports a set of general services to all LGBTQ+ faculty and staff, including but not limited to: advocacy, advising, consultation and referrals, and

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

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

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

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



Cornell University
Graduate and Professional
Student Assembly

community development; and

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

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

Whereas, on November 30th, 2017, the Employee Assembly conveyed Resolution 8: Furthering the Institutional Commitment to LGBTQ+ Inclusion (EA: R8) to Cornell University President Martha Pollack⁵; and

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

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

Whereas, on January 2nd, 2018, President Pollack acknowledged EA:R8⁶; and

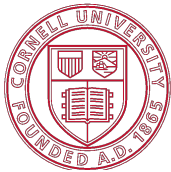
Whereas, President Pollack rejected the EA’s recommendation that the directive for the LGBTRC to no longer serve the needs of staff and faculty be rescinded stating “to provide the appropriate levels of service, separating educational and support services for students from faculty and staff allows Cornell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

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

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

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

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



Cornell University
Graduate and Professional
Student Assembly

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

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

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

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

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

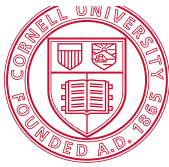
Whereas, all LGBTQ+ Cornell Community members, including faculty and staff, should be served by the LGBTRC as it is the hub of LGBTQ+ life at Cornell; and

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

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

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

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



Cornell University
Graduate and Professional
Student Assembly

Resolution 10

Condemning the Violation of the Autonomy of the GPSA

Sponsored by: Jesse Goldberg, GPSA Arts & Humanities Voting Member

Whereas, the University Assembly's Charter and Bylaws authorize its members to unseat a delegate from any constituent Assembly to any committee of the University Assembly; and

Whereas, this provision of the University Assembly's Charter and Bylaws was enacted without consulting the constituent Assemblies; and

Whereas, the University Assembly is an Assembly of Assemblies, deriving its power and authority from the constituent Assemblies as well as the Office of the President; and

Whereas, the spirit and structure of shared governance at Cornell sets the Assemblies up as coequal and independently sovereign; and

Whereas, the Graduate and Professional Student Assembly has not consented, explicitly or implicitly, to subject its delegates to the pleasure of the University Assembly; and

Whereas, without informing the membership of the University Assembly, the Executive Committee of the University Assembly did in fact unseat a delegate to one of its committees from the GPSA; and

Whereas, the Executive Committee of the GPSA did not object to or contest that action – at least not in a way visible to its constituent members, or bring it to the membership of the GPSA for comment or action;

Be it therefore resolved, that the GPSA condemns the UA procedure that allows the UA Executive Committee to unseat any delegate from a constituent Assembly at any time for any reason or for no reason; and

Be it further resolved, that the GPSA condemns the UA Executive Committee's choice to invoke this procedure to remove a delegate of the GPSA, selected by the GPSA; and

Be it finally resolved, that the GPSA condemns the GPSA Executive Committee's failure to provide the GPSA Membership, or at least the Operations and Staffing Committee, with the opportunity to discuss, comment upon, or formally respond to the UA's decision, or in any way to assert the GPSA's compromised autonomy.

Respectfully Submitted,

Jesse Goldberg
GPSA Voting Member, Arts & Humanities



**GPSA Resolution 11: Tasking the GPSA Operations and Staffing
Committee with Developing a Procedure for Disciplining Members**

February 26th, 2018

Sponsored by: Becca Harrison, Graduate and Professional Student Assembly Humanities Voting Member

Whereas, the GPSA does not have a procedure for disciplining members who have violated the standards of behavior that the GPSA expects from its membership; and

Whereas, the GPSA has not set forth those standards of behavior, on which it is naïve to expect perfect agreement; and

Whereas, any attempt to discipline individuals without clear standards of behavior and a clear and fair process for holding them accountable to those standards is arbitrary, unjust, and prone to abuse; and

Whereas, the lack of a procedure and standards of behavior is a fundamental oversight in our governing documents; and

Whereas, this lack has caused significant difficulties for this and other Assemblies on multiple occasions, resulting in confusion, wasted time, and a perception of unfairness and illegitimacy within and without the Assemblies; and

Whereas, the Operations and Staffing Committee is the committee responsible for changes to our governing documents;

Be it therefore resolved, that the GPSA commits to the Operations and Staffing Committee the task of drawing up community standards and a clear and fair process for disciplining members who violate them, to be approved by the Membership; and

Be it further resolved that, the Operations and Staffing Committee shall consult with law students and/or other resources to ensure that this process includes procedural protections; and

Be it finally resolved that, the GPSA will not attempt to formally discipline or remove any member via any process that does not currently appear in our governing documents until this process has been approved.