Agenda

• Call To Order – Speaker Bruce Lewenstein (3 min)
• Approval of the September 2, 2015 Minutes as Distributed – Speaker Bruce Lewenstein (2 min)
• Faculty Matters – Dean of the University Faculty, Joe Burns (11 min)
• Sexual Assault: National & State Regulations, AAU Survey – Alan Mittman, Title IX Coordinator, Marne Einarson, Institutional Research & Planning (15 min)
• 75-Day Progress Report – Provost Michael Kotlikoff (35 min)
• Romantic & Sexual Relations with Students; Status Report – Elizabeth Regan, Chair of Committee on Academic Freedom and Professional Status of the Faculty (AFPS) (15 min)
• General Good and Welfare (10 min)

*Consent Items
Consent Vote By Senators

- APPROVAL OF THE SEPTEMBER 2, 2015 MINUTES
Agenda for Faculty Senate Meeting

3:30  Call to Order – Speaker Bruce Lewenstein
3:33  *Approval of the September 2, 2015 Minutes as Distributed - Speaker Bruce Lewenstein
3:35  Faculty Matters – Dean of Faculty Joe Burns
3:50  Sexual Assault: National & State Regulations, AAU Survey - Alan Mittman, Title IX Coordinator, Marne Einarson, Institutional Research & Planning
4:00  75-Day Progress Report – Provost Michael Kotlikoff
4:35  Romantic & Sexual Relations with Students; Status Report - Elizabeth Regan, Chair of Committee on Academic Freedom and Professional Status of the Faculty (AFPS)
4:50  Good and Welfare
5:00  Adjourn
Faculty Matters

• Introduction
• Comments on Agenda
  • AAU Survey; Governmental Regulations
  • Status of Resolution on Relations b/w Students & Faculty
  • Provost
• Senate Meetings and Minutes
• Involvement at Senate Meetings and Beyond
• Faculty Forum on Financial Aid Policies
• Questions, as time allows
Faculty Forum

Cornell’s Financial Aid Policies: Unimaginable Outcomes

700 Clark Hall
4:30-6:00; Reception follows
October 21, 2015

Joe Burns, Dean of University Faculty, moderator

Paul Streeter, Vice President for Budget & Planning

Barbara Knuth, Sr. Vice Provost (Admissions & Financial Aid)

Suzanne Mettler, Government, Author of “Degrees of Inequality: How Higher Education Politics Sabotaged the American Dream”

Ronald Ehrenberg, ILR and Economics, Author of “Tuition Rising: Why Higher Education Cost so Much”

Barton Winokur, Trustee (Cornell, Harvard Law, Brandeis), Dechert LLP
Sexual Assault: National & State Regulations
Alan Mittman, Title IX Coordinator & Marne Einarson, Institutional Research & Planning
Recent Developments Under Title IX

Presented by:
Alan Mittman, University Title IX Coordinator for Investigations
alm63@cornell.edu
No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.
Recent Federal and NY Guidance and Laws - Sexual Violence, Domestic and Dating Violence, Stalking


• Violence Against Women Reauthorization Act of 2013 (March 7, 2013) (VAWA) amends Clery Act to significantly expand sexual violence prevention and reporting requirements.

• April 29, 2014 First Report of the White House Task Force to Protect Students from Sexual Assault: “NOT ALONE”

• April 29, 2014 Department of Education’s Office for Civil Rights “Questions and Answers on Title IX and Sexual Violence” further clarifying legal requirements and guidance set forth in the 2011 DCL

• VAWA implementing regulations effective July 1, 2015.

• Article 129-B of the NYS Education Law, “Enough is Enough,” requiring all New York State universities and colleges to take a number of additional steps to prevent and respond to sexual violence (effective October 5, 2015)
Enough is Enough (NYS 129-B) (10/5/15)

Affirmative Consent

Student Bill of Rights/ Your Rights

Alcohol/Drug Amnesty

Interim Measures

Transcript Notation

Climate Assessment

Training & Education
Opportunities to Create a Safe and Respectful Educational and Employment Environment

- Opportunity to learn more through Building a Culture of Respect
- Responsibility for reporting to Title IX Coordinator
- Share “Your Rights” statement
- Be familiar with the [www.share.cornell.edu](http://www.share.cornell.edu) informational web page
- Extensive revision process to Policy 6.4 underway
- Reconsideration of Sexual Relationship Between Faculty/Staff and Students Policy
2015 Campus Climate Survey on Sexual Assault and Sexual Misconduct: Overview of Cornell Results

Presented by:
Marne Einarson
Institutional Research and Planning
mke3@cornell.edu

October 14, 2015
Cornell participated in this AAU survey along with 26 other colleges and universities

- Conducted by Westat from April 13 to May 4
- 3,906 Cornell students completed the survey for an overall response rate of 19%

Goals of the survey:

- Estimate the prevalence of nonconsensual sexual contact, as well as harassment, stalking and intimate partner violence
- Explore student views of the campus climate regarding sexual assault and sexual misconduct
- Assess students’ knowledge and use of campus policies and resources related to sexual assault and sexual misconduct
Prevalence of sexual assault and sexual misconduct

**Nonconsensual sexual contact:**
- Penetration (completed and attempted) plus
- Sexual touching

that involved the use of:
- **Physical force or threats of physical force**
- **Incapacitation**
  - Coercive threats of non-physical harm
  - Failure to obtain affirmative consent

**Sexual misconduct:**
- **Sexual harassment**
- Intimate partner violence
- Stalking
Prevalence of nonconsensual sexual contact* involving force or incapacitation by gender and enrollment status, since at Cornell

*Nonconsensual sexual contact includes completed or attempted penetration and sexual touching.
Prevalence of nonconsensual sexual contact* involving force or incapacitation by gender and enrollment status, Cornell and AAU

*Nonconsensual sexual contact includes completed or attempted penetration and sexual touching.
Prevalence of sexual harassment by gender and enrollment status, since at Cornell

<table>
<thead>
<tr>
<th>Category</th>
<th>% of students reporting</th>
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<tbody>
<tr>
<td>All</td>
<td>51</td>
</tr>
<tr>
<td>Undergraduate Female</td>
<td>67</td>
</tr>
<tr>
<td>Graduate Female</td>
<td>50</td>
</tr>
<tr>
<td>Undergraduate Male</td>
<td>47</td>
</tr>
<tr>
<td>Graduate Male</td>
<td>32</td>
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</table>
Prevalence of sexual harassment by gender and enrollment status, Cornell and AAU

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<thead>
<tr>
<th></th>
<th>Cornell</th>
<th>AAU</th>
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<tbody>
<tr>
<td>All</td>
<td>51</td>
<td>48</td>
</tr>
<tr>
<td>Undergraduate Female</td>
<td>67</td>
<td>62</td>
</tr>
<tr>
<td>Graduate Female</td>
<td>50</td>
<td>44</td>
</tr>
<tr>
<td>Undergraduate Male</td>
<td>47</td>
<td>43</td>
</tr>
<tr>
<td>Graduate Male</td>
<td>32</td>
<td>30</td>
</tr>
</tbody>
</table>
(Not) Reporting nonconsensual sexual experiences

Substantial gap between experiencing and reporting sexual assault or misconduct to a program or resource

Reporting rates (from highest to lowest):

- Stalking (35%)
- Penetration by force (24%)
- Intimate partner violence (18%)
- Penetration by incapacitation (13%)
- Sexual touching by force (9%)
- Sexual harassment (7%)
- Sexual touching by incapacitation (2%)
Cornell survey results and AAU aggregate results are available at: share.cornell.edu
75-Day Progress Report
Provost Michael Kotlikoff
Romantic & Sexual Relations with Students; Status Report
Elizabeth Regan, Chair
Committee on Academic Freedom and Professional Status of Faculty (AFPS)
CAFPS is considering proposed revisions to the existing Romantic and Sexual Relationships Between Students and Staff faculty resolution, which resolution was approved by the President and Provost as Cornell policy on September 18, 1996.

That policy governs romantic and sexual relations between faculty/staff having supervisory or other positions of authority over students.

Joe Burns, working with Kent Hubbell, brought a proposed draft faculty resolution to CAFPS. Research and drafting support was provided by Alan Mittman (Director, Workforce Policy & Workforce Relations and Title IX Coordinator for Investigations) and Pam Strausser (Senior Consultant, Academic Human Resources).
The major proposed changes from existing policy are:

1. Faculty and staff are prohibited from pursuing or engaging in romantic or sexual relationships with undergraduate students. (This type of policy has been enacted at Yale, Dartmouth, Harvard, Stanford and U Conn.)

2. Graduate and undergraduate students are prohibited from pursuing or engaging in romantic or sexual relationships with students over whom they exercise academic or supervisory authority.

3. In addition to continuing the prohibition for faculty or staff romantic or sexual relationships with graduate students they teach, advise, coach or supervise in any way, the new proposal prohibits such relationships whenever a faculty member might reasonably be expected to have academic authority over the graduate student in the future or where the faculty member is exercising academic authority over a graduate student with whom he or she has previously pursued or had a sexual or romantic relationship.
Major changes (continued):

4. If a prohibited relationship nonetheless exists or develops, it must be disclosed and remediation pursued with specified offices. Failure to disclose is considered a violation of policy.

5. Supervisors will resolve conflicts with this policy; violations can lead to discipline up to and including termination.

6. Adoption of the guidance from OCR that there is a strong presumption that sexual activity between an adult faculty or staff member and a student who meets the legal age of consent is unwelcome and nonconsensual, and is always unwelcome and nonconsensual with a student below that age of consent.
CAFPS:

- Met twice to discuss the draft policy

- Reviewed data from a number of other institutions with romantic relations policies. This showed us that much has changed in the almost two decades since our policy was enacted that merits a fresh look at that policy in light of current cultural expectations and changes in similar policies at peer and other institutions.

- Solicited input from representatives of undergraduate and graduate students.

- Is in the process of finalizing its position on the proposed changes.
Arguments in favor:

• “I support a ban on relationships between faculty and undergraduates because the gross power imbalance is incompatible with the notion of consent.”

• “However well intended a relationship may be, it could be viewed as an abuse of power. Many of our students are quite young. How they view these interactions now may change markedly over time.”
Argument against:

• “I am opposed to the blanket prohibition against all faculty-undergraduate romantic and sexual relationships. I'm reluctant to judge and regulate the personal choices of consenting adults. Cornell generally considers its undergraduates as adults when it comes to FERPA and HIPPA regulations, and it should do so when it comes to their personal relationships.”
CAFPS is focusing is on faculty, not staff.

The committee has discussed adding certain exceptions to the ban on romantic/sexual relations with undergraduates if it adopts such a provision.

The committee has suggested modifications to other proposals, including reporting, sanctions and remediation.

We expect to report further at the November 11 meeting.

Senators should consult with their department faculties prior to the meeting.

A revised draft will be made available prior to the meeting.
PRELIMINARY DRAFT RESOLUTION

• Whereas much has changed in the almost two decades since the 1996 policy was enacted that merits a revised policy in light of current cultural expectations and changes in similar policies at peer and other institutions, and

• Whereas there have been significant changes in federal and state regulations and language surrounding sexual assault,

BE IT RESOLVED THAT THE DRAFT POLICY BE SUPPORTED BY THE FACULTY, WITH THE ADMINISTRATION REQUESTED TO MAKE FURTHER REVISIONS GUIDED BY THE PRINCIPLES EXPRESSED BY THE FACULTY.
Committee on Academic Freedom and Professional Status of the Faculty

Elizabeth Adkins Regan (Chair, A&S)
Kimberly O’Brien (CHE)
Ritchie Patterson (A&S)
David Ruppert (ENG)
Charles Seyler (ENG)
Paul Soloway (CALS)
Tracy Stokol (VET)
Gillian Turgeon (CALS)
Bruce Van Dover (ENG)
Diana Li (undergraduate, ILR)
Joseph Burns (ex officio, ENG)
Michael Fontaine (ex officio, A&S)
General Good and Welfare
Provost’s Report

Faculty Senate
October 14, 2015
Major Initial Activities

- Budget
- Curriculum
- Admissions, Tuition, and Financial Aid
- Public and Global Activities
- Academic Technology
- Other Working Groups (Capital, Costs)
- Admissions/Financial Aid update
Budget

• Eliminate the deficit for FY17

• Promote responsible financial management and strategic decision making by developing consistent budgeting practices and 5 year budgets for each college to enhance long term planning

• Stop talking about the budget
Curriculum

1. Undertake a university-wide review of the undergraduate curriculum and develop recommendations for common curriculum components, distribution requirements, gateway course limits, differential credit hours, and advising.

2. Recommend a process to avoid or resolve course duplication or overlap and avoid financially motivated curriculum development
Governance

Provost's Curriculum Oversight Committee

Charge:
The Provost's Curriculum Oversight Committee (PCOC) will provide a university-wide perspective on Cornell’s academic programs through analysis and oversight of curricular offerings. The committee will evaluate and report to the provost and Faculty Senate on components of the curriculum that appear to be duplicative and/or have a substantial impact on other colleges. The PCOC will also explore and, if appropriate, make recommendations about elements of a common undergraduate academic experience and/or shared educational requirements across Cornell’s undergraduate colleges.

Active governance is particularly important when there is a potential for duplicative and overlapping curricular offerings, which may compete for a fixed pool of students and tuition revenue. Faculty engagement in the oversight role of the PCOC, as well as the active participation of university administrators, is essential in establishing and achieving our educational goals. Therefore, the Provost's Curriculum Oversight Committee will include at least 3 members of the Educational Policy Committee (EPC) of the Faculty Senate, and will work closely with that body (as well as Educational Policy committees in each of the colleges).

Membership:

M. Kotlikoff  CVM  Life Sciences  Chair  B. Ahner  CALS  Life Sciences/Eng  Assoc. Dean
G. Altschuler  CESS  Humanities  Dean  A. August  CVM  Life Sciences  UFC
K. Boor  CALS  Life Sciences  Dean  R. Brann  CAS  Humanities  EPC/FPC/UCF
P. Cassano  CHE  Social Sciences  EPC  A. Cohn  CAS  Humanities  EPC
D. Delchamps  COE  Engineering  EPC/DLC  M. Fontaine  CAS  Humanities  EPC
S. Gupta  JGSM  Social Sciences  R. Harris-Warrick  CALS  Life Sciences  EPC
S. Hassan  CAS  Humanities  K. Kleinman  AAP  Humanities  Dean
B. Knuth  CALS/GRAD  Life Sciences  Vice Provost  R. Lombardi  SCL  Vice President
A. McCune  CALS  Life Sciences  FPC  C. Ober  COE  Engineering  Staff
D. Pizarro  CAS  Social Sciences  UFC  G. Ritter  CAS  Social Sciences  Dean
D. Sherwyn  SHA  Social Sciences  J. Siliciano  LAW  Social Science  Vice Provost
P. Soloway  CALS  Life Sciences  J. Thom-Levy  CAS  Physical Science  Staff
P. Tolbert  ILR  Social Sciences  EPC  M. Wells  ILR/CIS  Social Sciences  Staff
M. Wolfner  CAS  Life Sciences  Fac. Trustee  M. Clarkberg  IRP  Provost Office
Student (TBD)  Student Assembly  P. Ard  Staff
Student (TBD)  Student Assembly
Admissions, Tuition, Financial Aid

Charge: The Admissions and Financial Aid Working Group will monitor undergraduate admissions, enrollment, and financial aid activity and make recommendations to the Provost to align activity and policies with Cornell’s mission, including open access and diversity, in the context of available resources. Related to admissions and enrollment, the Working Group will consider inflow, outflow, and between-unit movement data for undergraduate colleges/schools and develop recommendations to the Provost for overall university undergraduate enrollment goals and goals for each college and school. Related to financial aid, the Working Group will consider financial aid programs and policies in relation to indicators such as admissions yield and net cost of attendance related to various socioeconomic and other student characteristics, considering college/school data, aggregate Cornell data, and peer university policies and trends, and will make recommendations to the Provost regarding changes to financial aid programs and policies.
Working Group
Admissions and Financial Aid (Draft)

Membership:
Provost Kotlikoff
Standing Deans: Ritter, Collins, Boor, Mathios, Hallock
Vice Provosts: Knuth (chair), Spitz
Vice Presidents: Lombardi, Streeter
Faculty Financial Policies Committee Member: William Lesser
Faculty Senate Member: Oren Falk
UFC Member: Ron Ehrenberg
One additional faculty member
Jason Locke, Associate Vice Provost for Enrollment
A.T. Miller, Associate Vice Provost for Academic Diversity
Marin Clarkberg, Director of Institutional Research and Planning
Sue Hitchcock, Director of Financial Aid
Dan Robertson, Senior Research and Planning Associate
Staffing – P. Ard
Public and Global Activities

**Charge:**

The Provost’s Public and Global Activities Committee will foster the interests of the University by developing university level strategic goals that integrate public and global activities within our educational, research, and outreach missions, and by implementing strategies to achieve those goals.

The Committee’s scope will include community engagement programs, international collaborations involving student learning, and learning and engagement programs in New York City.

The committee will work to facilitate public and global activities by exploring and recommending improvements to academic and business practices and policies.
Academic Technology

Charge:

To facilitate the adoption of technology within Cornell’s teaching programs, including in classroom, online, and blended applications. The committee will propose strategies and resource alignment necessary to promote pedagogical innovation, assist faculty’s adoption of technology, and establish campus standards. The proposals will recommend initiatives that enable broad adoption, remove barriers to adoption, and resolve structural issues relating to overlapping efforts so as to ensure Cornell has world-class academic technologies to support its teaching mission.
Charge:
The Provost’s Capital Planning Committee will develop and execute strategy to meet major capital needs, including deferred maintenance needs, for individual units and the campus as a whole.

1. Develop and implement a strategy for identifying and prioritizing major capital needs, both physical and technological, for the Ithaca campus.
2. Develop a recommended annual capital budget and a rolling five-year capital plan for approval by the Capital Funding and Priorities Committee and the Board of Trustees.
3. Review space utilization and facility condition data to inform and shape future capital planning needs.
4. Develop a strategic approach for facilities planning and addressing deferred maintenance.
5. Solicit and analyze deferred maintenance plans for all colleges and units.
6. Evaluate individual proposed capital projects to: assess need and proposed scope; available capacity; potential synergy, overlap, and conflict with other campus activities; and coordination with unit deferred maintenance plans.
7. Approve the scope and scale of major capital project activity for further review and final campus approval by the Capital Funding and Priorities Committee.
Provost’s Strategic Capital Planning Committee

Membership:

Mike Kotlikoff, Chair Provost
Kent Kleinman, Dean, AAP
Ryan Lombardi, VP, Campus and Student Life
Eduardo Peñalver, Dean, LAW
Kyu Whang, VP, Infrastructure, Properties, and Planning
Rayna Kalas, Financial Policies Committee – Faculty Senate
Abe Stroock, Campus Planning Committee
Steven Wolf, Campus Planning Committee
Paul Streeter, VP, Budget and Planning
Judy Appleton, Vice Provost
John Siliciano, Senior Vice Provost for Academic Affairs
Mary-Lynn Cummings, Director of Capital and Space Planning
Jim Kazda, Senior Director and Campus Manager

Cornell University

FOUNDED A.D. 1865
Administrative and Support Costs Committee

Charge: The Administrative and Support Costs Committee will evaluate existing administrative and support cost structures seeking opportunities for improved efficiency and effectiveness on an on-going basis. The Committee will focus on operations funded through the allocated cost pool mechanism as well as the integration of similar institutional and unit level support operations.

1. Develop and maintain an understanding of common campus-wide administrative and support operations in regards to scale, potential duplication or inefficiency, and potential strategies for greater efficiency and effectiveness.
2. Establish cost control strategies and measures in the area of administrative and support operations campus-wide.
3. Evaluate existing allocated cost pools for reasonableness considering both value and cost.
4. Evaluate and prioritize potential new investments in administrative and support operations to be funded through the allocated cost mechanism.
5. Review any proposed significant changes to the allocated cost distribution methodology and provide advice and recommendation to the Provost.
# Administrative and Supportive Costs Committee

**Membership:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Position</th>
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<tbody>
<tr>
<td>Paul Streeter, Chair</td>
<td>Budget &amp; Planning</td>
<td>Vice President</td>
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<tr>
<td>Mike Kotlikoff</td>
<td>Provost</td>
<td>Provost</td>
</tr>
<tr>
<td>Lance Collins</td>
<td>ENG</td>
<td>Dean</td>
</tr>
<tr>
<td>Alan Mathios</td>
<td>HE</td>
<td>Dean</td>
</tr>
<tr>
<td>Kevin Hallock</td>
<td>ILR</td>
<td>Dean</td>
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<tr>
<td>Lorin Warnick</td>
<td>VET</td>
<td>Interim Dean</td>
</tr>
<tr>
<td>Ryan Lombardi</td>
<td>SCL</td>
<td>Vice President</td>
</tr>
<tr>
<td>Mary Opperman</td>
<td>HRSS</td>
<td>Vice President</td>
</tr>
<tr>
<td>Marge Ferguson</td>
<td>CALS</td>
<td>College Officer</td>
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<tr>
<td>Dave Taylor</td>
<td>CAS</td>
<td>College Officer</td>
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<tr>
<td>Larry Blume</td>
<td>CAS</td>
<td>FPC</td>
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<td>Chris Schaffer</td>
<td>ENG</td>
<td>UFC</td>
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<tr>
<td>Bruce Lewenstein</td>
<td>CALS</td>
<td>Library Board/Faculty Senate Chair</td>
</tr>
<tr>
<td>Davina Desnoes</td>
<td>Budget &amp; Planning</td>
<td>Staff</td>
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41,900 freshman applications received
  • 3,219 enrolling freshmen (July Frozen File)
  • Average SAT 1422 and ACT 32

4,117 transfer applications received
  • 523 enrolling transfer students

% of students awarded need-based grant aid from Cornell sources:
  • 43.3% of freshmen and 42.4% of transfers
Fall Freshman Applicants, 2005-2015

- Applicants, 41,900
- Admits, 6,315
- Enrolling, 3,219
Fall Transfer Applicants, 2011-2015
Diversity Profile – Freshman Class of 2019

- 46.2% identify as students of color (up from 42.9%) (includes URM plus Asian American and Multi Race non-URM)
- 23.5% identify as under-represented minorities (URM) (up from 21.7%)
- 17.5% are children of Cornell alumni
- 13.3% are first-generation college students
- 9.4% are international
- 7.2% are recruited athletes

- Members of the Class of 2019 reside in 48 of the 50 United States plus Washington DC, Guam, Puerto Rico, and the U.S. Virgin Islands. International students are citizens of 44 countries.
## Summary of Entering Graduate and Professional Students – Fall 2015

<table>
<thead>
<tr>
<th></th>
<th>Graduate School*</th>
<th>CVM - DVM</th>
<th>Johnson – all MBA</th>
<th>Law – JD, LLM</th>
<th>Cornell Tech</th>
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</thead>
<tbody>
<tr>
<td><strong>Applications</strong></td>
<td>19,881 (9,791 PhD)</td>
<td>948</td>
<td>2,496</td>
<td>3,911 (JD) 1, 225 (LLM)</td>
<td>M.Eng.: 181 M.Eng.: 49</td>
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<tr>
<td></td>
<td>948 (9,791 PhD)</td>
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<td>MS: 96 MBA: 164</td>
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<tr>
<td><strong>Entering</strong></td>
<td>2,127 (537 PhD)</td>
<td>104</td>
<td>617</td>
<td>203 (JD) 89 (LLM)</td>
<td>M.Eng.: 49</td>
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<tr>
<td></td>
<td>104 (537 PhD)</td>
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<td>MS: 27 MBA: 42</td>
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<tr>
<td><strong>% URM</strong></td>
<td>6% (9% PhD)</td>
<td>15%</td>
<td>4%-25%</td>
<td>18% (JD)</td>
<td>M.Eng.: 0%</td>
</tr>
<tr>
<td></td>
<td>15% (9% PhD)</td>
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<td>MS: 0% MBA: 10%</td>
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<tr>
<td><strong>% Students of Color</strong></td>
<td>15% (15% PhD)</td>
<td>25%</td>
<td>9%-53%</td>
<td>45% (JD)</td>
<td>M.Eng.: 20%</td>
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<tr>
<td></td>
<td>25% (15% PhD)</td>
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<td>MS: 4% MBA: 24%</td>
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<tr>
<td><strong>% International</strong></td>
<td>54% (41% PhD)</td>
<td>3%</td>
<td>19%-53%</td>
<td>14% (JD) 94% (LLM)</td>
<td>M.Eng.: 59%</td>
</tr>
<tr>
<td></td>
<td>54% (41% PhD)</td>
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<td>MS: 81%</td>
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