

GPSA Resolution #8

Resolution to Critique the Suspend Hiring of Associate Dean of Students for Inclusion, Engagement and Community Support and Re-Allocate Funding to Advocacy Services, Support Resources, and Inclusion Programming

Comment [Office1]: 1st amendment

Sponsored by: Christine Yao, Katherine Herleman, Jevan Hutson

WHEREAS, the University is currently actively hiring a “Senior Associate Dean of Students for Inclusion, Engagement and Community Support (SAD) [who] will be a member of the senior staff of the Office of the Dean of Students (DOS) and will participate in strategic planning and decision making in this area,”

WHEREAS, this new position will provide oversight and direction to the following student services units: Asian and Asian American Center (A3C), Lesbian, Gay, Bisexual, Transgender Resource Center (LGBT RC), Women’s Resource Center (WRC), Student Development Diversity Initiatives (SDDI), Student and Community Support (OS&CS), and Student Leadership, Engagement and Campus Activities (SLECA),

WHEREAS, much of the inclusion and community engagement advocacy and programming offered at Cornell is initiated, implemented, and funded by Cornell undergraduates via the Student Assembly and byline-funded university organizations,

- The undergraduate student activity fee provides \$108,000 to the African, Latino, Asian, Native American Intercultural Board (ALANA), \$46,000 to Haven: LGBTQ Student Union, \$46,000 to the Women’s Resource Center (WRC), and \$33,000 for to the International Students Union (ISU)
- **The graduate student activity fee provides about \$10,000 for the ISU**

Comment [Office2]: 2nd amendment

WHEREAS, the University does not provide commensurate support to its own community advocacy centers, which are also tasked with supporting graduate and professional students on campus as well as faculty and staff:

- The University provides approximately \$50,000 for Student Development and Diversity Initiatives, \$27,000 for the LGBT Resource Center, \$0.00 to the Women’s Resource Center (outside of the salary for Assistant Dean of



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Graduate and Professional
Student Assembly

35 Students, Director of Cornell Women's Resource Center), and has not
 36 formed an advocacy center for international students due to lack of
 37 funding despite sustained student interest and demonstrated need;

38
 39 **WHEREAS**, the aforementioned advocacy centers are limited in their ability to offer
 40 additional services and support to graduate and professional students due to insufficient
 41 funding and lack of full-time staff support;

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 43 **WHEREAS**, the University's peer institutions (Harvard University, University of
 44 Pennsylvania, Princeton University, New York University, Georgetown University,
 45 Dartmouth College) offer more substantial support and financial resources to their
 46 University-administered minority community and advocacy programs:

- 47 • The University of Pennsylvania provides approximately \$300,000 for its LGBT
 48 Center and approximately \$500,000 for its Pan-Asian American Community
 49 House

50
 51 ~~**WHEREAS**, the creation of this position took place without any direct stakeholder~~
 52 ~~engagement with the student service unit staff, associated student organization leaders~~
 53 ~~and students who initiate, implement, fund and utilize much of the inclusion and~~
 54 ~~community engagement advocacy and programming offered at Cornell and whereas~~
 55 ~~these students are direct stakeholders in the operation of this new position;~~

Comment [Office3]: 3rd amendment

56
 57 **WHEREAS**, this SAD will have a tentative \$116,000 annual salary, as per the Full-time
 58 Annual Equivalent Typical Recruiting Range of Category H within Student Services,

59
 60 **WHEREAS**, Article II Section 2.01 "Scope of Authority" of the GPSA Charter states:
 61 *"1. The Graduate and Professional Student Assembly (hereinafter referred to as*
 62 *the GPSA) shall have a voice in those activities, program areas, and non-*
 63 *academic policies that affect graduate and professional students,"*

64
 65 **WHEREAS**, Article II Section 2.03 "Legislative Authority Over Policies" of the GPSA
 66 Charter states:

67 *"1. The GPSA shall have the authority to examine the University politics that*
 68 *impact graduate and professional students.*

69 *2. The GPSA shall have the authority to make recommendations to the*
 70



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Graduate and Professional
Student Assembly

71 *appropriate bodies and University administrators concerning these matters”*

72

73 *3. The GPSA shall be consulted with respect to the modification and*
 74 *development of non-academic policies, which directly affect graduate and*
 75 *professional students.”*

76

77 **WHEREAS**, the Preamble of the GPSA Charter states:
 78 *“this body may interact with and discuss issues of common interest with the*
 79 *Student, Employee, and University Assemblies, and Faculty Senate,”*

80

81 **WHEREAS**, the Student Assembly as of March 26, 2015 passed Resolution 53:
 82 Suspend the Hiring of the S.A.D., which affirmed that the addition of the S.A.D. position
 83 is not the immediate, most pressing priority for the communities this administrator is
 84 intended to serve and that funds allocated for this position would be better spent hiring
 85 additional staff members for the understaffed and underfunded community advocacy
 86 and resource centers that already exist on Cornell’s campus.

87

88 **WHEREAS**, the University’s Strategic Initiative Plan for 2010-2015 cites “yearly
 89 growth in the proportion of underrepresented minorities among the undergraduate
 90 student population” and “ensuring a hospitable and supportive environment for
 91 minorities on campus” as a priority, yet continuously refuses to allocate adequate
 92 funding or resources to advocacy centers that support these students,

93

94 **WHEREAS**, advocacy centers are central to the creation of a safe, supportive
 95 environment for minority students,

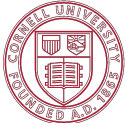
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97 WHEREAS, the creation of this position took place without any direct stakeholder
 98 engagement with the student service unit staff, associated student organization leaders
 99 and students who initiate, implement, fund and utilize much of the inclusion and
 100 community engagement advocacy and programming offered at Cornell and whereas
 101 these students are direct stakeholders in the operation of this new position;

102

103 WHEREAS, the GPSA acknowledges the importance of hiring administrators to address
 104 the loss of staff in the Dean of Students’ Office but remains concerned that this new
 105 position encompasses far too many responsibilities under the umbrella of community

Comment [Office4]: 3rd amendment



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Graduate and Professional
Student Assembly

106 support to adequately address the aforementioned needs of minority students and their
107 respective advocacy centers.

108
109 WHEREAS, shared governance at Cornell is an important value and the GPSA has
110 already passed Resolution 7 about the need for greater transparency and consultation
111 with Cornell’s assemblies.

112
113 WHEREAS, minority students in particular require their needs to be heard because
114 their communities are historically under-resourced, overlooked, and not given voices.

Comment [Office5]: 4th amendment

115
116 **BE IT THEREFORE RESOLVED**, that the GPSA is concerned about -University
117 suspends the creation and hiring of the Associate Dean of Students for Inclusion,
118 Engagement and Community Support,

Comment [Office6]: 5th amendment

119
120 **BE IT FURTHER RESOLVED**, that the University allocate funds se available funds
121 be reallocated to the 2015-2016 operational budgets of WRC, A3C and LGBTRC that are
122 commensurate with Cornell’s peer institutions to ensure the adequate, continued, and
123 improved access to services for minority populations.

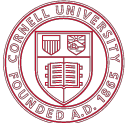
Comment [Office7]: 6th amendment

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125 **BE IT ALSO RESOLVED** that the University, in light of these major concerns which
126 have been raised continuously since 2008, regarding its funding of advocacy services,
127 support resources, and inclusion programming, re-examine structuring of funding and
128 full-time staffing for advocacy centers on campus and other direct support services that
129 impact campus climate (as recommended by the “for students” action items in the
130 Cornell Strategic Initiative Plan for 2010-2015),
131

132 **BE IT FINALLY RESOLVED**, that the University should involve communities more
133 broadly in decisions that affect them before making unilateral decisions. by consulting
134 with the relevant student service unit staff about the needs of their advocacy centers and
135 their constituents, the associated student leaders of relevant organizations and other
136 students from affected communities in order to hear their voices earlier in the process
137 and make more effective choices that reflect the demands that face these communities

Comment [Office8]: 7th amendment

138
139 Respectfully submitted,
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141 Humanities Voting Member, GPSA



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- 142
- 143 Katherine Herleman,
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- 146 Jevan Hutson,
- 147 President, Haven: The LGBTQ Student Union
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- 149 assembly.cornell.edu/GPSA/Home