

Dear Faculty Senators,

I have received Resolution 212: Create an Ad Hoc Committee to Review Cornell Policy 6.4, Faculty Handbook Section 6.6, and the Duties of the Cornell Office of Civil Rights Faculty Co-Investigator (passed March 23, 2026).

In recognition of the importance of clarity and consistency in the application of Cornell policies, and consistent with Resolution 212, I am charging the Provost to designate and constitute an Ad Hoc Committee to investigate the key issues outlined in the Resolution, as follows:

The Provost shall appoint the committee, including appropriate representation from the Cornell Office of Civil Rights (COCR), the Faculty Senate, the faculty, and other relevant units, and will outline the Committee's charge, scope, and timeline, consistent with the Faculty Senate's resolution. I anticipate that the Committee will consult with additional relevant university offices and/or stakeholders.

Consistent with the resolution, the Committee will be asked to produce a Policy Report that, at a minimum:

- reviews and evaluates points of similarity and difference in the procedures utilized by COCR and the Committee on Academic Freedom and Professional Status of the Faculty (AFPSF);
- reviews, evaluates, and recommends revisions to Cornell University Policy 6.4 procedures, and the Faculty Handbook and related procedures (to include Faculty Handbook Section 6.6 and those procedures utilized by AFPSF), to resolve any inconsistencies in the procedures and practices used by COCR, AFPSF, and university administration in reaching decisions involving faculty conduct; and
- includes references to applicable legal standards.

The Provost shall determine appropriate reporting mechanisms and next steps upon receipt of the Committee's Policy Report, including consultation with the Faculty Senate and other relevant governance bodies as warranted.

I thank the Faculty Senate for its careful attention to these complex and consequential issues and for its continued commitment to shared governance and the academic mission of the University.

Sincerely,

Michael Kotlikoff

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