



**Cornell University**  
**University Assembly**

**Cornell University Assembly**

Agenda of the February 27, 2018 Meeting

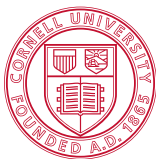
4:30 PM – 6:15 PM

401 Physical Sciences

- I. Call to Order (Chair)
  - a. Call to Order (1 minute)
  - b. Welcome and Introduction (2 minutes)
  - c. Call for Late Additions to the Agenda (2 minutes)
- II. Approval of the Minutes (Chair)
  - a. February 13, 2018 (3 minutes)
- III. Business of the Day
  - a. Resolution 5: Bylaws Change Clarifying the Charge of the Codes & Judicial Committee (M. Battaglia) (5 minutes)
  - b. Resolution 11: Accepting President's Proposal of a One-Year Term Extension for the Judicial Administrator (10 minutes)
  - c. Resolution 9: Reinstating the Budget Planning Committee (J. Anderson) (5 minutes)
  - d. Resolution 10: In Support of E.A. R. 8: Furthering the Institutional Commitment to All LGBTQ+ Member of the Cornell Community (J. Anderson) (10 minutes)
- IV. Late Additions to the Agenda (2 minutes)
- V. Assembly Reports
  - a. Student Assembly (J. Kim) (2 minute)
  - b. Graduate and Professional Student Assembly (E. Winarto) (2 minute)
  - c. Employee Assembly (C. Wiggers) (2 minute)
  - d. Faculty Senate (C. Van Loan) (2 minute)
- VI. Committee Reports
  - a. Executive Committee (A. Waymack) (2 minute)
  - b. Codes and Judicial Committee (M. Battaglia) (2 minute)
  - c. Campus Welfare Committee (J. Anderson) (2 minute)
  - d. Campus Infrastructure Committee (C. Schott) (2 minute)
- VII. Liaison Reports
  - a. Policy Advisory Group (E. Winarto) (1 minute)
  - b. Transportation Task Force (K. Fitch) (1 minute)
  - c. Council on Sexual Violence Prevention (K. Quinn) (1 minute)
  - d. Student Health Benefits Advisory Council (J. Anderson) (1 minute)
  - e. Campus Planning Committee (M. Hatch) (1 minute)

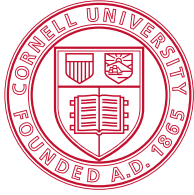
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If you are in need of special accommodations, contact Office of the Assemblies at (607) 255-3715 or Student Disability Services at (607) 254-4545 prior to the meeting.



## Cornell University University Assembly

- VIII. Greek System at Cornell (C. Nastos, A. Araya & P. Russell) (30 minutes)
- IX. Adjournment (1 minute)
- X. Executive Session (15 minutes)
  - a. Purpose: To Elect a New Executive Vice Chair



## U.A. Resolution # 5

### Bylaws Change Clarifying the Charge of the Codes & Judicial Committee

October 17, 2017

**Sponsored by: Matthew Battaglia, Graduate and Professional; Chair, Codes & Judicial Committee**

**Whereas**, the object of the University Assembly (the Assembly), "...is to improve and sustain the involvement of the campus community in the governance of campus affairs affecting the broad campus community by establishing open, effective, and efficient channels of communication between and amongst the community and university administration" [Charter, Article Two]; and

**Whereas**, pursuant to Article Three, § 3.3 of its Charter "The Assembly has authority in matters concerning its internal operation and maintenance, including provisions for the creation of bylaws and procedures"; and

**Whereas**, the Codes and Judicial Committee (the Committee) over time has been charged with and has reviewed all resolutions concerning the Campus Codes of Conduct (the Code); and

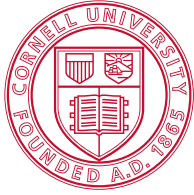
**Whereas**, in the Committee's work it has examined areas that are adjacent to and similar in scope and application to the Code both of its own volition and upon request of the Assembly; and

**Whereas**, in the past some areas of responsibility of the Assembly and the Committee have been examined sparingly as they have not been formally documented in the standing charge to the Committee; and

**Whereas**, the Committee in its discussion of the role of non-matriculated minors in the Code expressed a concern that by removing these individuals from the Code the Committee would lose touch with these groups and the policies governing them; and

**Whereas**, the Assembly traditionally has worked with the Committee and Cornell Environmental Health and Safety to approve Guidelines for Display of Religious Symbols in the Fire Safety Guidelines for Holiday Displays<sup>1</sup>; and

<sup>1</sup> Attached as Appendix A to this resolution.



## Cornell University University Assembly

**Whereas**, in his letter of April 22, 2012 then-President David Skorton accepted the University Assembly's request to be a stakeholder under the definition of Policy 4.1 for Policy 6.4 stating "I very much appreciate and welcome the participation of the University Assembly as a stakeholder in the process of amending Policy 6.4 and know that the community will benefit from the "robust participation" of the University Assembly"; and

**Whereas**, by adding these responsibilities and areas of examination to the Committee's standing charge it records them in our permanent governing documents, minimizing the risk that responsibilities are inadvertently neglected; and

**Whereas**, these changes are not modifying the existing authority of the Assembly or Committee but rather documenting and aligning the Committee's charge with its current and historical areas of examination and responsibility; and

**Whereas**, the Committee in its examination of the Code and other documents has emphasized taking steps to align practice and written procedure; and

**Whereas**, the Assembly strives to be a partner with the Administration; and

**Whereas**, effective partnership requires that the Assembly maintain and exercise its responsibilities judiciously; and

**Whereas**, these changes assist the Assembly and the Committee in keeping track of and carrying out their respective responsibilities; therefore

**Be it Resolved**, that Article Four, § 4.1 of the University Assembly Bylaws be amended to add:

By delegation from the Assembly, the Committee will review any proposed motion related to:

- Campus Code of Conduct;
- recruitment and appointment of members to the University Hearing and Review Boards;
- the Assembly's role as a Policy 4.1 stakeholder in Policy 6.4 (or its successor);
- the Assembly's approval of the Guidelines for the Display of Religious Symbols contained within the University's Fire Safety Guidelines for Holiday Displays; and
- written behavioral policies regarding non-matriculated minors who are outside the full Campus Code of Conduct.

**No signature block is present until the resolution has been disposed of by the Assembly (Passed, Failed, Withdrawn, etc.) Then a block with the certifying member (customarily Chair/Vice-Chair) verifying the authenticity and vote tally of the resolution.**



## Fire Safety Guidelines For Holiday Displays

*Fire Code Compliance*

Guidance  
Document

FIRE SAFETY GUIDELINES FOR HOLIDAY DISPLAYS	
PERMITTED	NOT PERMITTED
<b>Decorations</b> <ul style="list-style-type: none"> <li>Potted plants and leaf-bearing trees</li> <li>Underwriter's Laboratory (UL) approved artificial, slow-burning/non-combustible trees made of plastics</li> <li>All-natural cut trees and other plant material that have been treated with fire retardant material. Documentation of treatment is required</li> <li>Flame-resistant paper or cloth decorations covering 10% or less of the wall &amp; ceiling space</li> </ul>	<b>Decorations</b> <ul style="list-style-type: none"> <li>All-natural cut trees or other plant material that have NOT been treated with a fire retardant material</li> <li>Metallic trees</li> <li>Combustible decorations</li> </ul>
<b>Lighting</b> <ul style="list-style-type: none"> <li>UL Approved &amp; UL tag must be on light cord(s)</li> <li>Miniature electric lights, up to 3 strings of light maximum</li> </ul>	<b>Lighting</b> <ul style="list-style-type: none"> <li>Non-UL approved light strands</li> <li>Light strands that do not have the UL approved tag</li> <li>More than 3 strings of lights plugged in together</li> </ul>
<b>Candles</b> <ul style="list-style-type: none"> <li>Battery operated LED candles "preferred"</li> <li>Live Candles with approval from the University Fire Marshal and Risk Management during religious observances only. Must be attended and enclosed in glass at all times while lit</li> </ul>	<b>Candles</b> <ul style="list-style-type: none"> <li>Live open burning candles, except with an approved use of candle permit for religious observances</li> </ul>
<b>REMEMBER TO:</b> <ul style="list-style-type: none"> <li>Keep all exit routes hallways corridors and stairways free of obstructions</li> <li>Contact the University Fire Marshal at 607-255-8200 if you have any fire or life safety concerns</li> <li>Have a current and approved fire emergency plan</li> <li>Always know two ways out of every room and building. Practice alternate escape routes on a regular basis</li> <li>If fire strikes, on your way out of the building activate the fire alarm system to begin the total evacuation of building and then call Cornell Police at 607-255-1111 from a safe location</li> </ul>	
For additional fire safety information and other fire safety links visit us on the web at <a href="http://www.ehs.cornell.edu">http://www.ehs.cornell.edu</a> .	

Cornell is fortunate to have members from diverse religions on campus. According to the Cornell United Religious Works, there are more than 25 religious organizations represented at Cornell. While there are many religions that have no religious holiday between November and January, and while many members of Cornell's community do not practice a religion, the university encourages its members to respect differences in religious

Approved by: Ron Flynn  
Last revised by: Ron Flynn  
Revision date: 10/21/14

FCC\_Fire\_Safety\_Guidelines\_for\_Holidays\_Decorations

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*The most recent version of this document is available electronically at EH&S Website:*

[http://sp.ehs.cornell.edu/fps/fire-code-compliance/Documents/FCC\\_Fire\\_Safety\\_Guidelines\\_for\\_Holidays\\_Decorations.pdf](http://sp.ehs.cornell.edu/fps/fire-code-compliance/Documents/FCC_Fire_Safety_Guidelines_for_Holidays_Decorations.pdf)

## Fire Safety Guidelines for Holidays Decorations

practices during this holiday season, and always. In an effort to create an inclusive environment, the University Assembly approved the following *Guidelines for the Display of Religious Symbols* below

### GUIDELINES FOR DISPLAY OF RELIGIOUS SYMBOLS

- Individuals may *privately* display symbols in their work areas or living quarters.
- Areas that would give the impression that the symbol is associated with the university, particularly the external surfaces of buildings may not be used for displays of religious symbols.
- The university administration shall not sponsor nor provide direct financial support for the display of religious symbols.
- Campus groups desiring to sponsor celebrative and/or educational displays utilizing religious symbols shall have full access to appropriate campus display areas, subject to regular administrative procedures governing the use of these areas.
- Any display areas that normally are available to all campus groups shall also be available for the display of religious symbols, subject to regular administrative procedures.
- The policy prohibits special or temporary display areas for religious symbols.

**University members are reminded to be respectful of the religious diversity of our students and colleagues and are encouraged to use an *inclusive* approach in celebrating the holiday season.**

**Individuals and units demonstrate this inclusive approach by:**

- Focusing on the winter season rather than a particular holiday
- Displaying symbols that visually represent holidays of several religions in combination with secular decorations of the season.

### GUIDELINES FOR INCLUSIVE SEASONAL DISPLAYS

**Winter Holiday Displays/Decorations that are Consistent with Cornell's Commitment to Diversity and the University Assembly Guidelines:**

- Snowflakes
- Trees (in accordance with Fire Safety Guidelines) decorated with snowflakes and other non-religious symbols

**Winter Holiday Displays/Decorations that are Consistent with University Assembly Guidelines But Should be Basis of Dialogue Within Unit or Living Area**

- Trees decorated with bows, garland and lights (in accordance with Fire Safety Guidelines)
- Wreaths with bows (in accordance with Fire Safety Guidelines)
- Combination of snowflakes, (in accordance with Fire Safety Guidelines), Santa Claus figure, and dreidel
- Holly

**Winter Holiday Displays/Decorations that are NOT Consistent with Either University Assembly Guidelines or the University's Commitment to Diversity and Inclusiveness**

- Nativity scene
- Menorah
- Angels
- Mistletoe
- Stars at the top of trees
- Crosses
- Star of David

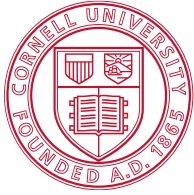
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FCC\_Fire\_Safety\_Guidelines\_for\_Holidays\_Decorations

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## U.A. Resolution #11

### Accepting President's Proposal of a One-Year Term Extension for the Judicial Administrator

February 13, 2018

**Sponsored by:** The Executive Committee of the University Assembly

**On Behalf Of:** The University Assembly

**Whereas**, Title Two, Article II, Section A, Sub-Section 3 of the Campus Code of Conduct states that “In October of the year preceding the expiration of the term of the Judicial Administrator, or upon the University Assembly chair’s receipt of notice of the Judicial Administrator’s resignation or removal, the chair shall convene a six-member search committee, including two members appointed by the President and four members appointed by the University Assembly, to propose two or more nominees to the President”; and

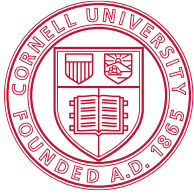
**Whereas**, this provision of the Code has not been adhered to in considering the reappointment of the current Judicial administrator; and

**Whereas**, the President of the University has proposed that by the end of the current semester the University Assembly and the Office of the President might work together to establish an appointment/reappointment procedure that provides stability for the Judicial Administrator position; that is more in line with HR practices and peer institutions; and that better acknowledges the far-reaching, campus-wide importance of the JA role; and

**Whereas**, the President of the University has proposed extending the current Judicial Administrator’s term until Friday, June 22, 2019 to allow a newly developed and documented process to be applied to the question of the appointment and reappointment of the Judicial Administrator;

**Be it Therefore Resolved**, the University Assembly concurs with the President’s proposal to extend the current Judicial Administrator’s term until June 22, 2019.

**Be it Finally Resolved** that the University Assembly Executive committee and leadership of the UA’s Codes and Judicial Committee, in consultation with the President shall, within a month of the President’s acceptance of this resolution, initiate a process for evaluating and, if necessary, revising the existing process (described in Title Two, Article II, Section A, Sub-Section 3 of the Campus Code of Conduct) for appointment and reappointment of the Judicial Administrator.



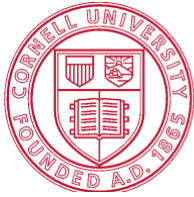
# Cornell University University Assembly

**Adopted by a Vote of the Assembly (X-X-X), February 13, 2018**

**Gabriel D. Kaufman**

**Chair, University Assembly**





# Cornell University University Assembly

## U.A. Resolution # 9

### Reinstating the Budget Planning Committee

*February 13th, 2018*

**Sponsored by:** Joseph Anderson, Chair of Campus Welfare Committee; University Assembly and Linda Copman, Employee; University Assembly

**On Behalf Of:** University Assembly Campus Welfare Committee

**Whereas,** the Budget Planning Committee was a former working committee that convened from 2006-2009; and

**Whereas,** the Faculty Senate still continue to be involved in the budget planning process regarding specific needs and concerns of faculty via the Financial Policies Committee; and

**Whereas,** shared governance at Cornell University enables members of the community to have access to information, involvement in matters of concern to them, and the authority to examine these issues and make recommendations to the appropriate administrative officers and the President; and

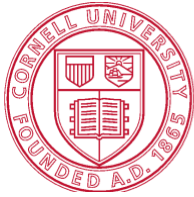
**Whereas,** the University Assembly is a stakeholder in major university policy initiatives and works to establish and maintain open, effective, and efficient channels of communication between and amongst the community and university administration; and

**Whereas,** the University Assembly Committees report to the University Assembly and are charged with seeking advice and comments from non-members while discussing a specific issue or policy which impacts a substantial segment of the university community; and

**Whereas,** the University Assembly's Budget Planning Committee was previously charged with reviewing policy and making recommendations to the university provost concerning development of the university's long-range plan and budget policies with regards to such financial issues as tuition, student fees, financial aid, graduate student stipends, enrollments, compensation, and endowed Ithaca employee benefits rates; and

**Whereas,** the university's budget guides institutional decisions about where to invest resources; and

**Whereas,** the university's budget is of common interest to all members of the Cornell community since it impacts a substantial segment of the university community; and



## Cornell University University Assembly

**Whereas**, the University Assembly wishes to reinstate its Budget Planning Committee and charge this committee with reviewing policy and making recommendations to the university provost concerning development of the university's long-range plan and budget policies; therefore

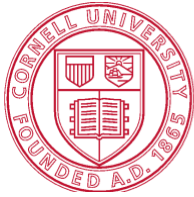
**Be it therefore resolved**, that the University Assembly formally requests that the president and provost, and the University Assembly reinstate the Budget Planning Committee as an associated committee of the University Assembly, to convene its first meeting in September 2018; and

**Be it Further Resolved**, that all assemblies will have the ability to appoint members to the Budget Planning Committee; and

**Be it Further Resolved**, that the bylaws be amended to reflect the changes in the attached appendix; and

**Be it Finally Resolved**, that the university administration should consult with the Budget Planning Committee to ensure that members of the Cornell community are invited to share in the budget planning process and participate in shaping the university's budget policies.

## Appendix



# Cornell University University Assembly

## Section 5.4: Budget Planning Committee

The Budget Planning Committee (the “Committee”) supports comprehensive and financial stewardship and clear budgetary planning processes across the university.

### Sub-Section 5.4.1: Responsibilities

A. The Committee’s charge is to review and make recommendations to the President regarding budget and financial planning, including, but not limited to:

- 1) Long-range budget planning;
- 2) Tuition;
- 3) Financial Aid;
- 4) Graduate student stipends;
- 5) Enrollment management;
- 6) Endowed Employee compensation and benefit rates

B. Furthermore, the BPC shall review, in consultation with the appropriate committees of the University Assembly, all plans for alterations of or additions to policies regarding Financial Aid, tuition, enrollment management, graduate student stipends and endowed employee compensation and benefits, and all matters related to the business development of the university

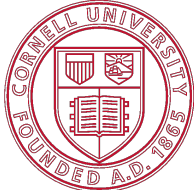
C. The BPC shall conduct meetings in closed session, and all members will hold seats contingent upon their maintaining a high-level of confidentiality and their written consent to non-disclosure agreements. The Chair of the Committee may hold public meetings to solicit public feedback, as needed.

### Sub-Section 5.4.2: Composition

A. The BPC shall consist of seventeen members: Seven Presidential appointments, one of whom the President may designate as Chair of the Committee, and ten additional at-large members.

B. The President of the University shall make seven appointments, and those individuals will serve three-year terms on a staggered basis.

C. The ten at-large members shall be appointed by the University Assembly and each constituent assembly. Each of the five assemblies shall make two appointments, and those individuals will serve two-year terms on a staggered basis.



**Cornell University**  
**University Assembly**

**U.A. Resolution # 10**

**In Support of E.A. R. 8:  
Furthering the Institutional Commitment to  
All LGBTQ+<sup>1</sup> Members of the Cornell Community**

*February 13th, 2018*

**Sponsored by: Joseph Anderson, Chair of Campus Welfare Committee; University Assembly, Elena Michel, Graduate; University Assembly, Manisha Munasinghe, Executive Vice President; Graduate and Professional Student Assembly**

**Whereas**, the Cornell Lesbian, Gay, Bisexual, Transgender Resource Center (LGBTRC) was founded in 1994 and was originally run by two full-time staff members<sup>2</sup> to be “the central hub of LGBTQ life at Cornell” and to specifically support students, faculty, and staff across the LGBTQ+ spectrum<sup>3</sup>; 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 Graduation<sup>4</sup>; 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

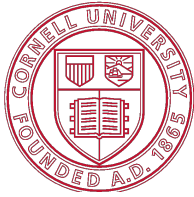
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<sup>1</sup> For the ease of reading, the resolution will use the acronym LGBTQ+ to refer to the Lesbian, Gay, Bisexual, Trans, Queer/Questioning, and others, unless referring to a specific entity or directly quoted by an individual or previous document

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

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

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



## Cornell University University Assembly

**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 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 Pollack<sup>5</sup>; 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

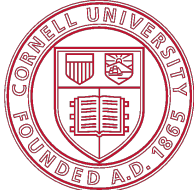
**Whereas**, on January 2nd, 2018, President Pollack acknowledged EA:R8<sup>6</sup>; and

**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

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

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



## Cornell University University Assembly

**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

**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 a 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

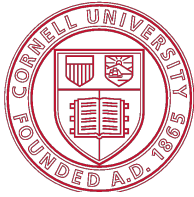
**Whereas**, this statement contradicts the purpose behind the directive issued to the LGBTRC to stop providing support and education for LGBTQ+ staff and faculty as it indicates they will still be doing so, just with the added burden of passing this support through the Division of Human Resources before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

**Whereas**, via discussions with LGBTQ+ students, 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**, this directive negatively impacts the LGBTQ+ community and is antithetical to Cornell’s “promise to support the LGTBQ+ community”; and



## Cornell University University Assembly

**Be it therefore resolved,** that the University 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; and

**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; and