

# University Senate Plenary

April 29, 2022



University Senate

Proposed: April 29, 2022

Adopted: April 29, 2022

## PROPOSED AGENDA

University Senate

Friday, April 29, 2022 at 1:15 p.m. via Zoom

### Registration required

**After registering you will receive a confirmation email with meeting details.**

1. Adoption of the agenda
2. Adoption of the minutes of April 1, 2022
3. President's report
4. Executive Committee Chair's report
5. New business:
  - a. Resolutions:
    - i. Resolution to Approve an Academic Program Leading to the Master of Science in Political Analytics (School of Professional Studies) (Education Committee)
    - ii. Resolution Concerning Summer Powers (Executive Committee)
  - b. Committee reports and updates:
    - i. Practice and performance space: An update from Campus Planning and Physical Development
    - ii. Annual Report of the Commission on Diversity
    - iii. Annual Report of the Student Affairs Committee
  - c. Other reports and updates:
    - i. Draft Report of the Anti-Bullying Working Group

## MEETING OF APRIL 1, 2022

Executive Committee chair Jeanine D'Armiento (Ten., VP&S) called the Senate to order at 1:15 pm on Zoom. Seventy of 98 senators were present during the meeting. Sen. D'Armiento briefly summarized the procedural ground rules for the meeting.

**Adoption of the agenda.** The [agenda](#) was adopted as proposed (see Plenary Binder for the April 1 plenary, page 2)

**Adoption of the minutes.** The [minutes](#) of March 4 were adopted as proposed (Binder, 3-8).

**Report of the president.** President Bollinger outlined a number of recent University developments.

- *Thanks to the Senate.* The president thanked the Senate and the Executive Committee for their hard work over the previous two years.
  
- *Covid.* The president said there was now hope that the University may now be in its final stages in the Columbia environment. He said the efforts of many individuals, groups, schools, and institutions within the university had helped the institution to contain this threat. The president expressed gratitude for these efforts. He also recognized that Covid had the potential to remain a serious problem.
  
- *Capital campaign.* The University completed a five-year capital campaign in January, reaching its goal of \$5 billion in five years. This was a new kind of capital campaign, and another achievement by a large group of Columbia people.
  
- *Business School in Manhattanville.* The Business School, with 2500 students and faculty, opened in Manhattanville this semester. This development breathed life into Columbia's newest campus. Work was continuing on Site 4 in Manhattanville, the possible home of the Climate School and other Columbia units, and Site 6, where the Engineering School expected to build. Once these new buildings were built, there would still be two-thirds of the Manhattanville campus to develop over the next several decades. He said this would be an extraordinary opportunity for the university, like the development of the Morningside campus from the start of the 20th century up to the construction of the Northwest Corner.
  
- *Opening up Uris.* The departure of the Business School for Manhattanville freed up Uris Hall, which would now be repurposed for the Arts and Sciences. A major gift from Jonathan and Jeanne Lavine would result in the creation of an extraordinary, unifying commons space

at the ground-floor level. The new Uris would be a great development for the Arts and Sciences, and for the entire Morningside campus.

- *New leaders.* Searches were underway for new deans in Journalism, Architecture, SEAS, Columbia College, and SIPA. In addition, Rui Costa, leader of the Mind, Brain, Behavior Institute, had left Columbia, and a search was underway for his successor. President Bollinger said he hoped to complete all of these searches by the end of the academic year on July 1.

- *Arts and Sciences, Columbia College.* A presidential task force composed of faculty, alumni, and some Trustees would soon present a report on the complex relationship between the Arts and Sciences and Columbia College. It would address the question, What is the best structure in the modern university for students and faculty? The report would be presented to the A&S faculty and other audiences, and discussed at length. At the end of these deliberations, various changes in University Statutes and by-laws may be submitted to the Trustees for their June meeting.

- *Climate School.* With 90 students in its initial class, the Climate School was under way, led by its four founding deans.

- *Fourth Purpose.* Provost Boyce had appointed SEAS professor Samuel Sia to work in the provost's office on issues related to the president's concept of a fourth purpose for the University. Former acting provost Ira Katznelson had chaired a fourth-purpose task force the previous year that recommended provostial leadership for these initiatives.

- *Columbia World Projects.* Prof. Wafaa El-Sadr recently succeeded former Journalism School Dean Nicholas Lemann as head of Columbia World Projects.

The president commented on the role of the University in the world's difficult current situation, including the dramatic and horrifying Russian invasion of Ukraine, and the challenges of a once-in-a-century pandemic, climate change, and current threats to democracy. He said Columbia has a wonderful flexibility and eagerness to take on new issues, to shift the focus of scholarship and teaching in the best possible ways. The president said he loves and respects journalism, which at its best has a close kinship with scholarship, but a university's approach to daily and weekly events requires something other than journalism. A university tries to reflect deeply on this reality, and to pass on knowledge and ideas about it to young people. This is a great and successful role for a university, but a great scholar, department or institution must always adjust to what's happening in the world.

The president said he has always appreciated the idea that Columbia's great departments of the 1950s and '60s, especially in the social sciences, weren't just leaders in their disciplines. They also anticipated where the disciplines was going. He said that everyone at Columbia should be thinking that way. He invited everyone at the present meeting to think about where the University should be going at this critical moment in history, and to share those thoughts with him.

The president mentioned a few important adjustments Columbia had made. He said the work on the human genome and the brain at the turn of the present century prompted the establishment of the Mind Brain and Behavior Institute, the greatest center of neuroscience research in the world. The precision medicine initiative has been extremely successful in developing Columbia's contributions to genomics. In response to trends toward globalization—the integration of the world's economies, communications, and technology—Columbia established global centers, a committee on global thought, and a program of global reports. Columbia was also a leader in responding to the present pandemic, and was now preparing for the next one. Columbia is also the first school in the U.S., and possibly in the world, to found a new school devoted to climate, an initiative in which the Senate played a part. Columbia's Journalism School and the Knight Institute are actively engaged in thinking about new communications technologies. University initiatives have produced new work on political economy and inequality, and a pioneering study of sexual assault in a college setting. The president said no institution has a greater commitment to diversity, with well over \$180 million committed to help achieve a more diverse faculty and student body. In the current moment, it will be necessary to face new kinds of politics, new types of economy, new issues with refugees, with human rights, war and peace. He repeated his invitation to contact him with ideas for addressing these issues.

Sen. D'Armiento invited questions and comments.

Sen. Greg Freyer (TTOT, Public Health) said he was clearly seeing the impact of the stress of the current period on the mental health of Columbia students. He said there's always stress, but current levels are almost palpable. He said it was important for the University not to lose sight of this condition.

The president agreed. He recalled a major review on this subject conducted a few years ago on conditions in Columbia's undergraduate divisions, with committed follow-up efforts since. He said it is also important to acknowledge the impact of Covid on family and friends for everyone in the Columbia community, but especially for students, who are right at the moment of transition to adulthood and careers.

Sen. D'Armiento mentioned Columbia's young faculty, particularly those caring for patients with Covid while raising their children and trying to maintain their careers. She said the Senate appreciated recent decisions to extend the time to tenure of some of these faculty members, and to help them in other ways.

She said that at the present meeting, with the president present, there was no need for her usual offer to relay questions to the president.

Sen. Henning Schulzrinne (Ten., SEAS) said he had noticed, among staff and more senior faculty, a struggle to maintain a sense of balance and engagement. He wondered how the president saw this level of engagement, and the perception of Columbia as a place to work and prosper professionally.

The president said other people at the meeting could speak more knowledgeably than he about this problem. Throughout the pandemic the University's guiding priority was, How can we keep

everyone safe and supported? One of the biggest decisions was to lay off as few people as possible. The university was losing massive amounts of money every month at the height of the crisis, and it was a frightening time. But the administration chose not to take dramatic steps that could have had devastating effects on the Columbia community. He thought there was gratitude about this. In conversations with a number of Columbia staff, he heard a sense of recognition that the institution cared for them. The president said the initiatives undertaken to support people in the Medical Center who were on the front lines of the pandemic were extraordinary. He hoped to see continuing efforts, as the impact of the pandemic wanes, to help people who are still suffering, and the University has always been open to ideas about how to do this. He said the Senate had a role to play in thinking about and receiving ideas for this effort.

Sen. D'Armiento said another important focus is to remember the suffering of Columbia's neighbors and the people of New York City during the pandemic.

The president said Columbia World Projects is focused on this problem. Prof. El-Sadr has a project on helping with grieving and coping with loss in Harlem. Another project is helping small businesses with loans. He said Columbia had done some quite extraordinary things.

Sen. Jeremy Wahl (Stu., GS) said he had a question about the public health of the Columbia community as it exits the pandemic. He mentioned the book *Empire of Pain*, about the Sackler family and Purdue Pharma. A number of universities accepted Sackler donations of money gained from the opioid business and the production of Oxycontin. More recently, Yale took the Sackler name off a number of its spaces. The Metropolitan Museum, the Louvre, and other institutions have taken similar action.

As the U.S. moves beyond the Covid pandemic, it must face the next most pressing pandemic—the opioid crisis. Sen. Wahl expressed concern about Columbia's ability to be a leader in this effort, since it still has the Sackler name in many places round the institution. He asked the president what the University planned to do about this.

The president said questions of when to sever relationships with potential donors and when not to initiate relationships with donors are complex. Columbia has a general philosophy, as with its management of the endowment, that it will not make very refined distinctions about what it will invest in and who it will take money from. The president said these decisions require difficult judgments, and the University prefers to avoid a very granular policy about them. That said, there are instances when a donation or an investment feels like such a contradiction to Columbia's values that the University decides not to engage with these institutions or people. For such cases, Columbia has a process, based on committees composed of people whose job it is to think about these conflicts, and to identify exceptional cases that require an extraordinary response. The president said there's a lot to say about the Sacklers. However, the University rapidly came to a decision that it would not accept further funds from the Sackler family, but that it would not give back funds it had already received. It also said that it would continue to rethink these questions.

The president said this, in rough and approximate terms, was the University's position on these issues. His own view was that work at the Medical Center and elsewhere on the opioid crisis had

not been affected by these questions about donations and investments. But he recognized that the question of whether and to what extent to accept money from the Sackler family was very important. He said almost everybody has experienced the opioid crisis in one way or another in their lives, and understands the importance of dealing with it. He said people from the Medical Center could speak on how much has been done to address the opioid crisis.

Sen. Colby King (Stu., CC) thanked the president for his update on University initiatives, particularly the ones concerning diversity, equity and inclusion. As co-chair of the Senate Diversity Commission, he wanted to hear more about the task force that would be reporting on plans to expand Columbia College. Specifically, how would diversity initiatives be taken into account in an expansion plan?

The president asked EVP for University Life Dennis Mitchell to speak to this issue.

EVP Mitchell said he had been working with Sen. King on the Senate Diversity Commission. He said the University had invested significant resources in faculty diversity in recent years, and the Office of University Life was making related efforts with students. Anti-racism work has been underway since the summer of 2020. One of the eight related initiatives of that effort is specifically focused on students.

Sen. D'Armiento said she understood Sen. King's question to be focused specifically on expansion plans now under consideration, and how to incorporate diversity in that effort.

Sen. King said his question was whether a major expansion should occur in Columbia College. His own concern was to make sure that if it does happen, there would also be a corresponding increase in the proportion of students of all social, economic, and racial and ethnic backgrounds, along with concrete plans to make sure that those students are supported. How would these considerations be taken into account?

President Bolinger assured Sen. King that, whatever the size of the student body, the University will remain as committed to diversity on that scale as it is today, if not more so. The institution will make sure that services are equal to or better than they are now. He said expansion is a controversial issue, and it would take considerable time to come to agreement about the appropriate size of the student population. He said he didn't think the University was even close to agreement on that question as a practical matter.

Sen. D'Armiento said some of the biggest concerns involve changes that are expected to take place in the Supreme Court, which may have a direct impact on Columbia. She wasn't sure whether the president wanted to comment on these issues.

The president said his main priority, the issue that he has worked on throughout his career, is affirmative action, and pressing for a recognition of that principle as constitutional. He said EVP Mitchell, Provost Mary Boyce, and the Columbia deans are all committed to this effort.

The president said he was concerned now about the current cases involving Harvard and the University of North Carolina. Those cases would go before the Supreme Court in the fall, with

decisions expected in June 2023. His own main interest would be to articulate the rationale for why the Gruder decision of 2003 should continue to be constitutionally respected. If it isn't respected, if a majority were to overturn Gruder, universities would be in a very difficult position. A look at the University of California at Berkeley, the University of Michigan, and other places where affirmative action has been rejected would reveal the current degree of diversity of the student bodies. These consequences are stunning, very concerning.

## **New business**

### *a. Committee reports and updates*

Community Initiatives and Allyship on Anti-Asian Hate: Commission on Diversity. Diversity Commission co-chair Sen. King introduced the two student presenters, Sens. Tina Lee (TC) and Brandon Shi (CC).

Sens. Lee and Shi gave their [presentation](#) (Binder, 9-22).

Sen. D'Armiento invited comments and questions.

Sen. Marnie Sommer (Ten. Public Health) praised the presentation. She asked how faculty should respond to the recommendations in the report to support vulnerable students and faculty.

Sen. Lee appreciated the question. She said acknowledging the reality of anti-Asian hate without invalidating or diminishing the concerns of the people it affects would be an important first step. She said the current project emerged from her realization that as she was warning about the rise in hate crimes in New York City, no one was really talking about it in her committees at Teachers College and Columbia. She also realized that people in the Asian community were suffering silently, while the problem was getting worse and worse. They were just hoping the problem would just go away, and realizing Asian people were facing something they had never experienced before, at least in recent decades. She said validation and emotional support from faculty and administrators would go a long way.

Sen. Shi echoed Sen. Lee's remarks. He said his professor in a class the year before had actually incorporated bystander training by an organization then called Hollaback! (now named Right to Be) into class sessions, offering extra credit. He said other faculty could take the initiative in similar ways.

Sen. D'Armiento thanked the students for their presentation.

She said to senators that though the present meeting was under an hour long, the next and final plenary would likely have a packed agenda, and require more work and time from all participants. She adjourned the meeting shortly before 2:15 pm.

Respectfully submitted,

Tom Mathewson, Senate staff



University Senate

Proposed: April 29, 2022

Adopted: April 28, 2022

In favor-Abstained-Opposed: 52-0-0

**RESOLUTION TO APPROVE AN ACADEMIC PROGRAM LEADING TO THE  
MASTER OF SCIENCE IN POLITICAL ANALYTICS  
(School of Professional Studies)**

WHEREAS the explosive growth of data science early in the twenty-first century has had powerful applications to political campaigns, a change signaled by the decisive contribution of President Barack Obama's analytics team to his reelection a decade ago; and

WHEREAS the Columbia Political Science Department (Arts and Sciences) and the School of Professional Studies have joined forces to propose a new master's program to prepare students to work in this burgeoning field; and

WHEREAS the relative scarcity of master's programs focusing on political analytics in American universities offers exceptional opportunities for a Columbia program, and for its graduates in such as positions as research analyst, survey analyst, polling analyst, direct marketing data analyst, fundraising analyst, media analyst, and policy analyst for political campaigns, advocacy groups, government agencies, and lobbyists, or for the consultants and suppliers that serve these organizations;

WHEREAS the proposed program will enroll 30 students a year at steady state, and require 36 credits, to be completed over three full-time semesters (or up to six part-time semesters), and will teach 30 students a year at steady state; and

WHEREAS the curriculum will draw on a wide range of existing selective courses in Arts and Sciences, SPS, and SIPA, but will also include six new seven-week, two-point core courses (Introduction to Political Analytics, Campaign Management, Strategic Thinking, Field Experiments, Poll Analysis, and Leadership), three new selective courses, and a three-point capstone course; and

WHEREAS the University Senate Education Committee has favorably reviewed the program, with particular appreciation for the active involvement of senior Political Science faculty, both in the planning and after the launch;

THEREFORE BE IT RESOLVED that the University Senate approve the establishment of the Master of Science in Political Analytics, and

BE IT FURTHER RESOLVED that the University Senate Education Committee will review the program five years after its expected launch in the fall of 2023.

Proponent: Education Committee



**PROPOSAL FOR A NEW DEGREE, NEW DEGREE FROM AN EXISTING TRACK, NEW CERTIFICATE, OR NEW CERTIFICATION OF PROFESSIONAL ACHIEVEMENT (CPA) PROGRAM**

*Please insert the requested information in the table below:*

<b>Degree:</b>	<b>Master of Science</b>
<b>Program Name:</b>	<b>Political Analytics</b>
<b>If this program is currently a track in an existing program but has evolved as a stand-alone program, please indicate the program it's based on:</b>	<b>Not Applicable</b>
<b>Sponsoring School(s):</b>	<b>School of Professional Studies Department of Political Science, Division of Arts &amp; Sciences</b>
<b>Proposed Start Date:</b>	<b>Fall 2023</b>
<b>Name and Email Address of the Primary Contact Person for this Proposal:</b>	<b>Name: Dr. Steven Cohen Title: Senior Vice Dean School: School of Professional Studies Department: Academic Affairs unit Email address: sc32@sipa.columbia.edu</b>
<b>Date of Proposal Submission:</b>	<b>February 9, 2022</b>

## DESCRIPTION OF THE PROGRAM

Please complete the questions below and submit this document and the external reviewer list (if applicable) through the APAS system (<https://apas.provost.columbia.edu/>) to begin the review process. *Please note: Firefox is the recommended browser for APAS; functionality may be less optimal when using Internet Explorer or Chrome.*

### 1) Purpose

- A) Describe in 1-2 paragraphs the purpose of the proposed program, its target audience, its content, and its format/pedagogical approaches.

The purpose of MS in Political Analytics program is to prepare learners for professional data-oriented careers in politics, whether in government, NGOs, research organizations, consulting, lobbying, or other private sector organizations by providing the foundational knowledge, theoretical and empirical research skills, analytics capabilities, and applied practice.

Courses will be taught by Columbia full-time faculty and part-time scholar-practitioners who possess expertise and deep applied experience across various aspects of politics, including research, policy, marketing communications, media and advertising, finance, campaign management, and more.

- B) How does the new program relate to ongoing programs? Will it replace any existing program(s)? Does the proposed program completely or partially duplicate (an) existing program(s) in any other unit of the University?

The MS in Political Analytics program represents a unique offering at Columbia University and within the larger marketplace of graduate degree offerings. While the proposed program draws upon existing coursework at GSAS, SPS, and SIPA to fulfill some of the core requirements, the specificity of the program's new introductory and four substantive political analytics courses render them distinct from courses offered at the University.

Given Columbia University's academic strength in the Social Sciences particularly Political Science and public policy, Statistics, mathematical modeling, and Applied Analytics, there is strong rationale to create academic offerings to meet the needs of learners aiming to build a career in political analytics and political consulting. Drawing from a wealth of already-existing graduate-level courses in the Graduate School of Arts & Science, the School of Professional Studies, and the School of International & Public Affairs provides a foundation for both core and elective courses for a Master of Science.

### 2) Need

- A) Why is the proposed program needed locally, statewide or nationally?

Over the last decade, the pivotal role of data-driven decision-making in political campaigns accelerated with the rise of mobile technology, ecommerce, social media, and digital marketing. Barack Obama has been referred to as "the big data president" and his 2012 data team was credited with helping to deliver his re-election victory. With an analytics department that was five times larger than in 2008, the quant operation of the Obama campaign leveraged data-mining techniques to identify and micro-target swing state voters with surgical precision, design consumer-oriented messages to sway constituents, and raise record-setting sums of campaign cash.

In 2016, the Trump campaign exploited techniques developed by the Obama team and went a step further by hiring an outside firm, Cambridge Analytica. The firm claimed to possess thousands of data points on as many as 230 million adults across the U.S., aggregating information from digital transactions that included credit cards, loyalty cards, club and gym memberships, charity donations, and more. The firm also acquired social media data on 50 million Facebook members and then used sophisticated data modelling and optimization algorithms to fuel a massive micro-targeting advertising campaign on digital platforms including Google, Snapchat, Twitter, Facebook and YouTube. It would later come to light that the data firm and Facebook gathered information without user's consent. The scandal that followed led to congressional hearings, FTC fines, a federal lawsuit, and the demise of Cambridge Analytics. Nevertheless, the big data techniques live on.

Although analytics and data-driven decision-making is playing an ever-larger role in modern political campaigns, there are very few academic programs that prepare professionals to enter the field. There appears to be a strong business case to develop academic offerings to meet the needs of learners aiming to enter the field of political analytics.

B) Have students at the University or elsewhere requested this program? How many?

There are a growing number of programs around the country that focus on the growing business of political consulting. The increase in campaign spending following the Supreme Court's Citizen's United decision has increased the size and scope of political consulting. Few of these programs prepare students to both consult and perform quantitative analysis needed to project public opinion and voting behavior. Many of the analytic staff in these firms are trained in quantitative analysis and modeling, but not in politics. This program would prepare students analytically and substantively.

C) If the program is career or professionally oriented, have persons in the profession or career requested establishment of the program? Have the employment needs of professionals in the field been taken into account when designing the program?

Please see above.

D) What other institutions in the metropolitan area and in the Northeast offer similar programs?

A review of the competitive landscape revealed just two Master's degree programs focused on applied political analysis (Johns Hopkins University, University of Maryland) and two Certificate programs (Johns Hopkins University, University of Chicago). There are also half a dozen campaign management and political management degree programs in the market including those offered by Fordham University, Suffolk University, American University, and George Washington University. Moreover, none of the programs follow a scholar-practitioner model where students are afforded the opportunity to build their understanding of theory and research along with hands-on application in a professional setting.

### 3) Curriculum

- Provide a brief summary of the program, in the form of a one-paragraph catalogue or website description.

The proposed 36-credit Master of Science degree program comprises 12 credits of required core courses, 21 credits of selective courses, and a 3-credit capstone course. The core courses will be created in 7-week modules which will be taught on-line to provide the flexibility for the busy audience of students that we

will focus on for this MS degree. *(Please note- these modules could be taught face-to-face. 12 points of online coursework is below the state's 50% threshold for designation as an online program.)* The 6 core courses are designed to teach a set of integral skills that focus on the following topics: Introduction to Political Analytics, Strategic Thinking, Field Experiments, Campaign Management, Poll Analysis, and Leadership.

The 21 credits of selective courses will satisfy one of 3 field requirements: Quantitative Methods in Political Science (9 credits), Quantitative Methods in Social Science (6 credits), and Topics in Politics and Public Policy (6 credits). 3 selective courses will be designed for program launch and additional selective courses will be sourced from existing graduate level courses offered across the university to PhD and MA students.

The 3-credit capstone course will be a group project advised by a faculty member for a client. The project would be a piece of analytic work requested by a political campaign. An effort would be made to diversify the client's political party, ideology, location, and level of government.

University Senate

Proposed: April 29, 2022

Adopted: April 28, 2022

In favor-Abstained-Opposed: 54-0-0

### **RESOLUTION CONCERNING SUMMER POWERS**

BE IT RESOLVED that the Executive Committee be empowered to represent the University Senate in all matters within its jurisdiction from today until the first meeting of the full Senate in September 2022, and that the Executive Committee act, insofar as possible, on the basis of policies already established by the Senate, and

BE IT FURTHER RESOLVED that in matters pertaining to Senate constituencies with no representation on the Executive Committee, the Executive Committee will consult with the senators from these constituencies.

BE IT FURTHER RESOLVED that at the Senate's first meeting next fall, the Executive Committee report fully to the Senate on any actions taken under summer powers.

Proponent:

Executive Committee

**Commission on Diversity**  
**University Senate Plenary Presentation**  
**April 29, 2022**

*Introduction*

Today, we bring a report to consider the state of our university climate in relation to diversity and equity-based justice. We would like to begin by thanking President Bollinger, University administrators, and the Senate for carefully considering the experiences of our diverse constituents and for making strides to make a more equitable experience for Columbia community members regardless of background. Over the past two academic years, the Diversity Commission has been able to work closely with other committees and administrators to further support and develop various initiatives across the University which we highlight in this presentation.

The Diversity Commission is charged with identifying best practices and recommendations for fulfilling the University's Diversity Mission Statement to recognize and draw upon the talents of a diverse range of outstanding faculty, research officers, staff, and students and to foster the free exploration and expression of differing ideas, beliefs, and perspectives through scholarly inquiry and civil discourse. As such, the Commission has aimed to consider diversity not only in one-dimensional ways, often expressed through numbers and statistics. We have also aimed to understand the experiences of our constituents and worked to alleviate harm done on the basis of difference. The work of the Diversity Commission should be at the heart of all of our endeavors in university life, for diversity cannot be simply a strategy employed for marketing, but a project that further advances the goals, not only of our University but of the world-wide academy, to identify, understand, and address the lived problems that our world faces.

In the process of developing these goals, the Commission has taken on a number of projects in the past few years.

**1. Continuum Program**

Last year the Commission on Diversity asked the Senate to support the adoption of the Continuum Program for diversity, education and career development, an initiative on racial equity in graduate education designed to secure greater opportunity and access for talented domestic and international students from historically underrepresented groups to our world-class graduate programs and the professional careers such education opens up. The Senate passed the "Resolution in Support of the Continuum Program for Diversity in Graduate Education and Career Development" and this past fall the Office of the President announced the Inclusive Faculty Pathways "for candidates from historically underrepresented groups to advance from college and graduate programs to junior faculty positions, research independence, and mentoring the next generation."

<https://provost.columbia.edu/content/inclusive-faculty-pathways>

**2. Inclusive Public Safety Advisory Committee**

Last year the Commission on Diversity presented a "Report on Columbia University Public Safety and Restorative Justice" to the University Senate. Alongside nationwide protests concerning systemic racism, policing and public safety all at the forefront, and

the wider criminal legal apparatus in the United States in the background, the Diversity Commission sought to address questions from concerned students, faculty, and staff about how Columbia University Public Safety fits into this narrative. On the grounds that transparency and accountability are necessary for communal trust and restorative justice, the Commission on Diversity recommended the creation of an independent review body as a matter of good governance and strong institutional practice and structure. In January of this year the Office of the President announced the launch of the Inclusive Public Safety Advisory Committee.

<https://president.columbia.edu/news/announcing-inclusive-public-safety-advisory-committee>

### 3. **The Study of Expansion for Columbia’s Undergraduate Divisions (CC, SEAS, GS)**

In light of these significant achievements, we urge the Steering Committee on the Study of College Expansion (name?) to incorporate dedicated consideration of diversity and equity-based initiatives in its deliberations. The Commission on Diversity urges that care be taken to protect advances, that the University continue to maintain its commitment to fundamental principles of diversity and build upon what has been achieved. Any expansion of the student body must be accompanied by explicit attention to the impact on historically underrepresented groups and related resources—from financial aid to supports necessary for flourishing in university life. Expansion must be accompanied by affirming a commitment to the advances and achievements already made to support historically underrepresented groups.

### 4. **Institutionalizing Initiatives Against Anti-Asian Hate**

- In early April, the Diversity Commission presented on anti-Asian hate initiatives and emphasized the importance of community coalition-building as an alternative to over-policing.
  - [Columbia Spec article](#) on Black-Asian solidarity safety solutions.
- We made several recommendations including:
  - Partnering with community-based solutions that already work in NYC (e.g., CabMaddy, Safewalks, Center for Anti-Violence, bystander training)
  - Educational events centering Asian American history and cross-community activism throughout U.S. history.
  - Annual month celebrating solidarity across BIPOC communities.
- Examples of what peer institutions have done:
  - [MIT Asian American Initiative](#)
  - [UPenn Pan-Asian American Community House](#)

### 5. **Conducting Campus Racial Climate Survey**

- Mixed-methods survey (qualitative and quantitative data) to assess racial climate of student life across campus.
  - SAC/Diversity Commission will create and disseminate the survey to all students by Fall 2022.
  - Recommendations to follow by Spring 2023.
- Create regular focus groups with affinity groups and clubs at CU to continue gauging BIPOC student life experiences.



*Conclusion*

Once again, we thank you for your support of these initiatives. We believe that they begin to address concerns whose solutions are critical to the continued flourishing of Columbia University.

We acknowledge that this is only the beginning. We recognize that historically the academy has been a place where bias and identity discrimination are present. More poignantly, the academy has in fact been integral to the persistent cultivation of the very problems we aim to combat. Columbia's history is one that has direct relationships with the enslavement of Black Americans and the displacement of Native Americans. At different points throughout its history, various groups have been impacted by practices of exclusion, including Jewish people, Asian Pacific Islanders, and women. The University has had a tumultuous relationship with our Harlem neighbors. In recent years, there have been several high-profile incidents regarding the use of derogatory and discriminatory language by university faculty and officials inside and outside of the classroom. While we have made commitments to offer redress, we are far away from a university culture that is welcoming to all the diverse communities whose members we hope to attract and retain. More than that, we are far from an academy that does so generally. We believe Columbia can be a leader in creating that future while remedying past actions.

## 2021-22 Commission on Diversity: Members and Contributors

Lynda Chalker Doku		BUS	Sen.	<a href="mailto:LDoku23@gsb.columbia.edu">LDoku23@gsb.columbia.edu</a>
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# **STUDENT AFFAIRS COMMITTEE**

Annual Report 2021-2022  
Columbia University Senate  
April 29, 2022

## **INTRODUCTION**

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This year, the Student Affairs Committee (SAC) was led by Valeria Contreras (SOA, Co-Chair), Jeremy Wahl (GS, Co-Chair), and Tina Lee (TC, Vice Chair). Together, alongside our fellow SAC Senators, we worked diligently to bring together students from various disciplines to cultivate new ideas, promote growth of cross-departmental interactions, and ensure that the diverse voices and needs of the student body were continuously elevated.

As we continue to face ever-evolving global issues that have a direct impact on the quality of life at Columbia, SAC will continue to partner with our colleagues in the Senate and throughout the University to advocate for the interests of students.

Today's report outlines the accomplishments for the year, relating to our top priorities:

1. Health and Wellness
2. Equity and Inclusion
3. Communications and Engagement

## **HEALTH AND WELLNESS**

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Led by Elliot Hueske (CC, Subcommittee Co-Chair) and Anne van Vlimmeren (GSAS/Natural Sciences, Subcommittee Co-Chair), the Health and Wellness SAC Subcommittee was formed this year to promote the mental and physical well-being of all Columbia students. To achieve this, we worked on the following issues and initiatives:

### **COVID-19 Advocacy**

Our Health and Wellness subcommittee elevated concerns relating to COVID-19 on campus, which allowed us to discuss urgent student needs with administration. We advocated for expansion in testing, an increase in mask supplies, hybrid class options, and an extension to the booster mandate deadline for those who had recently tested positive for COVID-19.

### **Dining**

At the start of the academic year, long wait times and crowding at dining halls created stress and concerns relating to the potential spread of COVID-19. These crowding issues also placed vulnerable students at risk, since students recovering from eating disorders faced a particularly difficult time due to the bottleneck. Led by Jeremy Wahl (GS, Co-Chair) and Valeria Contreras (SOA, Co-Chair), SAC advocated for the university to identify solutions to the issue, resulting in the return of indoor dining. This ultimately helped ease the crowding and provided the opportunity for students to eat their meals in community spaces, at ease and with greater peace.

## **Mental Health Resources**

Led by Tina Lee (TC, Vice Chair), due to the high demand for mental health services in the wake of the pandemic, SAC analyzed current mental health needs and services offered on campus to understand any gaps that may exist. We discussed solutions with administration and Counseling and Psychological Services (CPS) on campus to increase communications and information relating to services available.

## **Access to Healthcare On-Campus**

Led by Sidney Saint-Hilaire (CUMC), Cameron Clarke (CUMC), and Valeria Contreras (SOA, Co-Chair), we disseminated a survey to the student body to learn about their experiences receiving care at Columbia Health and factors that may affect their ability to receive comprehensive, accessible, and confidential care. We are compiling and reviewing this data and will have more information to report back in the next term.

## **EQUITY AND INCLUSION**

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Led by Colby King (CC, Subcommittee Chair), the Equity and Inclusion SAC Subcommittee was formed this year to fight for the equitable treatment of all Columbia students regardless of race, sex, gender, disability, religion, and all other forms of identity. To achieve this, we worked on the following issues and initiatives:

### **Community Initiatives and Allyship on Anti-Asian Hate**

SAC Senators and members of the Commission on Diversity, Tina Lee (TC, Vice Chair), Brandon Shi (CC), and Colby King (CC), led a presentation at a University Senate Plenary Meeting analyzing the rise in anti-Asian violence and its impact on the well-being of students at Columbia. The presentation emphasized the need for Black-Asian coalition building and alternative solutions to over policing. It included initiatives undertaken by community organizations in NYC, initiatives by our peer institutions, and recommendations to increase allyship among community members.

### **University Judicial Board Appointees**

The Rules of University Conduct govern freedom of expression and protest at Columbia. Led by Valeria Contreras (SOA, Co-Chair) and Tina Lee (TC, Vice Chair), five students from a pool of over a hundred applicants were selected with the approval of SAC and the Senate Executive Committee. These students will serve as members and alternates on the University Judicial Board, which adjudicates alleged violations of the Rules of University Conduct. Student members of the University Judicial Board assure students are protected if an alleged violation occurs. The selected members' terms will commence this 2021-2022 academic school year and run, where possible, to the end of the 2023-24 academic year.

### **Safety Advisory Committees**

SAC Senators, Colby King (CC) and Valeria Contreras (SOA, Co-Chair), were appointed to President Bollinger's Inclusive Public Safety Advisory Committee to work in partnership with Columbia University Public Safety to consider public safety policies, training, practices, and programs through

the lens of inclusivity and develop new and enhanced departmental practices to foster inclusion and belonging at Columbia. Additionally, Tina Lee (TC, Vice Chair) and Valeria Contreras (SOA, Co-Chair) will serve on the Campus Security Advisory Committee, which takes a more macro-level approach to campus safety, looking at overall security-related data and reports.

## **COMMUNICATIONS AND ENGAGEMENT**

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Led by Roger Tejada (Law, Subcommittee Chair), the Communications and Engagement Subcommittee was formed this year to increase awareness of the Columbia Senate, its activities, and its objectives. To achieve this, we worked on the following issues and initiatives:

### **Constituent Outreach**

Earlier this year, we launched our first newsletter to our constituents to inform them of the work that we have been pursuing through SAC. Each SAC Senator sent the newsletter via email to their own constituents, to include updates as well as a survey that allowed students to voice concerns, especially those relating to our priorities for the year. The survey indicated a strong need to further build community and dialogue on campus, which will remain a top priority for SAC.

### **University Senate Website**

SAC has worked to create an updated University Senate website to improve communications with constituents. This work will progress in the next academic year.

### **Quality of Life Survey**

SAC has continued to develop the Quality of Life survey and will continue to work on this project in the next academic year, with the goal of launching the survey by the end of the 2022-2023 academic year.

## **CONCLUSION**

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We are grateful for the support provided to SAC as we have worked to advocate for student needs and to lift the voices of our community members across Columbia University. We look forward to continuing our advocacy next year with incoming SAC leadership: Valeria Contreras (SOA, Co-Chair), Elias Tzoc-Pacheco (SEAS, Co-Chair), and Cheng Gong (SEAS, Vice Chair).

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