

Faculty Senate

October 8, 2025

ALL IN-PERSON ATTENDEES PLEASE SIGN-IN ON ONE OF THE SHEETS

ALL ZOOM ATTENDEES PLEASE SIGN-IN VIA THE CHAT

SENATORS: Name and Department

FACULTY GUESTS: Name and Department

NON-FACULTY GUESTS: Name and Affiliation

PRESS: Name and Affiliation

Gayogóhó:nq' Land Acknowledgement

Cornell University is located on the traditional homelands of the Gayogóhó:nq' (the Cayuga Nation). The Gayogóhó:nq' are members of the Haudenosaunee Confederacy, an alliance of six sovereign Nations with a historic and contemporary presence on this land. The Confederacy precedes the establishment of Cornell University, New York state, and the United States of America. We acknowledge the painful history of Gayogóhó:nq' dispossession and honor the ongoing connection of Gayogóhó:nq' people, past and present, to these lands and waters.

This land acknowledgment has been reviewed and approved by the traditional Gayogóhó:nq' leadership.

Rules of Engagement

HYBRID FORMAT

In-person and remote attendance

ZOOM CAPTIONING

Choose “Live Transcription” in the Zoom menu

TO SPEAK

2 minutes to pose a question or make a statement

Identify yourself: First name, Last name and Department

Order: Zoom first, Floor next, Back to Zoom, Back to Floor, etc.

CHAT

Want to attend to statements on the floor; set to everyone

Do not want to disadvantage in-person attendees

Limit chat to sharing resources with each other, published ‘as is’ publicly on DoF website

RECORDING

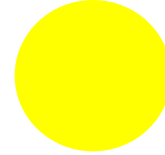
Started at 3:30PM, Video, audio, and chat posted publicly after the meeting

THREE MICROPHONES

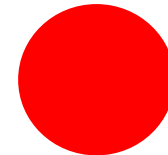
To ensure all perspectives are fairly represented and discussed



Comments in favor



Neither in favor or opposition



Comments in opposition

Approval of Zoom Transcription Minutes

September 10, 2025

Unanimous consent requested

Raise hand (in-person or remote) for corrections only

President Michael Kotlikoff

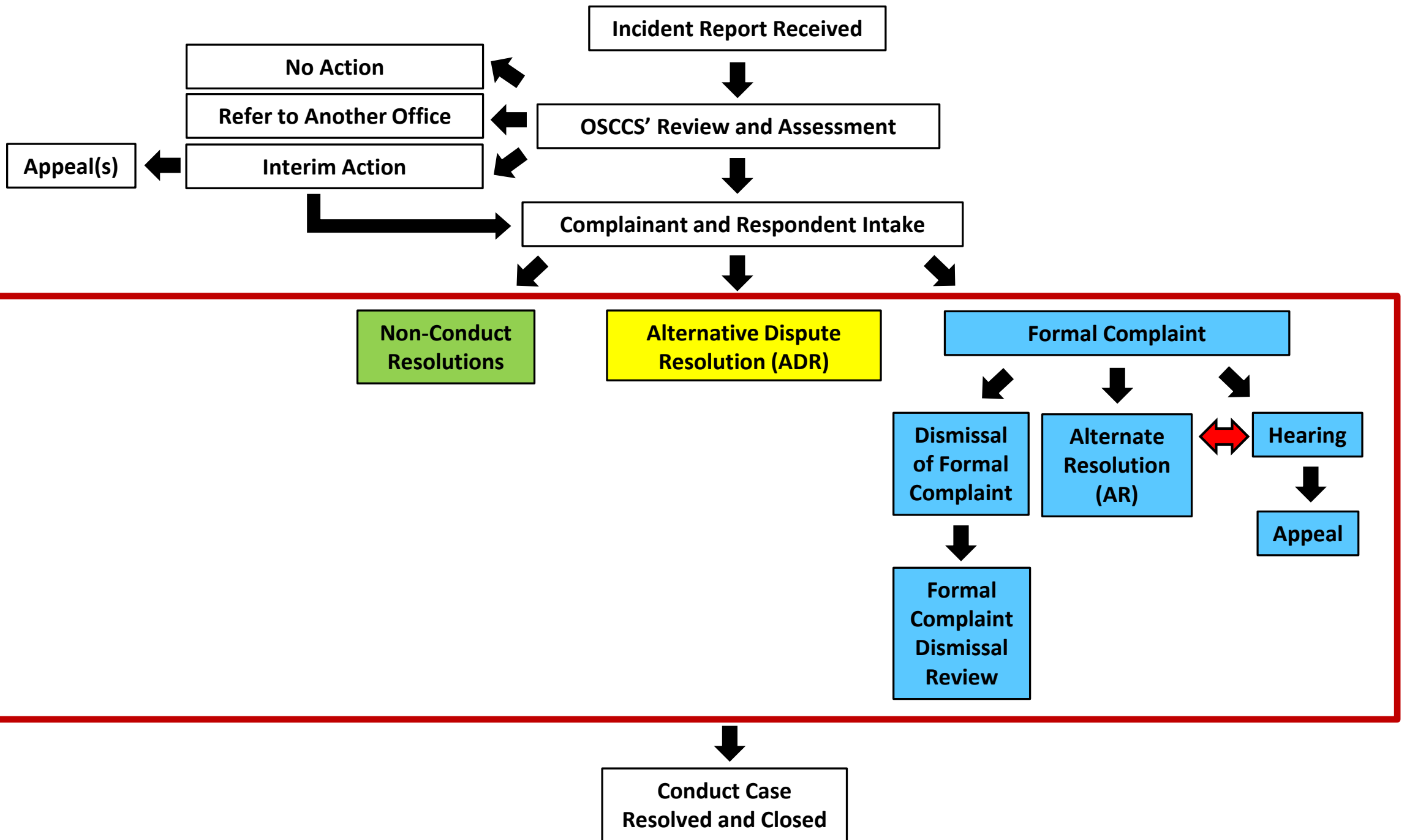
Biomedical Sciences

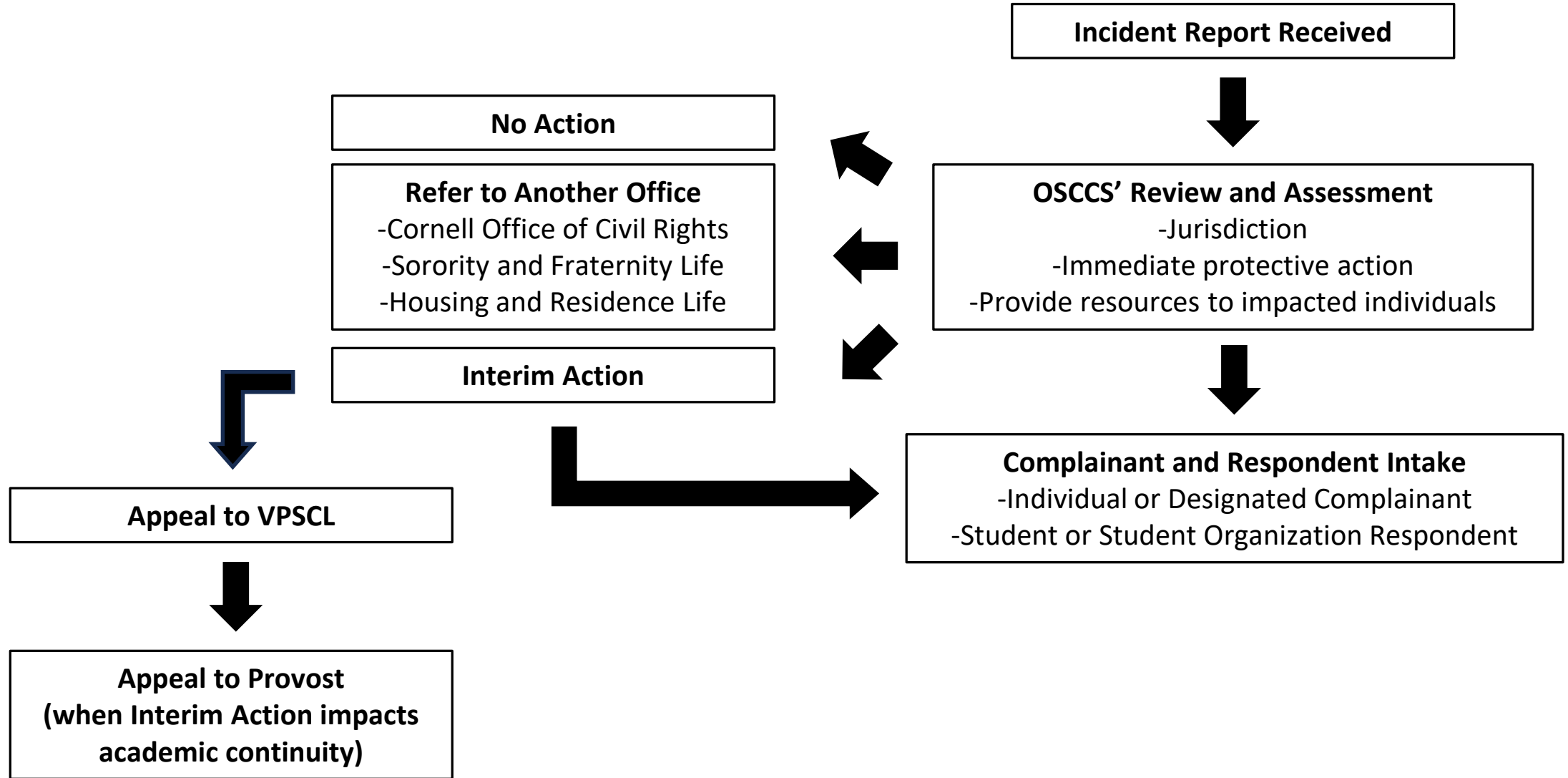
Senate Q&A

Office of Student Conduct and Community Standards and the Review of Student Code

Vice President of Student & Campus Life Ryan Lombardi

Overview of Cornell's Student Conduct Process





Complainant and Respondent Intake

- Individual or Designated Complainant
- Student or Student Organization Respondent

Non-Conduct Resolutions

- Good Samaritan Protocol
- Educational Conversations
- Warning Letters

Alternative Dispute Resolution (ADR)

- Different options available
- Resolution is always agreement based

Formal Complaint

- Full investigation of allegations
- Interviews with Complainant, Respondent, and Witnesses
- Gathering of all relevant information

Dismissal of Formal Complaint

- Complainant may request Hearing Panel to review Director's decision to dismiss

Formal Complaint Dismissal Review

- Heard by the Hearing Panel

Alternate Resolution (AR)

- Negotiated agreement between Complainant and Respondent
- Pauses investigation

Hearing

- Investigation Record and Report is provided to the Hearing Panel

Appeal

- Heard by the Review Panel

Conduct Case Resolved and Closed

AY25 Resolution Method Breakdown

No Action 98 (11.61%)	Non-Conduct Resolutions 194 (22.98%)		Alternative Dispute Resolution 418 (49.52%)				Formal Complaint 68 (7.82%)		
No Action (98)	Good Samaritan Protocol (GSP) 171	Educational Conversations 23	Summary Resolution 221	Resolution Meeting 155	Mediation 1	Restorative Justice Conference 41	Alternate Resolution 33	University Hearing Panel 7	Formal Complaints Dismissed 3

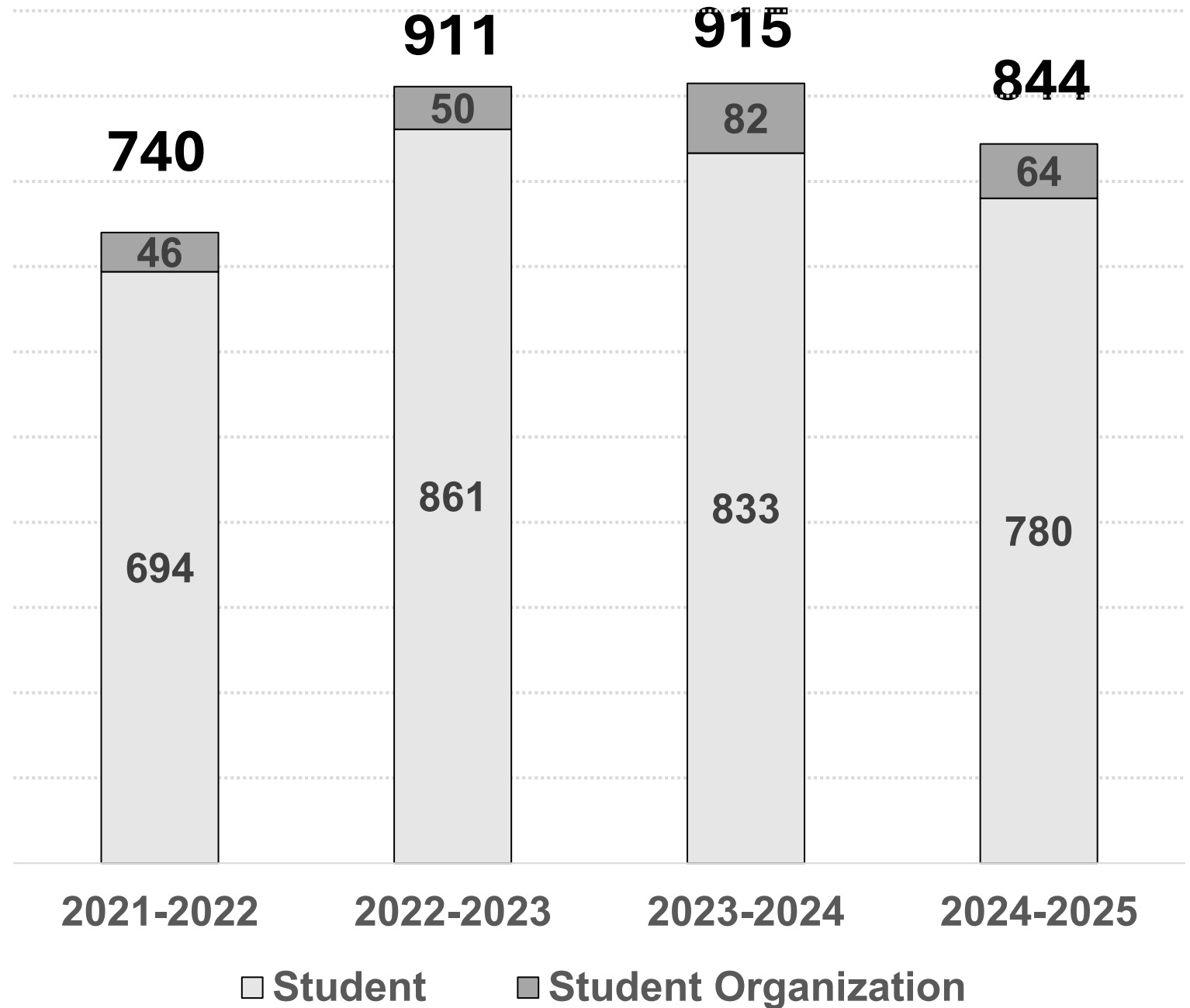
Fake ID
Bookstore
theft

Low level
alcohol
Cannabis
use
Fire safety
violations

Interpersonal conflicts
where restoration is
possible
Cases with multiple
stakeholders
Medium behavior concern

Interpersonal conflict where
restoration is not possible
High behavior concern

Annual Number of Referrals by Year



Disposition/Case Resolution Status

Percentages reflect cumulative resolutions from the last 4 academic years

No reportable outcome

- Oral Warning (71.97%)
- Deferred probation (0.72%)*

Reportable but not beyond a student's graduation

- Written Reprimand (22.19%)
- Probation (2.64%)
- Deferred suspension (1.16%)*

Permanently reportable outcome**

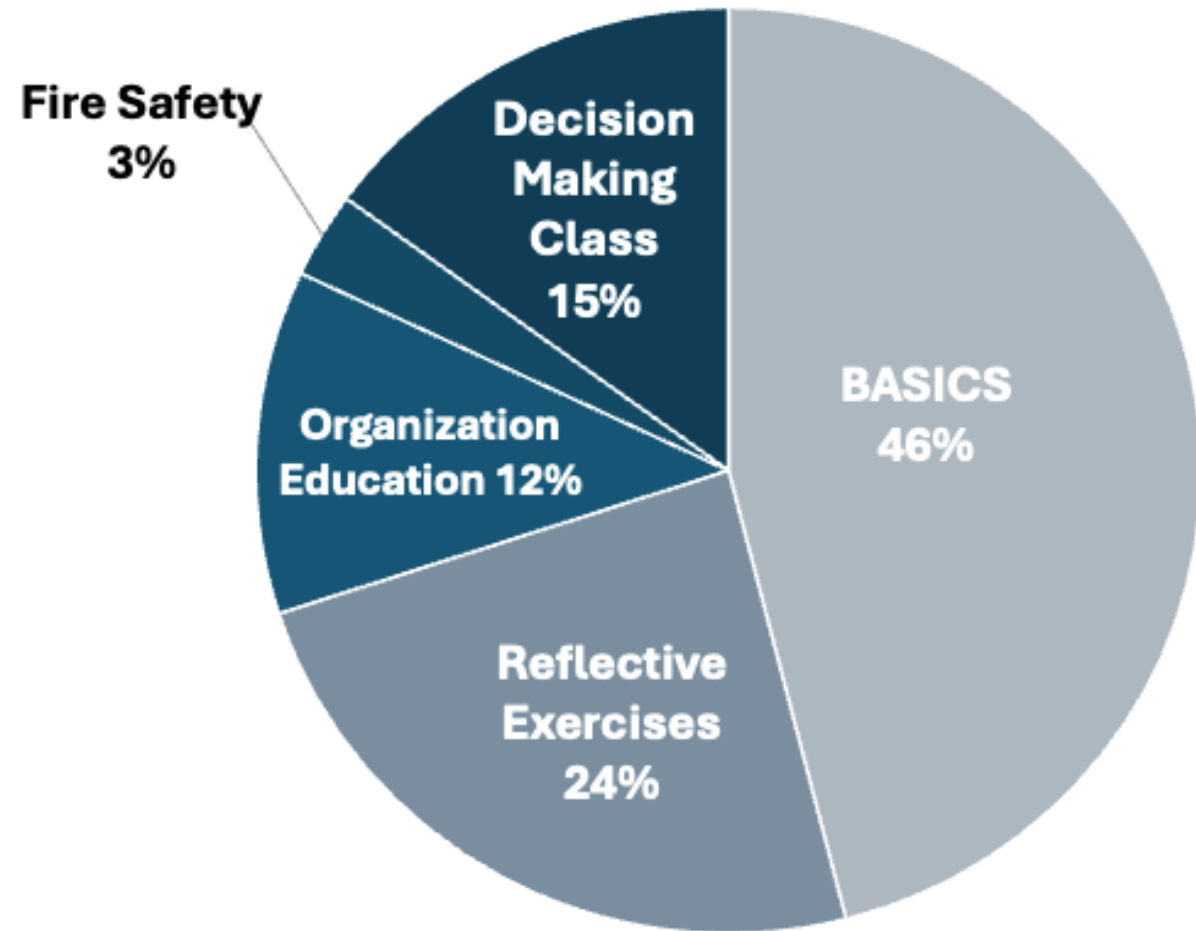
- Suspension (0.22%)
- Deferred dismissal (0.06%)*
- Dismissal (0.06%)

*Deferred status triggers a specific sanction (i.e., probation, suspension, or dismissal) for subsequent violation of the Code.

**Transcript notation removal requests for suspensions can be made per University Registrar policy. Dismissals are permanently reportable.

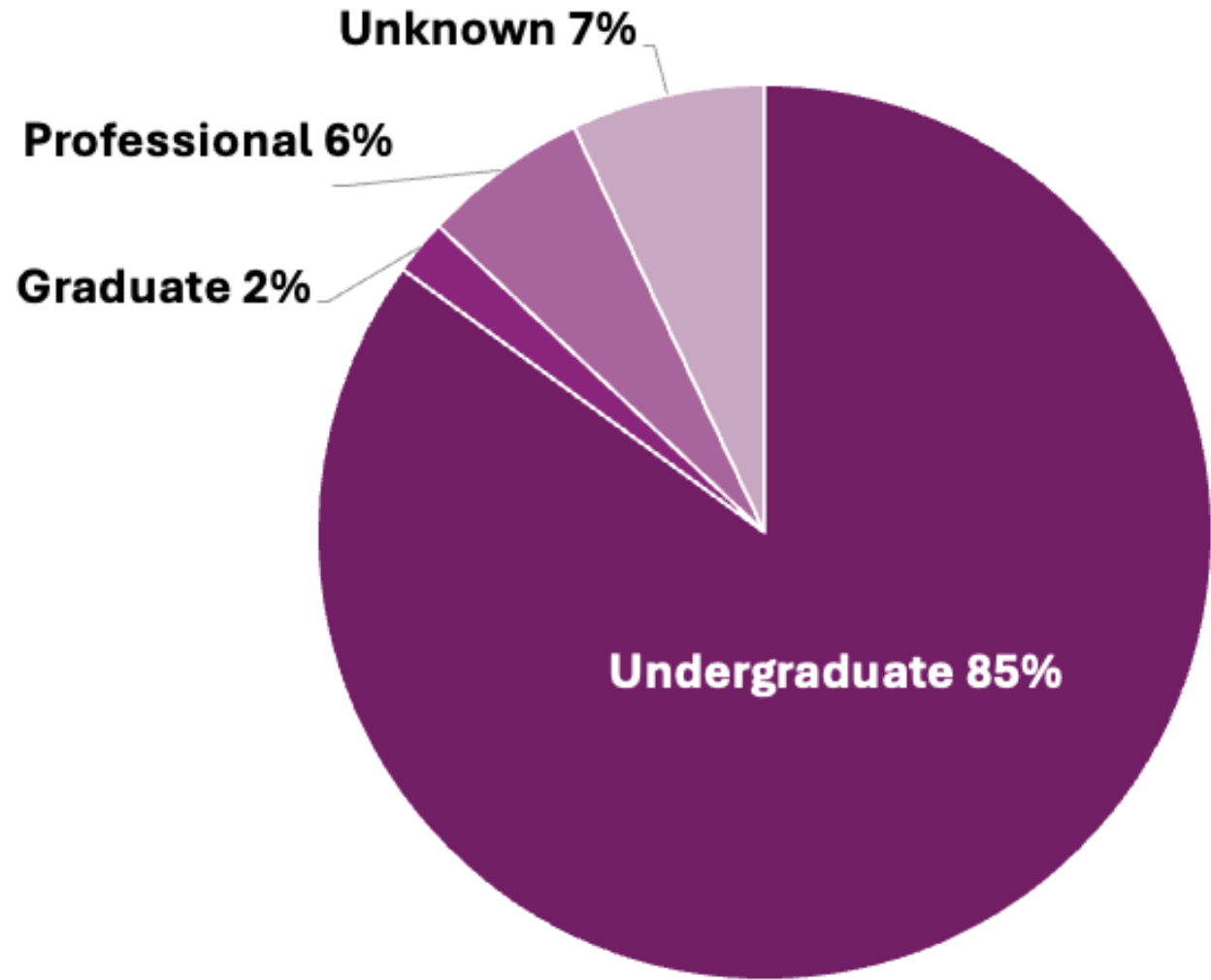
Most Common Educational Sanctions

Total for the past
4 academic years



Individual Respondent Status

Total for the past
4 academic years



AY2025 Top Reported Behaviors

- Alcohol-related behavior (under-age drinking) (238)
- Theft (Bookstore) (88)
- Drug-related behavior (cannabis use) (46)
- Unauthorized entry (39)
- Assault and Endangerment (38)
- Disorderly Conduct (37)
- Misconduct Related to Student Organizations (37)
- Failure to Comply (33)
- Misrepresentation (fake IDs) (32)
- Disruption of University Activities (25)

AY25 Temporary Suspension Disposition

Full Temporary Suspension (Students) (10)

Modified on appeal	2
Modified by OSCCS prior to resolution	3
Modified per resolution of conduct case	4
Remains in place	1 (student is currently on a leave of absence)

Non-Academic Temporary Suspension (Students) (11)

Modified on appeal	1
Modified by OSCCS prior to resolution	5
Modified per resolution of conduct case	5
Remains in place	0

Codes and Procedures Review Committee

Marla Love, Robert W. and Elizabeth C. Staley Dean of Students, Chair

Students

*Nicholas J. Brennan, PhD (graduate) student, Graduate and Professional Student Assembly representative

*Zora de Rham '27, undergraduate student, Student Assembly representative

Guy-Lee King '26, MBA (professional) student, SC Johnson College of Business

Jennica Yoo '27, undergraduate student, Architecture, Art, and Planning (RA representative)

Quinn Rinkus '26, undergraduate student, College of Engineering

Faculty

Ashleigh Newman '06, Associate Clinical Professor, College of Veterinary Medicine, former Faculty Senator

Michelle Whelan, Clinical Professor of Law & Associate Dean for Inclusion & Belonging, Law School

Staff

Stephanie Baldwin, Robert G. Engel Director, Sorority and Fraternity Life

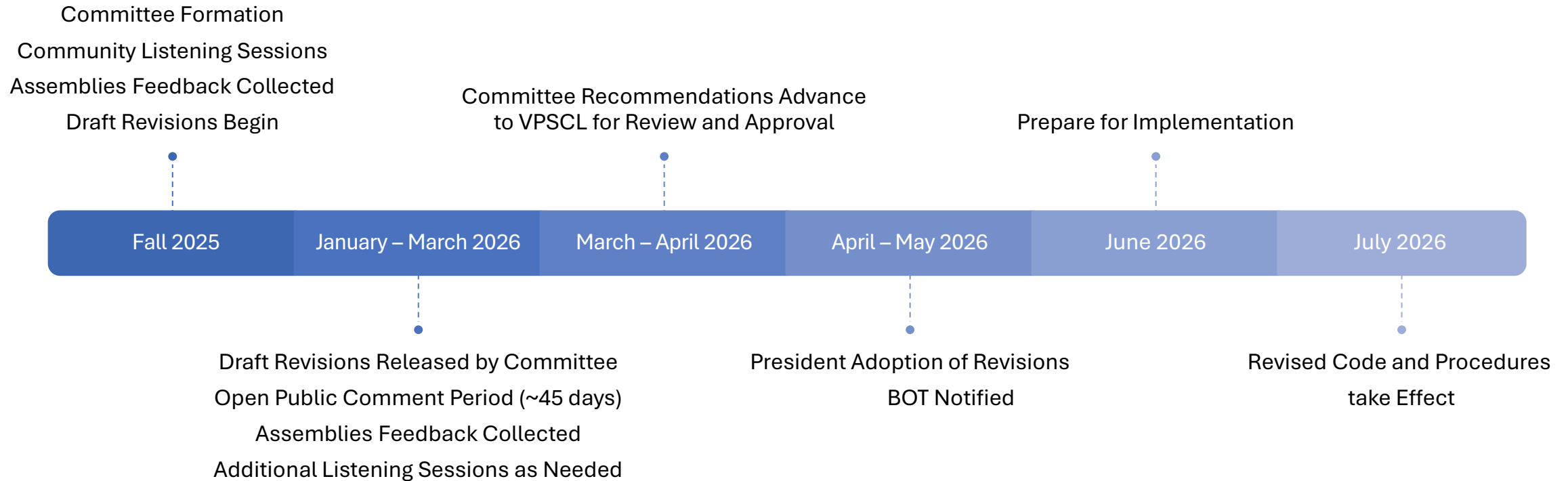
Christina Liang, Senior Associate Dean of Students and Director, Office of Student Conduct and Community Standards

Jenn Michael, Senior Director Student Experience, Architecture, Art and Planning

Ryan Lombardi, Vice President for Student and Campus Life, ex-officio

*required constituent, per the Student Code of Conduct

Code and Procedures Review Timeline



Senate Q&A

**Resolution Concerning Excessive and Unreasonable Delay
in the Conduct of Disciplinary Hearings and Providing for
Reform of Procedures under the Student Code of Conduct**

Senator Richard Bense, Government

Resolution Concerning Excessive
and Unreasonable Delay in the Conduct of
Disciplinary Hearings and Providing for
Reform of Procedures under the Student
Code of Conduct

Professor Richard F. Bense

Whereas...

Whereas excessive and unreasonable delays in cases where a student or student organization has been temporarily suspended are a violation of due process and individual rights as a member of the Cornell community.

Whereas Sriram Parasurama was temporarily suspended by the central administration on October 16, 2024, for his participation in a protest at the Statler Hotel on September 18, 2024.

Whereas Sriram Parasurama's disciplinary hearing was held approximately 250 days later, on June 23, 2025.

Whereas during the eight months intervening between the protest and the disciplinary hearing the central administration imposed a temporary suspension on Sriram Parasurama under which he was denied access to University facilities and was unable to pursue his studies.

Whereas...

Whereas Chapter VIII Title A of the Student Code of Conduct Procedures states that a temporary suspension may be imposed only when available less restrictive measures are reasonably deemed insufficient to protect the Complainant or the University community.

Whereas the complainant in Sriram Parasurama's case was Scott Grantz, a Lieutenant in the Cornell University Police Department, who was unlikely to need protection.

Whereas the two corporations, L3Harris Technologies and Boeing. which were the focus of the protest in which Sriram Parasurama participated are neither part of the University community nor do they require protection.

Whereas...

Whereas only two witnesses, one of them an officer employed by the Cornell University Police Department and the other the manager of the Statler Hotel, presented evidence in the hearing in support of the central administration's prosecution of Sriram Parasurama, evidence that could have been presented immediately after the protest had occurred.

Whereas for all these reasons the manner in which disciplinary proceedings were conducted were a flagrant violation of the central administration's own regulations.

Whereas “justice delayed is justice denied,” all students should be given a prompt hearing after they have been charged under the Student Code of Conduct and, until they have been given that hearing, they should not be punished by the University.

Whereas...

Whereas the implementation of the Student Code of Conduct by the central administration has repeatedly infringed upon freedom of expression and the individual rights of students and thus necessitates thorough reform.

Whereas thorough reform of the Student Code of Conduct and practices associated with its implementation should only be considered in a fully democratic process involving all members of the Cornell community in which the central administration plays only an advisory role.

Be it therefore resolved...

Be it therefore resolved that the Faculty Senate censure the central administration of Cornell University for the prejudicial and discriminatory prosecution of Sriram Parasurama.

Be it further resolved...

Be it further resolved that the Student Code of Conduct should be revised in order to ensure that students cannot be unfairly treated by the central administration in disciplinary proceedings.

Be it further resolved that the Faculty Senate believes that the Office of Student Conduct and Community Standards which oversees enforcement of the Student Code of Conduct should be independent of the central administration.

Be it further resolved that the Faculty Senate proposes that the Student Code of Conduct be revised by freely-elected members of the University Assembly, the Student Assembly, the Faculty Senate, and the Graduate and Professional Student Assembly.

Be it further resolved that a committee composed of three freely-elected members of each of these bodies revise the Student Code of Conduct and that the revision be approved by each of these bodies.

Sketch of the Administrative Structure of Interim Suspensions

President of Cornell University: Michael Kotlikoff



Vice President of Student Conduct and
Community Standards Ryan Lombardi



Appointment of Complainant
to Act in the “Institutional
Interest” of the University



Complaint



Director of the Office of
Student Conduct and
Community Standards:
Christina Liang



Interim Suspension Issued

Sponsors: Faculty Senators

Richard Bensel

Oumar Ba

Sandra Babcock

Anne Marie Brady

Michelle Trillium Crow

Laurent Dubreuil

Tobi Hines

Harold Hodes

Tracy McNulty

Chris Monroe

Paul Ortiz

Iris Packman

Hayden Pelliccia

Maria Gonzalez Pendas

Noah Tamarkin

Andrew Yen

Sponsors: Other Faculty

Begum Adalet
Catherine Appert
David Bateman
Kate Bronfenbrenner
Derek Chang
Reyna S. Cohen
Raymond B. Craib
Iftikhar Dadi
Ileen DeVault
Shimon Edelman

Shannon Gleeson
Dan Hirschman
Risa L. Lieberwitz
Corinna Loeckenhoff
Beth Lyon
Joseph Margulies
Ken Roberts
Nerissa Russell
Chantal Thomas

Subsidiary Motion

Dean of Faculty Eve De Rosa, Chair of the University Faculty Committee

Subsidiary Motion

Motion. The University Faculty Committee recognizes that the resolution raises serious concerns about administrative accountability and procedural delays. To determine whether these concerns reflect broader systemic issues, we recommend referral of the matter to a standing committee for review following proposed revisions by the sponsors. Therefore, the University Faculty Committee moves that:

1. The **sponsors consider revising the resolution** by October 13, 2025
2. Upon receipt of the revised resolution or on October 14, the **Committee on Academic Programs and Policies (CAPP) shall conduct a review** and provide feedback by October 27, in preparation for consideration at the November Faculty Senate meeting.

Subsidiary Motion

Recommended Revisions:

- **Split the resolution into two distinct components:**
 - One focused on censure of Central Administration.
 - One focused on process improvements to the Student Code of Conduct.
- **Refine the “Whereas” clauses** to provide background context without prematurely stating conclusions.
- **Acknowledge the formal review process underway by the Office of Student and Campus Life** and offer constructive suggestions that may inform or enhance that process.
- **Incorporate the relevant data from the Office of Student Conduct and Community Standards (OSCCS)** regarding the number and duration of formal hearings would help contextualize concerns about procedural delays and support evidence-based recommendations.

Senate Q&A
Vote on subsidiary motion

Senate Announcements and Updates

Eve De Rosa, Dean of Faculty, Chair of the University Faculty Committee; Psychology
Adam T. Smith, Associate Dean of Faculty, Chair of the Nominations and Elections
Committee; Anthropology

Senate Announcements and Updates

- **We will use the Faculty Forum on October 22, 2025 to discuss:**
 - Resolution Condemning the Cancellation of Professor Eric Cheyfitz's Classes and Threats of Further Severe Disciplinary Action
 - **3:30-4:30PM**
 - This will be a hybrid format in Schwartz Auditorium and Zoom.



October 28, 2025

Tang Hall - 499

11:30-1:30 PM

Pop-Up
**FACULTY
SOUP**

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**Office of the
Dean of Faculty**



Good of the Order



CORNELL UNIVERSITY FACULTY SENATE



#IAMYOURSENATOR

Adjournment