

University Senate Plenary

April 28, 2023



University Senate

Proposed: April 28, 2023

Adopted: April 28, 2023

PROPOSED AGENDA

University Senate

Friday, April 28, 2023 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 March 31, 2023
3. President's report
4. Executive Committee Chair's report
5. Old business:
 - a. Resolutions:
 - i. Resolution to Include Caste as a Protected Category (SAC)
 - ii. Resolution to Approve the Establishment of the Institute of Global Politics (SIPA) (Education)
6. New business:
 - a. Resolutions:
 - i. Resolution to Honor the Columbia Presidency of Lee C. Bollinger (Executive)
 - ii. Resolution to Recognize Juneteenth as a University Holiday (Education)
 - iii. Resolution Concerning Summer Powers (Executive)
 - b. Committee reports and updates:
 - i. Student Affairs Committee Annual Report
 - c. Other reports and updates:
 - i. Status of NROTC at Columbia: Update from Professor Jeffrey Kysar, Faculty Advisor to NROTC
 - ii. Steps to Retirement: Columbia University Human Resources Information Session

Given the important agenda, please anticipate a longer than usual plenary and please join us in 406 Low for a reception following the plenary.

MEETING OF MARCH 31, 2023

Executive Committee chair Jeanine D’Armiento called the Senate to order at 1:15 pm. 73 of 104 senators were present during the meeting.

Adoption of the agenda. The Senate adopted the [agenda](#) (see Plenary Binder for March 31, 2).

Adoption of the minutes. The [minutes](#) of February 24 were adopted as distributed (Binder, 3-10).

Sad news. Sen. D’Armiento relayed sad news that she had received a little earlier: McLeod Buckham-White, a senior in Columbia College from Atlanta, GA, had died. He majored in Economics, concentrated in Psychology, and played varsity football. Sen. D’Armiento said there would be counseling help available that afternoon, and other plans to support the grieving family and community. She invited senators to send condolences.

No president’s remarks. Sen. D’Armiento said President Bollinger could not attend the present meeting.

Chair’s remarks.

Senate town hall meeting about the recommendations of the Anti-Bullying Working Group. Sen. D’Armiento reminded senators that in April 2022, the ABWG presented its draft report to the Senate. Senators then studied the report, formulating key principles and policy pillars to consider. Sen. D’Armiento presented these points to the Senate at the previous plenary on February 24. She said she now wanted the Senate to make a formal recommendation to the administration, based on full feedback from Senate constituencies. The next step in that process was to hold town hall meetings, the first one on April 18 from 3 to 4:15pm on Zoom, with all senators invited, and all Columbia students, faculty, and non-instructional officers. Sen. D’Armiento invited questions and comments on these plans, but heard none.

An Election for Senate Executive Committee Chair. Sen. Brendan O’Flaherty (Ten., A&S/Social Sciences), chair of the Senate Elections Commission, said an election was due for chair of the Senate Executive Committee in every odd-numbered year. It would soon be time to begin that election, so there would be a call for nominations, which now must be supported by a number of senators. After the close of nominations, there would be a campaign period and a voting period, which he hoped would take place at the end of April. He urged senators to vote for one of the nominees. He said qualifications for the position, which could be found in the Senate By-Laws, include a requirement that candidates must hold a tenured Senate seat.

Sen. Letty Moss-Salentijn (Ten., CDM) said a number of senators would be up for reelection to the Senate at the same time as they might be candidates for Executive Committee chair. What would happen if a candidate were not reelected to the Senate but were elected Executive Committee chair?

Sen. O’Flaherty said the hope was that all Senate elections would be completed before the Executive Committee chair election.

Sen. D’Armiento said that was not the case. Would there have to be another election for Executive Committee chair if the winning candidate was not reelected to the Senate?

Sen. O’Flaherty said there would have to be another election in that case.

Sen. D’Armiento said she hoped that situation would not arise. She invited other questions but there were none.

New business.

Resolution to Approve the Establishment of the Institute of Global Politics (School of International and Public Affairs)—Education Committee. Sen. D’Armiento listed three SIPA faculty members who were present to discuss the resolution: Keren Yarhi-Milo, SIPA Dean and Adlai Stevenson Professor of International Relations; Richard Betts, Leo A. Schiffrin Professor of War and Peace Studies and Professor of International and Public Affairs, and Allison Carnegie, Associate Professor of Political Science.

Education Committee co-chair James Applegate (Ten., A&S/Natural Sciences) briefly described the process the committee follows with a proposal of this kind. First it appoints a subcommittee to read the proposal and ask questions of the proponents. All of that happened in this case, and the subcommittee enthusiastically recommended the proposal to the full Education Committee, which unanimously approved it. Sen. Applegate invited Dean Yarhi-Milo and her colleagues to introduce the [resolution](#) to the Senate (Binder, 11-18).

Dean Yarhi-Milo, a former Arts and Sciences faculty senator, said it was good to be back. She said the Institute of Global Politics would be based in SIPA, but she hoped it would serve as a hub and a resource for faculty and students across the university. She said SIPA is organized around five major global themes: climate policy and sustainable development, technology and innovation, geopolitical stability, inequality and inclusive prosperity, and democratic resilience. She said SIPA faculty working in those five areas produce a lot of work that is relevant for policy makers. And the idea here is to have an institute that makes it possible to bring this research and expertise into the world to engage with policymakers, to offer solutions and be more proactive in producing better policies.

She said one key function of the proposed institute would be to bring policymakers to Columbia to engage with students and faculty—not just at SIPA but across the University. There would be a cohort of 10

policymakers—not just politicians, but also heads of NGOs, IOs and other global leaders who would come and work on big policy challenges and produce policy reports that would serve the entire community. The Institute would have a series of high-profile speakers, who would talk, for example, about when they stepped down from office. Another speaker series, Across the Aisle, would provide opportunities to conduct non-partisan debate from a variety of perspectives. Students would also have opportunities to work with the policymakers as research assistants on policy reports, and to engage in other policy-relevant activities. The idea was to reduce the transaction costs involved in completing research and getting it out into the world.

Prof. Carnegie, who is currently Director of Graduate Studies in the Political Science Dept. and a member of the Saltzman Institute of War and Peace Studies, spoke next. She said the IGP would address a major unmet student need for more interaction with policymakers and more research outlets. She said Political Science had just finished its recruiting efforts for next year, and one of the main questions from recruited students was about opportunities for policy-relevant research. The policy reports that students would help produce as research assistants would be a valuable addition. On the faculty side, many produce policy-relevant work to communicate to the broader community, in op-ed pieces and other communications. Prof. Carnegie said the proposed Institute would help provide visibility to efforts like these, and increase the impact of work that has already been produced.

Prof. Betts emphasized the importance of the overall activity of the Institute. He said SIPA was really established as an independent school, distinct from Arts and Sciences, and it has been steadily developing the capacities befitting the importance of public policy. He said the proposed Institute is a logical manifestation of that progress. It would have a somewhat more comprehensive mandate than the Saltzman Institute, and in the balance between research and policy engagement, the strength of the new institute would be in facilitating much more direct and significant policy engagement. It would also create an opportunity for collaboration and synergy with other entities like the Saltzman Institute. He said the importance of global politics (broadly defined) justifies the establishment of an integrating entity like the proposed IGP.

Sen. Applegate invited questions.

Sen. Susan Bernofsky (Ten., Arts) said that the degree programs proposed for the Dept. of African American and African Diaspora Studies at the previous plenary had only very brief discussion, probably because there was a general sense that the department would be continuing work that was already underway at Columbia. But she said the present proposed program seemed quite different and new. She said it hadn't been mentioned that the faculty group responsible for the proposed institute's research program would be chaired by Hillary Clinton, who recently joined the Columbia faculty. A policymaker who is not a politically neutral party and who is also part of the Clinton Foundation doing other research would now be a faculty member. Sen. Bernofsky said she had questions about how these priorities interact, and what reactions there might be across campus to this one. She said she was not speaking in opposition

to the proposal, but wanted an opportunity to learn more about it. She had learned about this proposal exactly one day before the present meeting, when the agenda was distributed. Therefore, Sen. Bernofsky moved to table any vote on the new institute until the first meeting of the fall.

Sen. D'Armiento asked Sen. Bernofsky to wait to introduce a motion until there had been more discussion of the proposal. She said many people had comments.

Sen. Bernofsky agreed to wait.

Sen. D'Armiento thanked Sen. Bernofsky. She added that the committee who presented the present proposal had studied it at length, and could respond to Sen. Bernofsky's remarks.

Sen. Bernofsky said she understood, but thought that voting on a resolution without having time to consider it in detail was an ineffective approach.

Sen. Fouad Habib (Stu., Public Health), a member of the Education review subcommittee, said the group spent a lot of time on this proposal and asked detailed questions, and would be glad to address Sen. Bernofsky's questions.

He asked Dean Yarhi-Milo about student involvement in the proposed institute, especially for students in different schools.

Dean Yarhi-Milo began by responding to Sen. Bernofsky, saying that the proposed institute's Faculty Governing Board would be a full faculty governing body, not just one person. She said one of the wonderful features of the SIPA faculty is the magic that happens when practice faculty and ladder faculty interact. This is where the academy meets the world. So the institute's governance body, like any other SIPA unit, consists of a mix of faculty, with rotating leadership.

As for student engagement, Dean Yarhi-Milo said the policymakers, when they come to the proposed institute, would work with students in a variety of ways. First, there are projects and reports that students are assigned to work on together with faculty. And students from any part of the University can apply for these roles, depending on the topic. Sometimes engineering students will have the relevant expertise, sometimes A&S students, etc.

A second kind of opportunity will involve workshops—small labs, not for credit—about different things happening in the world. One might be on how to structure a student loan debt program and get it through Congress.

Sen. D'Armiento asked for more questions and comments.

Sen. Gadha Raj N (Stu., SIPA) appreciated the effort that SIPA was making to engage its students in research, not just as a learning opportunity, but also as a chance to network and collaborate with future employers.

Sen. D'Armiento conveyed a question from the chat about whether the leadership of the Faculty Governance Board, whose first chair would be Hillary Clinton, would rotate.

Dean Yarhi-Milo said that in the first year of the institute it would establish by-laws. The institute would be governed by faculty. There would be discussion of the role of the chair, and what kind of faculty would be involved. Dean Yarhi-Milo said she had served at one point as the director of the Saltzman Institute of War and Peace Studies. In a second stage, students may have governance roles. There must be some flexibility in the structure of the institute. But the chair will not stay forever. There must be rotation. That's part of bringing the community together.

Sen. Shelley Saltzman (TTOT, SPS), a member of the Education Committee but not the subcommittee that reviewed this proposal, said her understanding was that the proposal was before the Senate for action now partly because the institute needed to recruit prospective fellows now, as rivals like Harvard were doing.

Sen. D'Armiento said important questions needed to be answered. Passing the resolution now so that Columbia could compete with Harvard for fellows was not a good reason.

Sen. D'Armiento said the Senate could discuss a motion to table. But she wanted to make sure that questions of substance were answered first. Some questions of substance had been answered.

Sen. D'Armiento asked the parliamentarian, Linda Mischel Eisner, how votes would proceed now.

Sen. D'Armiento invited Sen. Bernofsky to state her motion.

Sen. Bernofsky noted that the recent discussion on rotating leadership was slightly different from the language of the resolution.

Sen. D'Armiento said she simply wanted to clarify some facts. She understood that the leadership of the Faculty Governing Board would rotate, but said Sen. Bernofsky seemed to be concerned that that was not true.

Sen. Bernofsky said she was concerned that the document that the Senate was being asked to vote on in a great rush did not say anything about rotating leadership.

Sen. D'Armiento said it would be possible to add a statement about rotating leadership.

Sen. Applegate said institutes of this type are not uncommon. Having reviewed programs for a long time now, he said his reading was that if you are engaged in policy in the real world, you ought to bring academics—as in faculty members and students from the university—into close contact with policymakers, who have been serving in Washington, DC and in other places and are now rotating out of those jobs for whatever reason, and you want to put all of these people in the same room so they can sit around, talk, and learn from each other. Hopefully, everybody walks out of the room with something they didn't have when they walked in, and they can go out and make the world a better place. He said it takes guts to be an optimist, but he is one. He said this was the educational model for the proposed institute, and it was a very good one. It has been used elsewhere, in other policy institutes. So the proposal is not some controversial arrangement. He said he had been on the Education Committee for a long time, and was used to this kind of educational structure. He echoed Sen. D'Armiento in saying that if people had substantive questions, now was the time to ask them. He did not consider it appropriate to delay action on this proposal just so someone could sort of get comfortable with the idea. A lot of work had gone into the proposal, and the committee's review of it. He thought the Senate owed the SIPA people an acknowledgment that they had done their due diligence. He said SIPA has done similar proposals before, and it knows how to develop a program of this kind. He said the Senate owed them a decision, unless there were a truly substantive issue that couldn't be addressed now.

Sen. D'Armiento said this was her point. She said Sen. Bernofsky wanted the document to say what Dean Yarhi-Milo had said rotating the leadership on the Faculty Governance Board.

Sen. Bernofsky said she would like to see that change in the proposal, but that was not the substance of her motion.

Sen. D'Armiento said that if there was something that wasn't in the proposal but needed to be there, and could be placed there, would that serve Sen. Bernofsky's purpose?

Sen. Bernofsky asked if she could still bring up discussion points.

Sen. D'Armiento said she was trying to give Sen. Bernofsky a chance to bring up her discussion points. She thought a specific change in the document might have made Sen. Bernofsky's motion to table unnecessary.

Dean Yarhi-Milo said she was happy to add language to the proposal. But she noted as a dean of a school and former director of the Saltzman Institute of World Peace Studies that there was no language about the details of internal institute governance in any statement of rules. In every institute or center, there are bylaws that are established by the faculty of the school on how to govern internally.

Sen. D'Armiento invited Sen. Bernofsky to state her motion again.

Sen. Bernofsky said she was not an expert in the field to be served by the proposed institute. She was trying to react very quickly to information that she received very shortly before being asked to vote on it. But she imagined the reactions of her colleagues and students to a newspaper article reporting that Columbia now has a policy-driven institute that is being led by a particular figure who is not uncontroversial on the left, or on the right. Sen. Bernofsky said she would appreciate a chance to think about the implications of this for Columbia for longer than a half-hour. She moved, as she had a few minutes before, to table the final vote on the resolution until the first meeting of the fall semester.

Sen. D'Armiento said there was one more plenary in the spring semester. She said it's not common to table to a meeting three or more months away. She suggested that Sen. Bernofsky amend her motion to table until the next plenary on April 28.

Sen. Bernofsky asked whether the Columbia's incoming president, Minouche Shafik, had weighed in on the present proposal.

Sen. D'Armiento said the incoming president would begin on July 1. Columbia had a current president, who had seen the proposal and was, as far as she knew, fully supportive of it, but he was not at the meeting and could not speak for himself. But this decision would have to be made before the arrival of the new president.

Sen. Bernofsky understood this point. She said she would make her motion, expecting it to be voted down.

Sen. D'Armiento said there was a motion on the floor to table a vote on the IGP Institute proposal until the fall. She asked for and received a second.

She asked the parliamentarian if the motion to table was discussable.

Ms. Eisner said the motion was debatable, and also amendable. She said postponing for more than three months was not advisable, and an alternative measure was to refer the resolution back to committee.

Sen. D'Armiento said people could choose to refer back to committee.

She declared discussion open on the motion on the floor to delay the resolution to the fall. She repeated that the Senate does not typically delay a vote for such a long period. The more typical action is to delay till the next plenary.

Sen. Greg Freyer (TTOT, MSPH) said he thought the suggestion of a one-month delay was a good compromise. He suggested modifying Sen. Bernofsky's motion accordingly.

Sen. Habib asked whether Sen. Bernofsky's main concern was about who would chair the Institute's Faculty Governance Board to begin with. Was the concern that the chair would be Hillary Clinton? Sen. Habib doubted that anyone who gets to Secretary Clinton's level of policymaking would be uncontroversial, no matter which side of the aisle they're on. He asked Sen. Bernofsky to explain her concern.

Sen Bernofsky said she simply wanted to be able to consult with her constituents on this issue.

Sen. Applegate repeated his opposition to tabling of any kind.

Ms. Eisner, the parliamentarian, said there was now a motion to table the resolution until the fall, along with an amendment to table the resolution to the next meeting. Ms. Eisner said the motion to amend still needed a second.

Sen. D'Armiento said she thought the Senate should vote on Sen. Bernofsky's motion to table until the fall. But she was not sure how to proceed.

Sen. Bernofsky said she would accept as friendly the amendment to table the resolution only to the next plenary.

Sen. D'Armiento said there was now a motion on the floor to table the vote on the present resolution to the next plenary. She asked for and received a second. She asked if there was more discussion of this motion?

Sen. Saltzman asked when the Senate would vote on the motion to add the word "initially" to one of the Whereases in the resolution.

Sen. D'Armiento said the Senate had not put forward the motion to add the word "initially." She asked whether someone would want to propose that amendment, which might possibly change the tabling motion. She asked Sen. Applegate if he wanted to propose that amendment.

Sen. Applegate said he did not.

Sen. D'Armiento said an amendment to add "initially" may make more people opposed to tabling.

She invited Sen. Saltzman to propose such an amendment.

Sen. Saltzman said she could do that, but that change wouldn't explain the kind of governance in the IGP. Was more of an explanation needed about the leadership of the governance board?

Sen. D'Armiento said the only amendment on the floor now was the one adding "initially" to the resolution.

Sen. Saltzman made the motion to add the word "initially."

Sen. D'Armiento asked for and received a second. She said the Senate would vote on that motion first. She asked the parliamentarian whether that was correct.

Ms. Eisner said the first step was to vote on the motion to amend the resolution; the next step was to vote on whether to postpone the vote on the amended resolution to the next meeting, if there would be a second to that amendment, and otherwise, to the fall. She said that if the postponement was until the fall, there should be a definite time in the fall, perhaps the first plenary.

Sen. D'Armiento asked Sen. Saltzman if there was a second to the motion to add the word "initially" to the resolution. She then realized that that motion had already been seconded.

Sen. D'Armiento called for a vote on the amendment to add the word "initially."

Senate director Geraldine Mc Allister reported 57 positive votes. The motion needed 53 votes to pass.

Sen. D'Armiento declared the motion adopted. She said the Senate would now turn to Sen. Bernofsky's amended motion to table the resolution.

Ms. Eisner said she thought the amendment to postpone the resolution for only one plenary was accepted by Sen. Bernofsky as friendly.

Sen. D'Armiento called for a vote on Sen. Bernofsky's amended motion to table a vote on the resolution until the next plenary.

Ms. Mc Allister counted 21 votes in favor.

Sen. D'Armiento said that motion did not pass. She called for a vote on the next motion, to approve the resolution as amended by the word "initially."

Ms. Mc Allister said there were 51 votes in favor; 53 were needed for adoption.

Sen. D'Armiento said the amended resolution did not pass. She asked Ms. Eisner whether the next step would be sending the resolution back to committee.

Sen. Applegate asked for nays and abstentions.

Sen. D'Armiento declared 7 opposed, and 5 abstentions.

She said the resolution would be brought back to committee, so maybe the motion to postpone it to the next plenary would become reality.

Sen. Applegate said the vote consisted of 51 yesses, 7 nos, and 5 abstentions. Why didn't the resolution pass?

Ms. Mc Allister said there were now 104 serving senators. A simple majority required 53 senators.

Sen. D'Armiento said someone asked in the chat whether there could be a motion to vote again.

Ms. Eisner said she was looking this question up.

Ms. Eisner said she thought the resolution could be reconsidered because the original motions had all been debatable.

Sen. D'Armiento called for another vote on the amended resolution. She hoped the meeting had not lost senators.

Ms. Eisner said the Senate needed a second for the motion to reconsider. There was a second.

In the vote that followed, there were again only 51 votes in favor.

Sen. D'Armiento said this item had now been addressed.

Committee reports and updates.

Caste discrimination: Opening the discussion (Student Affairs).

Sen. Elias Tzoc-Pacheco (Stu., SEAS Undergrad), co-chair of the Student Affairs Committee, said the issue of caste discrimination had been brought to SAC by student advocates and non-senators. He hoped to start the discussion at the present meeting with a presentation from student senators Huaqing Ma (Journalism) and Gadha Raj (SIPA)

Sen. Ma then delivered the [presentation](#) (Binder, 19-29).

At the end of the presentation Sen. D'Armiento invited discussion.

Sen. William Duggan (TTOT, Bus.) asked if there was a way to fast-track this proposal. It involved inserting a word in a few places. Was anybody against it?

Sen. D'Armiento welcomed the question. She said the Senate was trying to grasp the legal aspects of this possible change to the Non-Discrimination Statement. How would such a change be implemented? This proposal would be coming to the next plenary with a live resolution. She said that because many people had not heard of caste discrimination, and some people wanted to be educated about it, the Executive Committee took a two-step approach—discussion at one plenary, a vote at the next. She added that in most discussions, people react as Sen. Duggan did, thinking there was nothing to debate about this. But the Senate must finish its due diligence.

Sen. Habib asked for clarification: Would the Senate be voting on this at the next plenary?

Sen. D'Armiento said she didn't know for certain. She said everyone feels supportive. But it was necessary to look into what it would take to implement this policy change, so that the Senate could be assured of having a reasonable resolution.

Sen. Habib urged the proponents to provide an inclusive definition of caste that is not confined to certain global regions, because the problem of caste emerges in other regions as well.

Sen. Tzoc-Pacheco said the committee was proceeding with caution partly because other universities haven't been as cautious. But those that have had success with this have a definition that is not based on any kind of religious or geographical notion, but on a system of stratification that is grounded in customs, tradition, and law.

Sen. D'Armiento agreed that this was why it was important for the Senate to proceed carefully. It was important to have people bring questions now about this measure—on its implementation, and on what it means to take this step.

Sen. Ma said that in the Wikipedia definition, it was clear that caste is not only a South Asian phenomenon. It is also evident in the history of Japan. But in today's context the main setting is the South Asian population; at Columbia, it is South Asian students who are subject to caste discrimination.

Historically, Sen. Ma said, the caste system has existed in many societies, including Korea, China, and others. But because of historical developments in these countries, these caste systems from ancient times have more or less been eradicated. And that's why with the immigration diaspora that is the United States, one doesn't really see these such issues with East Asian communities. But caste discrimination remains prevalent in the U.S., unfortunately, within the South Asian diaspora communities, not only among students, but also in Silicon Valley in California. This kind of caste discrimination in the U.S. was also the most important problem the current student initiative was trying to address. But this was not to say that any other group from a place other than South Asia should be excluded from the scope of SAC's initiative.

Sen. D'Armiento said senators would be discussing these issues over the next few weeks. The other main question raised by the report is, What does this mean for the University? If caste is included as a protected category, would the University have to report on it? Would people have to state their caste? She said these discussions need to happen, because caste is a sensitive issue.

Sen. Margaret Corn (Stu., GSAS/Hum) raised the issue of the understandable fear of being outed due to the stigma around caste, and how it deters South Asian students from reporting discrimination. How will a policy to combat caste discrimination that depends on a reporting process address this problem? How will adding a word to a non-discrimination statement help overcome that fear of outing?

Sen. D'Armiento said students had discussed this issue at length. Raising awareness is a vital step in addressing this problem. She wondered whether the University has to document and collect data, because that may compound people's fear. One of the exchanges that came up in discussions was about how to sensitize and inform people. These issues would also be included along with the resolution at the next plenary.

Sen. Ma described another problem that emerged in discussions with students. Once students openly discuss caste in classroom or social settings, it can be very troubling to hear someone reveal that they belong to a dominant caste. That puts pressure on others to reveal their lower-caste status. That is one reason why some people are not comfortable disclosing their caste status. Sen. Ma said the aim of adding caste as a protected category is certainly not to press people to reveal their status, but to add a layer of protection for people who want to report caste discrimination to EOAA or other Columbia offices.

Sen. Ma also understood that adding caste to a list of protected categories would not mean much more work for the University administration. It would simply be part of the existing reporting process.

Sen. D'Armiento appreciated the research Sen. Ma and SAC had done. But she urged waiting for the results of further inquiries in the coming month. These would reveal what the University would require in the way of reporting and documentation.

Sen. Corn recognized Sen. Ma's response. She repeated her previous statement that she had no objection to adding caste to the Non-Discrimination Statement, though she doubted that that step alone would allay students' fears of reporting. But she thought caste discrimination issues were covered under a number of previous statements and laws.

Sen. Ma agreed that there might already be a legal basis for protecting caste in previous statements, but it remained important to mention caste explicitly. He offered the statement: Sometimes it's not what you say that matters; it's what people hear.

More on IGP procedure. To complete the earlier business, Sen. Freyer asked for a motion to refer the IGP resolution back to the Education Committee. The motion was made and seconded. Sen. D'Armiento called for a vote.

There were not enough votes to pass.

The resolution will be referred back to Education.

Campus access status (Campus Planning and Physical Development). Sen. John Donaldson (Ten., Bus.), CPPD chair, said his committee was very aware of current unhappiness on campus with the persistence of the swipe access policy for Morningside campus buildings. He said students are not allowed to swipe into buildings where they do not have a registered course. The committee found this lack of flexibility highly undesirable, especially on a campus that already has an acute space shortage.

He said the committee wanted to know why the swipe access policy had continued after other pandemic restrictions had been lifted. Who in the administration made a decision to continue swipe access and on what basis?

The committee did not have answers to these questions, but was making a systematic effort to get them. It expected to share those answers at the next plenary.

Sen. D'Armiento thanked Sen. Donaldson for raising this important issue, which the Senate would be pursuing.

Sen. Saltzman said not only students were being stymied by swipe access, but also faculty, particularly in Manhattanville.

Sen. Donaldson said the Campus Planning had heard stories of faculty who can't get into buildings to teach their own classes. He said everyone is inconvenienced by this policy and the committee wants to know what the reason is.

Sen. Duggan asked whether, beyond knowing the reason for the persistence of the policy, the committee knew who had the power to change it.

Sen. Donaldson said the committee didn't know that because it hadn't found out who was responsible for effecting the policy.

Sen. Saltzman said there was a suggestion in the chat that Public Safety made this decision.

Sen. Donaldson said the committee had held a delightful conversation with Gerald Lewis, the new VP for Public Safety, but he could not help the committee in its effort to know who had decided to continue this Covid-era policy.

Sen. Duggan urged the committee to ask VP Lewis whose ruling he would accept to change the policy.

Sen. Derrington (TTOT, GSAPP), co-chair of Campus Planning, said the present order came from the president's office. She asked if Mr. Lewis was present, but he was not.

Sen. D'Armiento said Campus Planning would not have the answer today. She said the purpose of the committee's update was partly to assure senators that the Senate was addressing this issue. She was confident that answers would be provided at the April 28 plenary, along with answers to other questions of importance to the Senate.

Sen. Corn said she thought CUIT, as the implementers of any digitally managed security system, might know something.

Sen. Derrington said Campus Planning also raised this issue partly to get a reading on Senate sentiment about this issue.

Adjourn. There being no further business or discussion Sen. D'Armiento adjourned the meeting at around 2:45 pm.

Respectfully submitted,

Tom Mathewson, Senate staff

**RESOLUTION TO INCLUDE CASTE AS A PROTECTED CATEGORY
IN COLUMBIA UNIVERSITY'S NON-DISCRIMINATION STATEMENT**

WHEREAS, caste is a system of rigid social stratification characterized by hereditary status and social barriers sanctioned by custom, law or religion; and a structure of oppression affecting more than two hundred and fifty million people across the world¹; and

WHEREAS, caste originated in South Asia and has been imported to the United States, and caste-based discrimination and harassment can persist in some environments among groups of South Asian descent; and

WHEREAS, caste-oppressed groups continue to experience profound injustices including socioeconomic inequalities, usurpation of their land and rights, and subjection to brutal violence; and

WHEREAS, we recognize the urgent need to address caste-based discrimination in our own domain of higher education and in our own institution, Columbia University; and

WHEREAS, current laws and University policy prohibiting discrimination include many of the identities intertwined with caste, but does not protect from caste-based discrimination explicitly; and

WHEREAS, we value the University's commitment to eradicate all forms of discrimination through a wide range of initiatives expressed in the University's Non-Discrimination Statement; and

WHEREAS, Columbia University should explicitly prohibit any manifestation of caste-based discrimination to create a safe and inclusive campus experience for all; and

THEREFORE, BE IT RESOLVED that the Senate requests that the University include caste as a protected category in its Non-Discrimination Statement.

Proponents:

Student Affairs Committee

Commission on Diversity

Commission on the Status of Women

¹ As cited in Seattle Municipal Code Ordinance Number 126767; *Relating to Human Rights: Including Protections Against Discrimination Based on an Individual's Caste* (February 21, 2023)

**Resolution to Include Caste as a Protected Category in
Columbia University’s Non-Discrimination Statement:
Background**

Student Affairs Committee

April 21, 2023

Current Protected Categories:

[Columbia University’s Non-Discrimination Statement and Policy](#) prohibit discrimination on the following grounds:

The University prohibits any form of discrimination against any person on the basis of age; citizenship status; arrest or conviction record; caregiver status; color; credit history; creed; disability; familial status; gender (sex); gender identity; genetic predisposition or carrier status; lactation accommodation; marital status; national origin; pregnancy; race; religion; salary history; sexual or reproductive health decisions; sexual orientation; status as a victim of domestic violence, stalking, or sex offenses; unemployment status; veteran or active military status; or any other applicable, legally protected status in the administration of its educational policies, admissions policies, employment, scholarship and loan programs, and athletic and other University-administered programs and functions.

(Faculty Handbook 2022)

Proposed Added Protection:

We propose that the University include caste among these protected categories and that caste-based discrimination be added to the University’s non-discrimination policies so that it is prohibited across all Columbia schools.

Precedents for Caste as Protected Category

1. **Brandeis University:** Brandeis University was the first university to add caste to its non-discrimination and harassment [policy](#) in December 2019. In a [statement](#) defining caste, it said: “Caste is a system of rigid social stratification characterized by hereditary status, endogamy and social barriers sanctioned by custom, law or religion.”
2. **Colby College:** Colby College, Maine, also released a statement after including protections on the basis of caste. Colby College’s Dean of Diversity, Equity and Inclusion Tayo Clyburn told Associated Press: “It’s important that we take a step back, reflect on the policies that we call upon to promote inclusivity and safeguard members of the community.”
3. **UC Davis:** In January 2022, UC Davis became the first University of California campus to provide protection against discrimination based on “caste or perceived caste”.

4. **California State University:** In January 2022, California State University amended its [non-discrimination policy](#) to specify that caste was a subcategory within race and ethnicity. It became the first university system in the country to formalize protection against caste-oppressed students.

Brown University: In 2022, Brown University added [protections](#) on the basis of caste. A statement released by Brown University said that the move would “underscore protections for members of the University community and to call attention to a subtle, often misunderstood form of structural inequality.”

5. On February 21, 2023, the [Seattle City Council](#) voted to add caste to its anti-discrimination laws, becoming the first city in the United States to do so.
6. Big tech companies that employ a high number of South Asians have also added caste protections. In September 2020, Apple, the world’s largest listed company, added explicit [protections](#) against caste-based discrimination to its anti-harassment statutes.
7. In May 2022, California’s employment regulator, the Civil Rights Department, [added caste](#) to its examples of equal employment opportunity policy.

Need for Caste as a Protected Category

Caste supremacy is akin to race supremacy. It is a birth-based, permanent social stratification that divides society into hierarchical orders¹

Caste affects people globally, cutting across continents, geopolitical boundaries, religions, and diasporas, including but not limited to South Asia.

It has been well documented by sociologists, historians, and other scholars that the caste system sets the presumed supremacy of one group over the presumed inferiority of another. The hierarchy promoted by caste determines [economic](#), [social](#), and [educational](#) capital, which has survived generations through the use of explicit and implicit discriminatory practices.

The caste system, and its discriminatory effects, overwhelmingly prevail amongst the population in the Global South. Even as members of these communities migrate to other parts of the world, such as the United States, these discriminatory practices are being continued.

A 2018 report by the New Jersey-based advocacy group Equality Labs, titled [Caste in the United States](#), found that:

“All of the inequalities associated with Caste status, ritual purity, and social exclusion have become embedded within all of the major South Asian American institutions. Further, they extend into American mainstream institutions that have significant South Asian immigrant populations. This includes schools, workplaces, places of business, and religious institutions.”

¹ Wilkerson, Isabel. *Caste: The Origins of Our Discontents*, Random House Publishing Group, 2020

Need for Adding Caste Explicitly

The reason for adding caste explicitly as a category of protection is due to the unique stigma surrounding caste. The stigma prevents students from “lower” caste backgrounds from reporting caste-based discrimination for fear of being “outed”.

The invisibilization of caste further deprives students of “lower” castes of an avenue to talk about its challenges. As such, it is critical to add caste as an explicit category to the University’s Non-Discrimination Statement and Policy so that:

- Conversations around caste are normalized.
- Awareness is created around the unique experiences of those discriminated by caste.
- The University space can engender equity for the community.
- An avenue is created to treat mental health and other well-being challenges associated with being labeled as a member of a “lower caste”.

Many members of oppressed castes are unable to bring their whole selves to the University, due to the shame, humiliation, and other microaggressions to which they are subjected. Anxieties about identities being outed even lead to the phenomenon of “passing” as upper caste. Yashica Dutt, an alumna of Columbia Journalism School (2015), exemplified this phenomenon in the memoir *Coming Out as Dalit*.

All of this creates an unsafe space for oppressed caste members, who live in the fear of potential backlash, retribution, humiliation, career harm, and of being ostracized.

Therefore, not having caste as an explicit category creates double marginalization and hinders community formation.

Columbia University needs to be a safe space for all. It must be a place where our diverse population can feel comfortable being themselves, free from discrimination and consequence.

Case Studies in the United States

Beyond stigma, caste discrimination can manifest in many ways. A [Reuters](#) report in August 2022 highlighted casteism faced by several South Asian tech workers in the United States. The workers interviewed said that “caste cues, including their last names, hometowns, diets or religious practices, had led to colleagues bypassing them in hiring, promotions and social activities.”

While other instances of caste discrimination — physical and verbal abuse, micro aggressions, social exclusion, cyber-bullying and economic exploitation — exist within the diaspora, three lawsuits threw the lid open on this rampant but covert practice in the United States:

- **Lakireddy Bali Reddy case**, California (2000): An upper caste landlord from India and resident of Berkeley, California, was charged with trafficking young girls from Dalit and oppressed castes to be his sex slaves. Members of these communities are vulnerable and susceptible to being exploited by members of higher castes.
- **Cisco Software Inc case**, California (2020): Upper caste managers at Cisco were charged with humiliating a Dalit colleague and preventing promotions on account of his “inferior” caste status. This is exemplary of the need to have protections against caste non-discrimination within workplaces and schools.

- **BAPS Temple case**, New Jersey (2021): Upper caste temple authorities were charged by FBI and DHS with trafficking Dalit and Tribal workers from India to perform manual labor at the rate of \$1 per hour, and involuntary servitude. This is evidence that caste discrimination exists in the United States. Furthermore, U.S. courts are recognizing that caste is a distinct form of discrimination.

Background of the Caste System:

The origin of the caste system can be traced to the Indian subcontinent two millennia back. An overarching structure of stratification, caste governs social and political relations, determining whom one can marry, eat with, socialize or own wealth. In South Asia, caste is the primary instrument of subordination² of women and the oppressed castes.

Despite prohibition of caste discrimination in the Indian Constitution, around 95 percent of [marriages](#) in India take place within castes. Adults who violate this convention have been [murdered](#) by their own parents. The [economic](#), [social](#), and [educational](#) status of society members depend on the caste group to which they belong. Oppressed caste members also face violence for observing any norms that seem to challenge caste hierarchy. This leads to Dalits being killed for seemingly innocuous things such as sporting a [mustache](#), riding a [bike](#) or [horse](#), [drinking](#) water, or sitting on a [chair](#).

Even though the caste system originated in what is referred to as Hinduism, it is practiced de facto across all faiths and religions in the Indian subcontinent and members of the South Asian diaspora.

The caste system divides people into four hierarchical social categories that are fixed permanently from birth to death — Brahmin, Kshatriya, Vaishya, and Shudra (in descending order of superiority).

A fifth category of people — Dalits or the Scheduled Castes— were excluded from the caste system and denoted as “Untouchables”. Rendered social outcastes, they were forced into professions considered dirty or polluting such as disposing of the dead and cleaning human waste.

A sixth category of people are the Adivasis or Scheduled Tribes, the indigenous communities of the subcontinent.

In order to alleviate caste-based disparities, the Indian State provides affirmative action to Dalits, Adivasis, and a large section of the Shudras, who are officially termed as the Other Backward Classes.

Together, the Scheduled Castes, Scheduled Tribes, and Other Backward Classes account for more than three-quarters of India’s population. However, despite affirmative action, their representation in all walks of life, including mass media, boardrooms, the judiciary, bureaucracy, pop culture, literature, the arts, and civil society, is disproportionately low.

According to the National Crime Records Bureau (NCRB) of India, a crime is committed against a Dalit person every ten minutes. The impunity enjoyed by upper caste perpetrators of these crimes has resulted in what activists refer to as caste apartheid in India.

² Uma Chakravarti, Conceptualizing Brahmanical Patriarchy, p. 271, *Caste, Class, and Gender*

Looking Back at Columbia University’s Past and Looking Forward to Our Future:

Indian jurist, economist, politician, social reformer and an eminent alumnus of Columbia University, Dr. BR Ambedkar belonged to the formerly ‘untouchable’ Dalit community, which was historically excluded from education and social relations, and forced into dehumanizing occupations.

Ambedkar’s [years](#) at Columbia University (1913-1916)— particularly his professors John Dewey and Edwin Seligman — influenced his political thinking. These ideas would be instrumental in [shaping](#) the trajectory of the world’s largest democracy, India, with Ambedkar chairing the drafting committee of the republic’s Constitution. He became a strong advocate for civil rights and social justice in India, initiating significant caste, gender, and labor reforms. His work also lifted millions of ‘untouchable’ people from social exclusion.

- In April 1994, Columbia University installed Ambedkar’s bust, a sculptural portrait, in Lehman Library (SIPA) as a testament to his legacy.
- The South Asia Institute of Columbia University runs the [Ambedkar Initiative](#), linking the “anti-caste legacy of BR Ambedkar and his relevance to discussions about social justice, affirmative action, and democratic thinking in a global frame”.
- In 2022, Columbia Law School instituted the annual [Ambedkar Law Lectures](#), inviting prominent scholars of public law with the aim to “further our understanding of justice, democracy, equality, development, and governance from historical, comparative, and philosophical perspectives”.
- Students across Columbia College are reading BR Ambedkar’s *Annihilation of Caste* as part of the Common Core.

All of this suggests growing awareness of caste as an enduring form of social stratification and historic discrimination.

The Columbia University community has come a long way in creating an environment that is based on equity, diversity and inclusion. It is time to continue this work and close the existing gaps in University policies.

By closing existing gaps, Columbia will become more welcoming and inclusive of the diverse students, faculty, researchers, and other affiliates that it attracts. It is important to note that the experience of a Columbia student before graduation will affect their view of the University after graduation, therefore impacting areas such as alumni relations, perception of the institution, and sustained connection to the Columbia University community.

**RESOLUTION TO APPROVE THE ESTABLISHMENT OF
THE INSTITUTE OF GLOBAL POLITICS (SIPA)**

WHEREAS the School of International and Public Affairs proposes to establish a new institute designed to bring the academic and policy worlds closer together for the benefit of both, focusing on five global policy challenges: climate and sustainable development, geopolitical stability, inclusive prosperity and macroeconomic stability, democratic resilience, and technology and innovation; and

WHEREAS a group of up to 10 prominent policy practitioners—the Distinguished Global Policy Fellows—will make critical contributions to the proposed institute during visits or residencies of up to a year, giving lectures, guiding a series of white papers focused on the institute’s five global challenges, and teaching short non-credit courses, all as part of a major effort to mentor faculty and students on how best to apply their research agendas to policy issues;

WHEREAS the proposed institute will address its five global policy challenges in part by establishing “labs” to conduct research on each that can be successfully translated into policy, drawing on a group of student fellows, as well as the full intellectual range of Columbia faculty across the University, for participation in these projects; and

WHEREAS new speakers’ programs—the Spotlight Interviews and Across the Aisle—will provide former and serving policymakers at the highest levels opportunities to share their experiences candidly and reflectively with the University community and the general public;

WHEREAS a faculty governance board, consisting of SIPA Faculty serving in rotating roles and led by inaugural chair, Professor of Practice Hillary Rodham Clinton, will manage the research agenda of the proposed institute, under the authority of SIPA Dean Keren Yarhi-Milo

WHEREAS, in accordance with the University Statutes, the President has authorized the establishment of an Institute for these purposes, to be based in the School of International and Public Affairs; and

WHEREAS, in accordance with the Statutes, the Senate is also required to approve the establishment of new Institutes, and the Senate Education Committee now recommends this action;

THEREFORE BE IT RESOLVED that the University Senate approve the establishment of the Institute of Global Politics (SIPA); and

BE IT FURTHER RESOLVED that the Senate forward this resolution to the University Trustees for appropriate action.

Proponent: Education Committee

Unit Name: Institute of Global Politics

Unit Host: School of International and Public Affairs

Unit Mission: Since its establishment in the fractured aftermath of World War Two, Columbia SIPA has brought expert knowledge and close partnerships to bear on major world challenges. From the outset, SIPA has bridged a wide range of academic disciplines and fostered close connections between academic scholars and decision-makers at every level, in every sector, in the US and around the world.

Today, in a world again in flux, SIPA stands ready once again to play a leading part by bringing evidence-based insights, innovative partnerships, and fresh solutions to the critical issues of our time. As the world's [foremost global policy school](#), SIPA is uniquely positioned to meet [complex global policy challenges](#)—from designing sustainable economies to strengthening geopolitical stability—that may manifest locally but are inherently global. To drive these efforts, SIPA requests approval to establish the **Institute of Global Politics**.

The Institute's mission is threefold:

- **To promote greater interconnectivity** between the academic and policy communities in service of more relevant academic research and more effective policies.
- **To empower students** across all schools at Columbia University to grapple with the world's pressing issues by providing the mentorship, professional and work experiences, and speaker events they need in order to understand, and take practical action to address, these global challenges.
- **To unite communities to make tangible impact**, creating a hub for academics and policymakers to convert ideas and research into actual policy, and thus amplify the University's fourth purpose

Our faculty have identified five Global Policy Challenges on which to focus SIPA's interdisciplinary research, teaching, and policy engagement for greatest real-world impact, and around which the **Institute for Global Politics** will be structured:

- Climate and Sustainable Development
- Geopolitical Stability
- Inclusive Prosperity and Macroeconomic Stability
- Democratic Resilience
- Technology and Innovation

Unit Goals: The Institute’s mission will be served through the following initiatives and programs:

Distinguished Global Policy Fellows. The Institute will invite approximately ten Distinguished Global Policy Fellows to participate in the Institute for varying periods of time, according to their schedule and availability. This category is intentionally designed to be flexible to accommodate high-level VIPs who may have brief gaps in between public service or professional appointments where they could spend some time at Columbia. The duration of their residence may be anything from one week to an academic year, during which time these VIPs may engage in public events, provide workshops or seminars for students, and publish policy-relevant articles targeted at non-academic audiences.

The presence of this diverse cohort of fellows will drive linkages between academia and the policy world and elevate the Institute’s direct relevance to the worlds of politics and policy. The Distinguished Global Policy Fellows will play a unique role in the Institute and the School. By mentoring faculty and students on how best to present academic findings to practitioners and guide their research agendas towards policy-relevant questions, and participating in lectures and panels across the University, the Distinguished Global Policy Fellows will reinforce the policy relevance of research across the Global Policy Challenges. Particularly, they will play a key role in the academic policy labs taking on each challenge. Through a series of policy commission reports facilitated by the Fellows, the Institute will publish an ongoing series of white papers (see below) fusing scholarly analysis of current events with policy analysis and recommendations. This series will allow the Institute to address in a public and timely way emergent crises and respond to breaking news stories of concern to decision makers.

Although the Institute will not provide education programs for academic credit, the Distinguished Global Policy Fellows will be invited to teach individual courses with the approval of SIPA’s Committee on Instruction, should the length of their tenure at the Institute allow for this possibility. This will enable SIPA to provide policy-focused courses not normally offered at Columbia University.

In addition to the Distinguished Global Policy Fellows, the Institute will host other Senior Fellows jointly with other SIPA entities such as the Center for Global Energy Policy, the Raj Center for Indian Economic Policies, and the SIPA China Initiative. These programs, already designed to bring policymakers to Columbia, will be closely affiliated with the IGP. Their participation, at times along with the Ball, McGovern, and McCarthy Visiting Professors, will build the entire annual cohort to a larger number of fellows.

Public Engagement Platforms. The creation of the Institute has sparked innovative thinking on SIPA’s public engagement: how to bring influential speakers to SIPA even as we bring IGP insights to the broader community. As a first signature program, we look to launch *Spotlight Interviews*, a speaker series featuring trenchant conversations with leading figures from the public and private sectors as they move on from their positions. *Spotlight Interviews* will give experienced leaders a chance to share the lessons they learned during their tenures, their thoughts on future challenges, and their advice to aspiring policymakers. Experience shows that holding such conversations with major figures *after* they have left office often encourages true reflection and candor. We will also host the *Across the Aisle* speaker series, which allows policymakers at the highest levels with opposing political viewpoints to share their

experiences and learn from one another, in the spirit of hosting a civil dialogue to model the kind of exchange we want to engender among our students.

To share these insights with the broader public and raise awareness of the Institute as a global policy forum, we will explore a media partnership with major media companies such as C-SPAN, Bloomberg, or CBS.

As we envision a roster of potential participants, we see how these speaker series can provide a platform for diverse perspectives—not just political diversity, but geographic, demographic, and ideological diversity as well. Hosting a range of viewpoints also models for students the power of an open exchange of ideas across partisan divides, a dimension vitally important in our polarized political climate.

Encouraging open dialogue and divergent perspectives is at the core of the Institute’s public programming. To engage the domestic and international community, including the growing network of Columbia Global Centers, we will develop a robust roster of public programs that address the five Global Policy Challenges our faculty have identified. From panel discussions to high-level convening and conferences, these programs will aim to foster intellectual diversity, understanding, and tolerance.

Columbia University Policy Report Series. This series will be published annually by the Institute to reflect top thinking on critical policy issues. Reports will draw on cutting-edge research from scholars across SIPA and all of Columbia, Distinguished Global Policy Fellows, and the greater academic and policy communities. Bringing together rich and varied perspectives of scholars and policymakers will result in uniquely comprehensive and conclusive insights.

The editorial board of the Policy Reports will comprise faculty from SIPA as well as other parts of the University. Together they will curate the collection of publications every year, assisted by an editor (SIPA’s Senior Editorial Director) and research assistants. The policy reports will be compiled for presentation at an annual conference convening high level policymakers. The conference will spread awareness of Institute findings and research while creating opportunities for further dialogue between scholars and policymakers.

Transforming Understanding through Labs and Policy Networks. The Institute will establish policy labs dedicated to each of the five Global Policy Challenges to organize and fund research and foster learning focused on implementable policy on a given topic. These labs will focus on the creation of research and data tools for academics and policymakers to understand and influence legislation driving the international policy arena. The democracy lab, for example, can create a database to catalogue and evaluate effective, implementable laws from around the world related to preserving democratic integrity, institutions, and election security.

Columbia students, graduate and undergraduate, will have the opportunity to participate in these labs. In envisioning this opportunity, we draw inspiration from SIPA’s Saltzman Institute of War and Peace Studies, where currently up to 35 undergraduate students are accepted by application as student fellows. Student fellows accepted by application into the IGP will be attached to a Distinguished Global Fellow

working in each lab, and by supporting the lab's research and policy undertakings Columbia students will gain invaluable knowledge, experience, and skills.

In addition, an internship connection program will leverage the Institute's network to give Columbia students access and exposure to policy-relevant experiences in New York City, Washington, D.C., and beyond. Organizations with a practical impact in each of the five global challenge areas will be curated for inclusion in the program.

Training and Dialogue. Through focused training, we will disseminate Institute findings to a broader professional audience and strengthen our dialogue with the policy community and our presence with the public. While incorporating best practices established by peer institutions, we will expand to novel groups who can benefit from our expertise, as illustrated below. These are complex partnerships whose full development will take us into the second or third year of Institute operation. Currently, we envision three potential training cohorts to be reached over time: foreign policy staffers in government, Columbia University faculty, and United Nations personnel.

Staffers. The Institute will offer a Bipartisan Initiative to help train existing and incoming foreign policy staffers and advisors working on political campaigns and in congressional and state government offices. This training will bring foreign policy staffers and advisors to SIPA to engage in a week-long conference highlighting new academic thinking in domestic and foreign policy and ways staffers can incorporate this research into their principal's policy platforms and statements.

The Bipartisan Initiative will facilitate exchange between staffers and advisors from different parties, breaking down the silos so often found in partisan foreign policy debates. Such exchange encourages the formation of a consensus in foreign policy.

Faculty. Through professional development training available to faculty in SIPA and across the University, including Barnard College and the Arts and Sciences, the Institute will share expert insights on how to bring research findings to the policy world for maximum impact. Topics will include media interview training, op-ed writing, and other presentation best practices.

United Nations. The Institute will also offer programs for new United Nations ambassadors, diplomats, and staff. The program will be designed to foster communication and mutual respect between the U.N. and academic researchers and thought leaders while facilitating discussion among leading policymakers and academic minds about key issues of our time.

Women in Leadership Initiative. The Institute will address the challenges to women's representation in policy leadership at the highest levels and the rollback of public policies benefiting women that are critical issues confronting societies around the globe, including in the United States. SIPA is home to a community of scholars deeply committed to promoting women's policy leadership and the advancement of policies that tackle gender inequality. By hosting an annual summit of successful women leaders, offering professional networking resources, and building opportunities for all Columbia students to

develop leadership capacity, the Institute will provide the skills, perspectives, and resources necessary to train the next generation of women leaders and to advance rigorous, non-partisan research to inform a new wave of public policies benefitting women.

Unit Impact: The Institute for Global Politics will provide true global leadership and serve as a hub for academic research, policy development, and collaboration. By establishing the Institute, SIPA builds on our strengths and convening power to engage policymakers, academics, students, and the public. As described above, our faculty have identified five Global Policy Challenges on which to focus SIPA's interdisciplinary research, teaching, and policy engagement for greatest real-world impact, and around which the Institute will be structured:

- Climate and Sustainable Development
- Geopolitical Stability
- Inclusive Prosperity and Macroeconomic Stability
- Democratic Resilience
- Technology and Innovation

The Institute's ability to address these challenges stems from the strength of our faculty. The Global Policy Challenges are currently led by SIPA ladder faculty, and these positions will rotate every three years. SIPA faculty are already well under way in designing research and teaching programs targeted at these Challenges. This strength will be furthered through direct engagement with faculty across the University: Faculty Fellows from departments and schools across all three campuses will be invited to participate as Institute affiliates and chosen for their research relevance to the Global Policy Challenges.

The Global Policy Challenges are also a unique means for us to collaborate with our colleagues at other Columbia Schools. For example:

- The Climate School and the School of Engineering and Applied Sciences would be essential collaboration partners when working on the Climate and Sustainable Development Policy Challenge and its associated commission reports; departments within Arts and Sciences, such as Biology; Chemistry; Earth and Environmental Sciences; and Ecology, Evolution, and Environmental Biology, would also bring faculty expertise to bear on this Challenge's reporting and events.
- Geopolitical Stability as a Global Policy Challenge will find a key partner in the Political Science department; it will also find potential partners on regional reports, events, and issues in departments such as the East Asian Languages and Cultures department and the department of Slavic Languages; as well as the regional Institutes and Centers at Columbia, such as the Weatherhead East Asian Institute and the Harriman Institute.
- The Economics department, Columbia World Projects, and the Business School are natural partners for the Institute on the Inclusive Prosperity and Macroeconomic Stability Policy Challenge area, as well as the Law School when commission reports and events relate to federal, state, and local government laws and regulations.

- Democratic Resilience as a Challenge area will draw in faculty and experts from across the University, including faculty from the Journalism school working on press freedom; the Law School working on legal challenges to democratic rights and voting; and the Faculty of Arts and Sciences on theories underpinning democratic backsliding at home and abroad. We will also involve Columbia World Projects and its affiliates.
- The School of Engineering and Applied Sciences and the Computer Science department, as well as the Data Science Institute will be key partners for the Technology and Innovation Policy Global Challenge Area. Faculty and affiliates from the Law School and the Journalism School will be essential partners as well when thinking through the way in which regulations shaping new technologies are made, and the ways in which technology allows for the dissemination of information. Colleagues from the Mailman School of Public Health and Teachers College can weigh in on the impact of new technologies and innovations on health and education at home and globally.

This is merely a sampling of potential partnerships and ways in which Policy Commission Reports, events, and research activities on the Global Policy Challenge topics will draw on the expertise present across all Schools and Institutes at Columbia. We will include our colleagues across the University to draw on their expertise and integrate them into the research and events hosted by the Institute.

Unlike our peers, such as Chicago University's Harris School of Public Policy and Harvard University's Kennedy School of Government, SIPA is a *global* policy school. We convene academics across an unsurpassed range of disciplines, within SIPA, across Columbia University, and throughout our collective international intellectual networks as demonstrated above. The Institute will further SIPA's position as the world's leading global policy school. SIPA is home to a community of advanced scholars who pursue policy-relevant research. But unlike at most other peer institutions, our faculty regularly have spent time working in government, the private sector, international organizations, and other settings outside academia. Hailing from over a dozen countries, our faculty's varied experience gives them the perspectives required to make their research applicable to the world at large. This is an important comparative advantage over our peers and one that will establish the Institute as a truly global force.

Working with them, through course work, capstone projects and other projects, SIPA's students produce high-quality research with an eye toward implementation. After graduation they continue to put their knowledge to real-world use, spreading the benefit of that education among communities across the globe. With the establishment of the Institute, we foresee that their grounding in real-world experience will only grow. For example, SIPA students will be able to integrate their capstone projects with the policy Labs, providing policy recommendations to the ~65+ partner organizations in the public, private, and non-profit sectors that benefit from the capstone consultancies. In addition, students from all schools at Columbia will have opportunities to serve as research or program assistants to Distinguished Global Policy Fellows and Columbia University faculty, by application. Current funding projections allow for four student fellows each year and we anticipate that this will grow along with the growth of the Institute and its fundraising capacity. Faculty will also be able to use their own research funds to appoint student

research assistants through the Institute. Columbia students will also be invited to participate in the work of the policy Labs, connect with the policy Networks, and attend Institute events. Students from SIPA and across the University community will also be able to participate in the Women's Leadership Initiative, taking part in events, networking and mentorship programs, professionalization opportunities, and research activities centered around the Initiative's goals.

Moreover, while the Institute will not offer educational programs for academic credits, it may be that the Distinguished Global Policy Fellows will teach relevant courses in SIPA (if approved by the Committee on Instruction) which will be open for cross-registration to all Columbia students. The first such course currently being planned will be co-taught by Secretary Clinton and Dean Yarhi-Milo and will be open to all Columbia students.

Grounded in the most global policy school, the Institute will also have the advantage of partnership with Columbia's Regional Institutes, with their historic record of scholarship and engagement in all parts of the world. These include the Weatherhead East Asian Institute, the Harriman Institute for the study of Russia, Eurasia, and Eastern Europe, the Institute for Latin American Studies, the Deepak and Neera Raj Center on Indian Economic Policies, and the China and the World Project. We also build on the leadership momentum achieved by SIPA's Center for Global Energy Policy, already a hub of independent, nonpartisan research and dialogue to advance actionable, evidence-based energy and climate solutions. Moreover, we will leverage our partnership with the growing network of Columbia Global Centers around the world that enable academic, research, and education experiences that support the Columbia community and regional stakeholders in tackling today's complex global challenges.

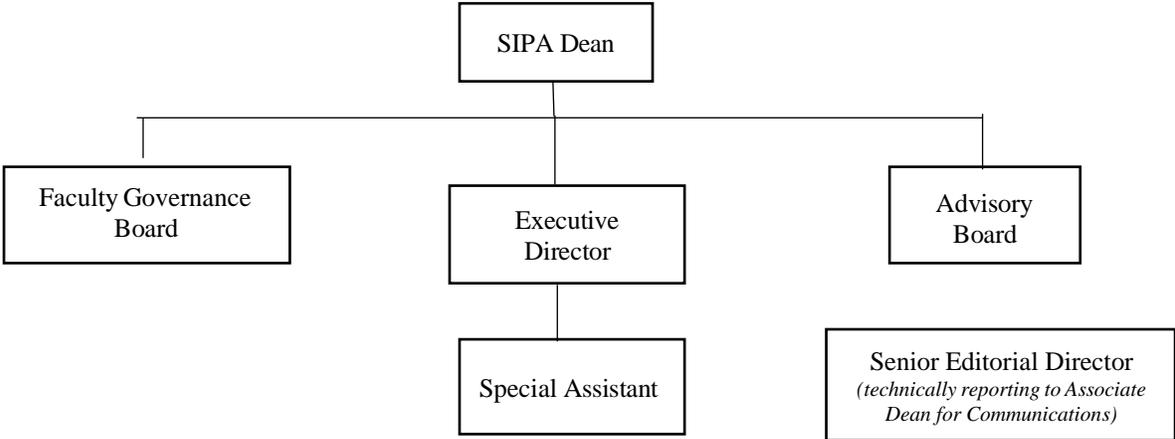
Last, but not least, it should be noted that we convene policymakers working at all levels, from local to international. Our New York City location allows us to interact and collaborate with a vast range of private sector actors, as well as the national and international media.

Institute Leadership: Secretary Hillary Rodham Clinton, who joined SIPA on February 1, 2023, as Professor of Practice, will serve as the inaugural Chair of the Institute's Faculty Governance Board. The Faculty Governance Board will lead the intellectual and research agenda of the Institute. This includes: selecting the Distinguished Fellows; identifying and approving the Institute's projects and Policy Reports; and identifying faculty at Columbia to be involved in the Institute's work and activities. The Vice Dean for Academic Affairs, which is a rotating tenured faculty role, will sit on the Board and the Senior Associate Dean for Academic Affairs, which is a senior administrative role, will be a non-voting *ex-officio* member. The work and recommendations of the Faculty Governance Board will be subject to the Dean's approval. As with similar academic governance bodies across the University, the membership and chair of the Board will rotate on a regular basis.

An Advisory Board will assist Dean Yarhi-Milo in ensuring the financial strength of the Institute, and advise on the visibility, impact, and future potential of its programs. They will not be involved in the selection of fellows or projects. The Advisory Board's diverse membership would be comprised of alumni, thought leaders from a range of industries and philanthropists.

An Executive Director will be appointed by Dean Keren Yarhi-Milo, through an open search, and will report to the Dean. This person will be responsible for management and operations of the Institute’s work and activity. The Special Assistant, who was recruited in an open search, will report to the Executive Director and will provide critical administrative support. This person will also support the chair of the Faculty Governance Board.

The organizational structure will be:



Size and membership: Three full-time members of staff will be dedicated to the Institute: the Executive Director, the Special Assistant, and the Senior Editorial Director of the policy commission reports.

Up to ten Distinguished Global Policy Fellows will be appointed for varying time periods.

The number of affiliated faculty will fluctuate from year to year, according to the Institute’s policy challenge focus and planned policy commission reports.

Space: SIPA is in the process of renovating the 15th floor of the International Affairs Building to accommodate the Institute. This space is owned by SIPA.

Proposed: April 28, 2023

University Senate

Adopted: April 28, 2023

By acclamation

RESOLUTION TO HONOR THE COLUMBIA PRESIDENCY OF LEE C. BOLLINGER

WHEREAS under your leadership, Columbia has built on existing strengths—investing in the arts and sciences and the Core—while creating or expanding initiatives, including those devoted to neuroscience, the arts, cancer research and care, journalism, precision medicine, the humanities, and data science.

WHEREAS your dedication to diversity and affirmative action in higher education is distinguished not only in Supreme Court cases that bear your name, but in your steadfast commitment to the development and advancement of a diverse Columbia, from its faculty and students to its academic and administrative leadership; and

WHEREAS throughout your administration you remained deeply involved in principles of freedom of expression as a law professor, a scholar and a writer, and also as Columbia's leader; and

WHEREAS upon your arrival as president you identified a fundamental long-term need for Columbia—space, enough of it to accommodate the growth of an elite university over the course of the 21st century; and over the two decades of your presidency the University established the Manhattanville campus; and

WHEREAS even with the completion of five buildings and preparations in place for the next three, two-thirds of the available space in Manhattanville remain, leaving to your successors the opportunity to plan and prepare for the rest of this century; and

WHEREAS your administration made major strides in bolstering the long-term future of the University, from strengthening its financial resources to leading it through the crises that were the Great Recession of 2008 to 2010 and the Covid 19 pandemic of 2020; and

WHEREAS nearly 42 years after the Trustees ordered both the departure of the Naval ROTC program from the Columbia campus and the founding of a university senate in June 1969 (when you were a Columbia law student), you presided over contentious Senate deliberations that led to a successful 2011 resolution calling for the return of NROTC, and an agreement signed by you and U.S. Secretary of the Navy Ray Mabus; and

WHEREAS your idea of the University's Fourth Purpose—applying its research and scholarship to solving urgent world problems—is a through line uniting a range of your initiatives, from Columbia World Projects, the Global Centers, and the Obama Fellows to the Climate School; and

THEREFORE BE IT RESOLVED that the University Senate honor you at the end of your Columbia presidency, and look forward to its legacies in the coming decades.

Proponent: Executive Committee

University Senate

Proposed: April 28, 2023

Adopted: April 28, 2023

77-0-0 (In favor-Opposed-Abstained)

RESOLUTION TO RECOGNIZE JUNETEENTH AS A UNIVERSITY HOLIDAY

WHEREAS Juneteenth commemorates the announcement of emancipation finally reaching Galveston, Texas on June 19, 1865, a day of celebration, remembrance, and freedom struggle first decreed by General Order No. 3, which asserted emancipation of all people formerly enslaved; and

WHEREAS Columbia University is not innocent of benefiting from the historical structures of racism in the United States; the University continues to deepen its efforts to confront racial inequity and discrimination, and the commemoration of Juneteenth recognizes this history; and

WHEREAS commemorating Juneteenth is the opportunity for us to come together as a community to recognize and celebrate the importance of this day, to honor and acknowledge the experiences of all those who have endured racism and discrimination, to commit ourselves to advancing the dreams of freedom this holiday represents, and to renew our collective commitment to ideals of freedom;

THEREFORE BE IT RESOLVED that Juneteenth be recognized as a University holiday.

Proponents: Education Committee
Commission on Diversity
Student Affairs Committee
Commission on the Status of Women

University Senate

Proposed: April 28, 2023

Adopted: April 28, 2023

60-2-5 (In favor-Opposed-Abstained)

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 2023, 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

UNIVERSITY SENATE STUDENT AFFAIRS COMMITTEE

Annual Report 2022-2023

April 24, 2023

This year, the Student Affairs Committee (SAC) was led by Valeria Contreras (SOA, Graduate Co-Chair), Elías Tzoc-Pacheco (SEAS, Undergraduate Co-Chair), Cheng Gong (SEAS, Vice Chair), and with the support of Jackson Knizhnik (GS, Chief of Staff). Together, we worked diligently to bring together students from all Columbia's schools to cultivate new ideas, improve relations between the students and the administration, and ensure that the needs and wishes of our diverse student body were heard and heeded. This report outlines SAC's accomplishments over the past academic year, in line with our top priorities:

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

EQUITY AND INCLUSION

Chaired by Sen. Tina R. Lee (TC), the Equity and Inclusion Subcommittee sought 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, the committee worked on creating and incorporating a racial climate survey into the university-wide Quality of Life survey to gather qualitative and quantitative data on BIPOC students' experiences at Columbia University. The subcommittee also began a new project to address educational equity gaps in unpaid practicums and internship opportunities for low-income, international, and BIPOC students across Columbia University. The subcommittee plans to continue working on the educational equity project in the upcoming academic year and ultimately creating a resolution for the Senate.

HEALTH AND WELLNESS

Chaired by Sen. Erick Zent (CC), the Health and Wellness Subcommittee continued its work promoting the mental and physical well-being of all Columbia students. The Subcommittee updated the Quality of Life Survey to best fit the needs and potential mental health problems our students face, and to address issues surrounding the stigma against responding honestly to questions about experiencing suicidal thoughts. In addition to revising the Quality of Life survey, the Health and Wellness subcommittee sought to understand whether non-confidential mental health services could be beneficial to students. Future priorities include collaborating with more racially diverse mental health professionals, expanding the CPS schedule by trying to make appointments more accessible, organizing

discussions aimed toward reducing CPS wait times, and reviewing peer institutions' mental health resources.

COMMUNICATIONS AND ENGAGEMENT

Chaired by Sen. Roger Tejada (Law), the Communications and Engagement Subcommittee aimed to increase awareness of the Columbia Senate, its activities, and its objectives as well as increasing transparency in its processes. To achieve this, we designed and disseminated a newsletter for senators to send to their constituents to inform them about SAC and its activities. 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 and evaluate performance for this year. The survey indicated concerns regarding public safety on campus as well as dining hall wait times. The Subcommittee also sought to preserve institutional knowledge so that future generations of SAC members as well as university administrators can make use of it. Discussions surrounding this goal included a possible newsletter to the University President to provide a set of background information, as well as knowledge transfers between current and incoming SAC members regarding ongoing projects.

OTHER ACTIVITIES

Resolution to Include Caste as a Protected Category

Sens. Huaqing Ma (Journalism) and Gadha Raj Nadupparambil (SIPA) led the introduction of this resolution to revise the University's Non-Discrimination Statement to include caste as a protected category. The policy echoes reforms made by five other universities, including Brown University and UC Davis. SAC unanimously adopted the resolution in March 2023 and it will move to a vote in the full Senate Plenary. SAC is optimistic that the policy will facilitate a zero-tolerance approach toward casteism, fostering a safer and more inclusive student community.

Safety Advisory Committee

Sens. Valeria Contreras (SOA, Co-Chair) and Cheng Gong (SEAS, Vice Chair), were appointed to President Bollinger's Inclusive Public Safety Advisory Committee to work in partnership with Columbia University Public Safety in considering public safety policies, training, practices, and programs through the lens of inclusivity and to develop new and enhanced departmental practices to foster inclusion and belonging at Columbia. The committee is working with two consulting companies to improve the school environment for student wellness. Additionally, the Office of the Vice President of Public Safety's is developing an app that will allow for better communication with and distribution of updates to students. These plans are ongoing and are expected to have many benefits for students.

CONCLUSION

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 the incoming SAC leadership: Cheng Gong (SEAS, Graduate Co-Chair), Bruce Goumain (GS, Undergraduate Co-Chair), Minhas Wasaya (BUS., Vice Chair), and Eki Uzamere (CC, Chief of Staff).

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Steps To Retirement for Officers



Steps To Retirement

- Contact the HR Benefits Service Center at 212-851-7000 or email us at hrbenefits@columbia.edu to schedule a retirement facilitation with a Benefits Specialist to review your eligible benefits in retirement
- Schedule a One on One session with TIAA and/or Vanguard to discuss your retirement plan assets and payout options 90 days before retirement.



Register for A Session with a TIAA and/or Vanguard Consultant:



The Vanguard Group www.meetvanguard.com - 800-662-0106, ext. 14500



TIAA www.tiaa.org/moc - 800-732-8353

- Attend a Retirement Planning Workshops presented by an independent Certified Financial Planner. humanresources.columbia.edu/retiree

Topics covered:

- Health Benefits during retirement
- Estate Planning, Distribution of Assets
- Retirement Income Sources & Investments
- Insurance, Medicare and Long Term Care



Steps To Retirement (Continued)

- If you have a [457 Deferred Compensation Plan](#), contact VANGUARD before retirement to discuss payment options.



OFFICE OF THE PROVOST

- Faculty should also contact the Office of Faculty Retirement for information on transitioning to retirement.

<https://provost.columbia.edu/content/office-faculty-retirement>

- Notify your department or school in writing at least 90 days before your retirement date. You can send the Benefit Specialist you met with a cc of that email as well.



- Visit the HR Benefits Website – Select the “Retiree” tab For Additional Information On Retirement



<https://humanresources.columbia.edu/retiree>

Prospective Retiree - Officers

What Happens to My Benefits When I Retire?

Expand all Collapse all

➤ Medical, Prescription & Vision Coverage



Menu

Retiree Benefits

Prospective Retiree - Support Staff
Prospective Retiree - Officers
Current Retiree - Support Staff
Current Retiree - Officers

See All Retiree Benefits

Steps To Retirement (Continued)

- **If you are age 65 or older**, contact [Via Benefits](#) and identify yourself as a Columbia University Officer. Via Benefits will provide general information about the medical plans you may be eligible for when you retire.



When you use Via Benefits you get access to:

-  An easy-to-use online experience
-  Friendly phone support
-  A robust recommendation engine
-  Efficient, accurate enrollment
-  Objective guidance
-  Support after you enroll

We're Here To Assist You

Visit:

my.viabenefits.com/columbia

Call:

1-833-945-1109 | (TTY:711)

Hours:

Monday through Friday
8:00 a.m. to 7:00 p.m. Eastern Time

- **If you are under age 65**, you can choose to elect the Columbia retiree medical coverage offered through UHC 80, 90 or 100 plans.
The medical comparison chart and rates for the plans are located here
- <https://humanresources.columbia.edu/content/retiree-medical-benefits-under-65>

Steps To Retirement (Conclusion)

- If you are 65 or older, 90 days prior to your retirement contact the Social Security Administration at 800-772-1213 to request enrollment in Medicare Part A & B and inquire about Social Security payments.
- If you are under age 65 at the time of retirement, contact Social Security at least three months prior to your 65th birthday.

*To enroll in Medicare Part B, please contact the Social Security Administration either by calling 1-800-772-1213 (TTY 1-800-325-0778) or going to ssa.gov/benefits/medicare.

