

Faculty Senate

October 11, 2017

# Announcements

# The Faculty Handbook Project

## The Problems

Broken links, inconsistencies, illogical structure, hard to maintain

## Proposed Solution

Visit [this restructured, rough draft version](#) of the Handbook obtained via cut-and-pasting and greater reliance upon links that work.

Would like to form a small group that will step through the tenure track promotion part and produce cleaner, consistent procedures.

All changes carefully reviewed by the Senate, the academic Deans, the Department Chairs, and the Provost.

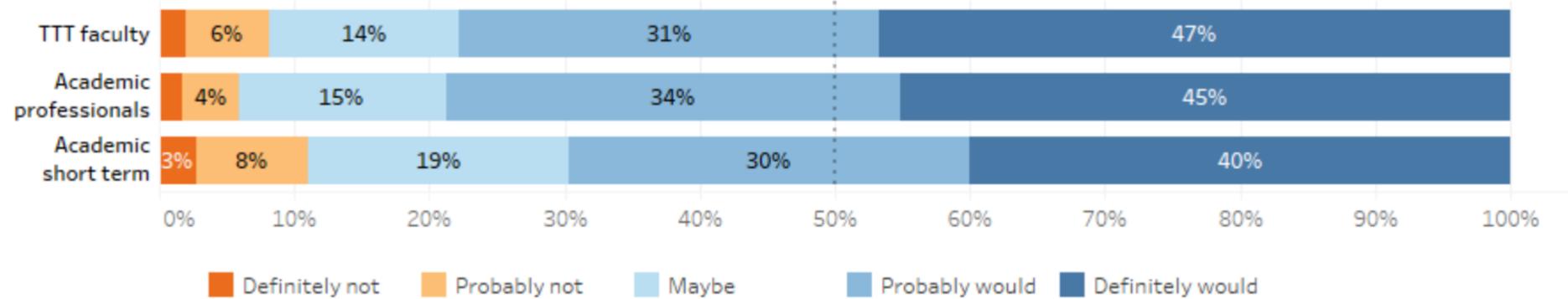
# 2016 Work-Life Survey Results

The [preliminary report](#) gives “all-respondent” results to questions like

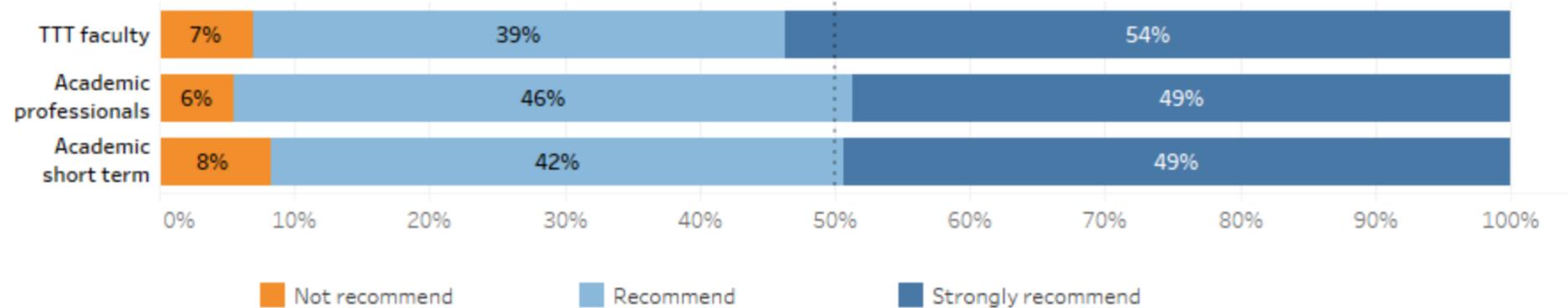
All things considered, if you had to do it all over again would you choose to be a faculty member/academic at Cornell?

To what extent do you have confidence in the decisions made by the central administration?

All things consider, if you had to do it all over again, would you choose to be a faculty member/academic at Cornell?



If a candiate for a position similar to yours asked you about your deparment or unit as a place to work, would you:



# 2016 Work-Life Survey Results

Faculty need to see what the responses look like by age, race, gender, rank, discipline, and college.

BUT, dashboards must be carefully designed to preserve anonymity.

See [earlier survey reports](#).

Q. How do we interpret the results and elevate the campus discussion so that we make progress on the problems that are exposed?

# Provost's Review of the Social Sciences

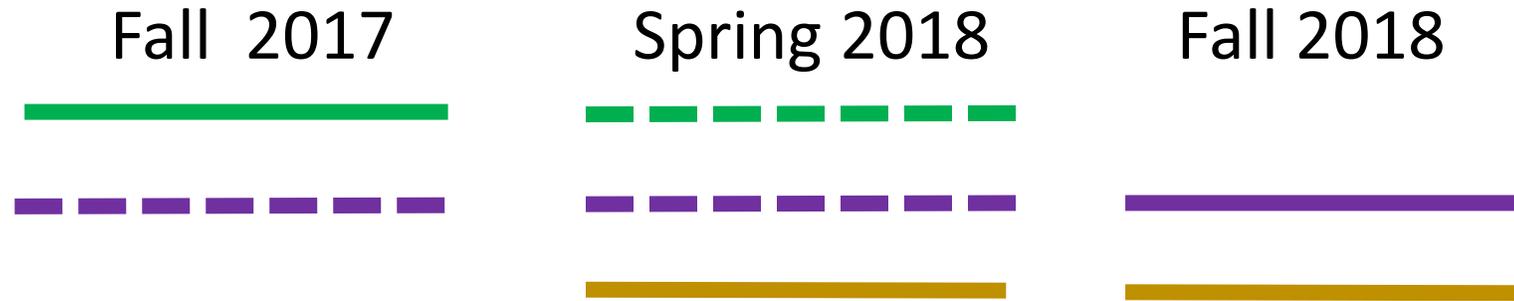
So Far:

1. Internal committee report
2. External committee report
3. Input from faculty in the social sciences.

Next, three committees will work on:

1. **Organizational structure of the social sciences**
2. **Identifying areas for Radical Collaboration**
3. **Administrative Issues**

# Provost's Review of the Social Sciences: Timeline



## Organization structure of the social sciences

Committee develops options followed by campus discussion

## Identifying areas for Radical Collaboration

“Idea Panels” spark public discussion followed by radical collaboration committee work

## Administrative Issues

Address administrative concerns raised by reports and feedback.

# Provost's Review of the Social Sciences

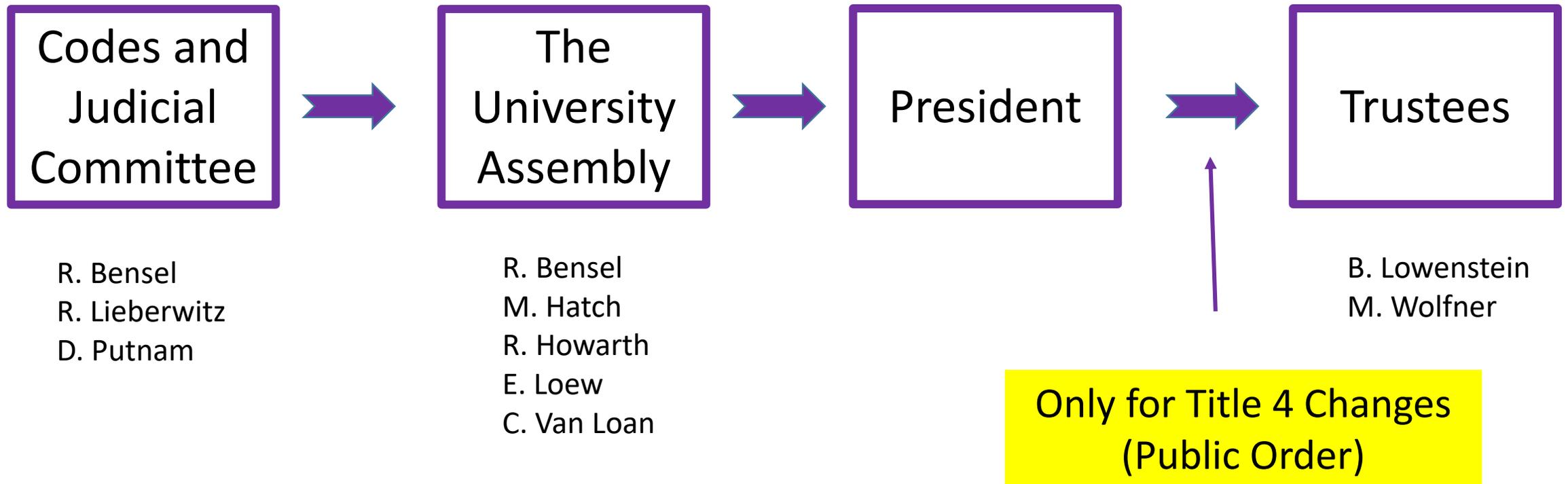
For details and continued updates, see the Provost's website:

<http://provost.cornell.edu/academic-initiatives/provosts-review-social-sciences/>

Questions, comments, or concerns email [ssreview@cornell.edu](mailto:ssreview@cornell.edu)

# Modifying the Campus Code

This [webpage](#) has the Code and the rules associated with the modification process. The process looks like this:



# Need to Hold a Pro Forma Election

## UFC

[Rosemary Avery](#) (Human Ecology)

[Cynthia Bowman](#) (Law)

[Harry de Gorter](#) (Dyson)

[Shannon Gleeson](#) (ILR)

[Kimberly O'Brien](#) (Nutritional Sciences)

## Nominations & Elections

[Julia Finkelstein](#) (Human Ecology)

[Ruth Richardson](#) (Engineering)

## Senator-at-Large

[Rosemary Avery](#) (Human Ecology)

[Michael Mazourek](#) (CALs)

[Rob Thorne](#) (A&S)

[Suman Seth](#) (A&S)

Bad math all over the Place: #vacancies  $\geq$  #candidates.  
This is a serious problem that needs to be addressed.

# On the Expanded New Student Orientation

Peggy Arcadi, Director

New Student Programs

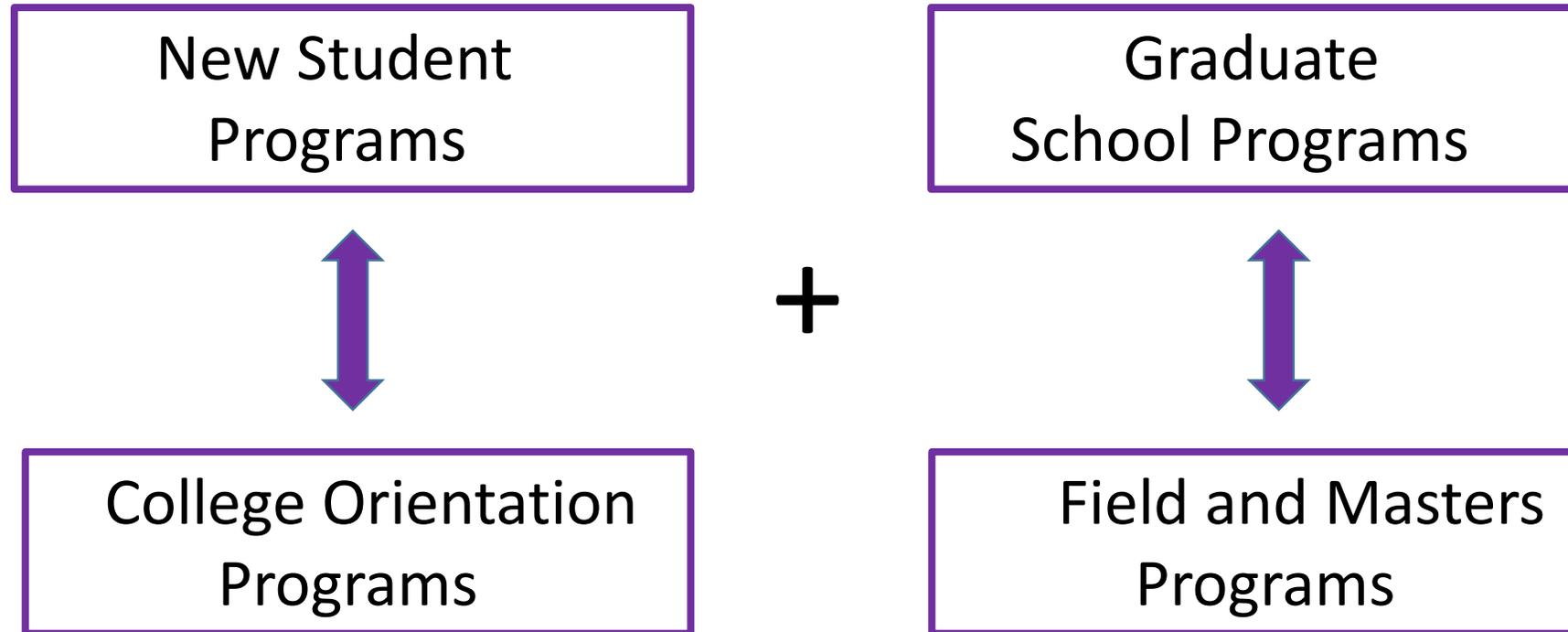
# Orientation is Longer Starting in 2018-19

Current: Fri – Sat – Sun – Mon

New: Fri – Sat – Sun – Mon – Tue - Wed

How should we use the extra time?

# Orientation: The Players



# Challenges for New Student Programs

What's Mandated vs. What's Optional

Coordination with the Colleges

Making sure students always have something to do.

Recruiting and training 300-400 undergrad volunteers

# Utilizing the Extra Two Days

Should the freshman book project be resurrected in some new form?

More on academic integrity?

More on the free speech issue?

More cross-college intermingling?

# Evaluation of Cornell's Learning Management System (LMS): An Update

Julia Thom-Levy

Vice Provost for Academic Innovation

# Cornell's LMS: Blackboard Learn

- Last evaluated in 2007. License up for renewal June 2018
- Major educational technology tool at Cornell\*- important that it meets faculty needs now and in the future
- Chance to evaluate experience for teachers and students, look at alternatives
- Chance to widen/unify use across campus, and use of effective pedagogical technology in the classroom
- Project started in Spring 17 with a faculty survey. Today's talk is a mid-point project update. No decisions have been made.

\*Roughly 2/3 of CU courses use Blackboard. Exceptions: CIS, CVM, Weill, individual instructors. Reasons: Blackboard not best fit, or reluctance to use any LMS

# LMS evaluation plan- overview

Achieve broad faculty/students/staff participation in the review process to ensure that Cornell's needs are met as best we can

## **Who is conducting the review:**

- Team co-led by staff from CIT and Center for Teaching Innovation: **Todd Maniscalco, J.P. Brannan, Rob Vanderlan, Chloe DeShong, Matt Ouellett**
- Academic Liaison: Julia Thom-Levy

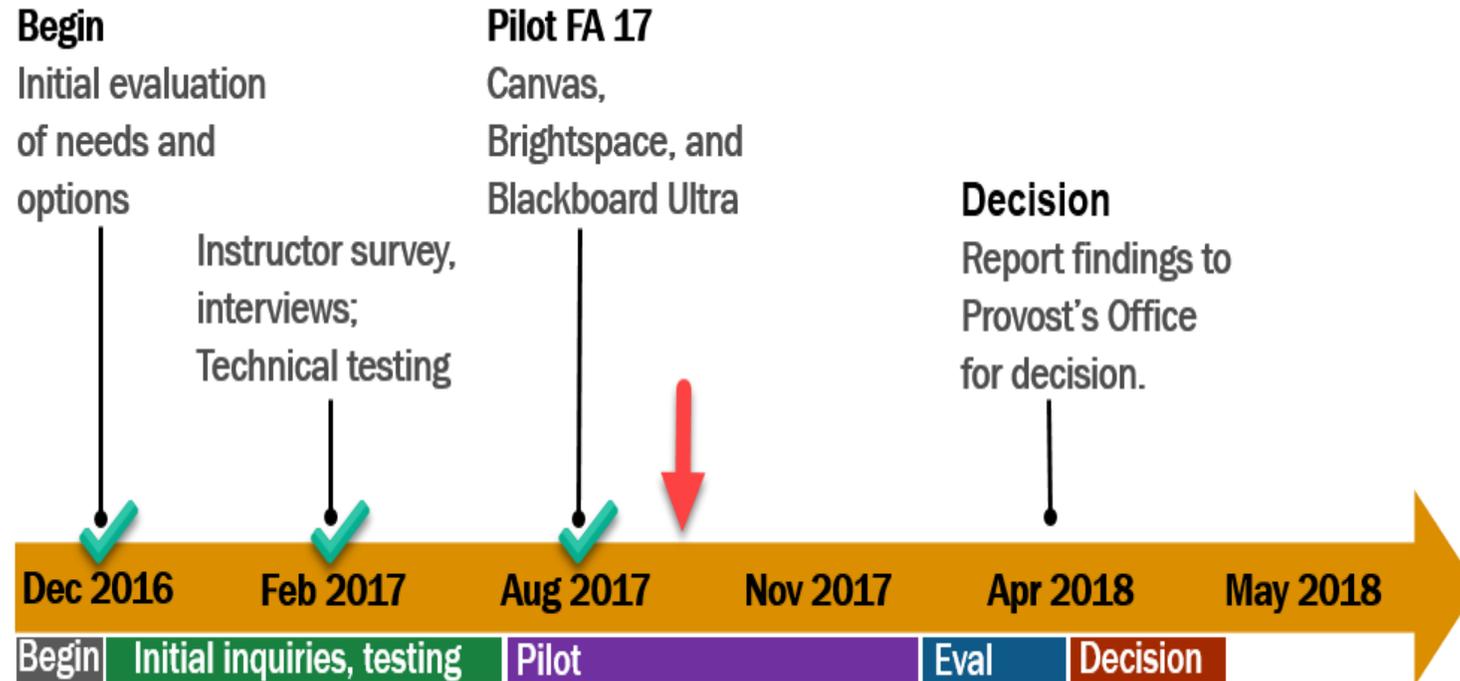
## **Outcome of the Review:**

- Report to the Faculty Senate and to the Provost

## **Review content:**

- Feedback and data about current Blackboard system (and support service), and if it meets the current and future needs
- In-depth feedback about 3 alternative products: **Canvas, Brightspace, Blackboard Ultra**

# LMS Evaluation Overview: Timeline



# Completed

- Sent faculty survey to 2,566 faculty, **28%** response rate
- Completed and transcribed over **50** faculty interviews. Analysis in progress.
- Procured and implemented pilot systems with Blackboard Ultra, Brightspace, and Canvas.
- Completed an initial summer pilot session with one course in all three systems.
- Recruited representative faculty and launched **32** Fall pilot courses.

# Ongoing

- **Fall Pilots**

- Our fall pilot consists of a diverse and representative group of faculty from all colleges, wide range of disciplines and use cases.
- Almost **3000 students** are enrolled in pilot courses and their feedback will be included in the analysis

- **Requirements Gathering**

- Continuing to meet with faculty and staff from around the campus to gain a clear understanding of their needs.

# Upcoming

- **Round Table Discussions**

- Discussion groups are being planned for TAs, administrators, and students. If you know anyone who would like to be involved, please have them contact us at [lmseval@cornell.edu](mailto:lmseval@cornell.edu)

- **Student Blackboard Poll**

- Students who log into Blackboard will be prompted with an opportunity to provide feedback in a survey similar to faculty survey sent in March.

# November Information Sessions

A chance to leave input, ask question, see LMS systems, try out empty test course.

These will be held at:

- Sage Hall Atrium: November 2nd from 10:00am – 1:30pm
- Duffield Hall Passage: November 6<sup>th</sup> from 11:00am – 3:00pm
- Mann Library Lobby: November 7<sup>th</sup> from 11:00am – 3:00pm
- Klarman Atrium: November 9<sup>th</sup> from 11:00am – 3:00pm

# Get Involved

## Try It Out

Go to [it.cornell.edu/lmseval](https://it.cornell.edu/lmseval) and click on “Try it out” to request an empty test course.

Your feedback is critical to the success of this project. To share your thoughts please email us as [lmseval@cornell.edu](mailto:lmseval@cornell.edu).

# Spring 2018

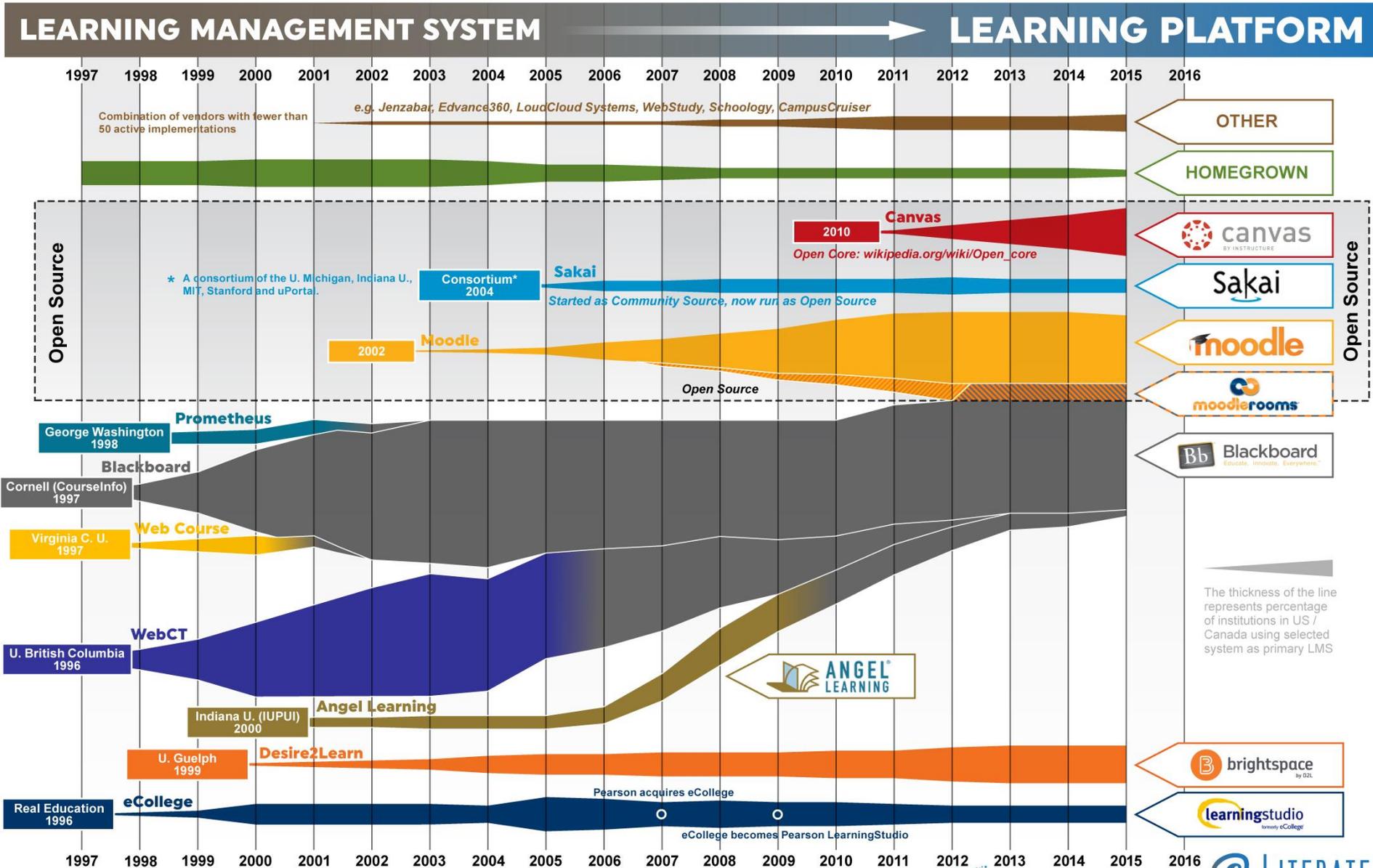
- **Final Report**

- Will include the faculty survey and interview analysis, requirements comparisons, pilot analysis, cost comparison, and implications of each option.
- To be presented to the Provost and Faculty Senate in the Spring of 2018

Backup material

# LMS Market Share For US & Canadian Higher Ed Institutions

SPRING 2016  
VERSION



All data from LISTedTECH LMS database under agreement with MindWires Consulting



# Team Members

<b>Name</b>	<b>Unit</b>	<b>Project Role(s)</b>
Julia Thom-Levy	Provost	Project Sponsor, Executive Committee
Todd Maniscalco	AT	Project Director, Executive Committee
J.P. Brannan	AT	Project Manager, Executive Committee
Marina Tokman	AT	Technical Lead, Survey Development, Testing, User Support
Liz Balko	AT	Communications, Surveys, Testing, User Support
Amy Cheadle	AT	Communications, Interview Analysis, Surveys, Focus Groups, Testing, User Support
Chloe DeShong	AT	Business Analyst, Surveys, Interviews, Focus Groups
Danica Fisher	CIT	Communications Specialist
Patrick Graham	AT	Technical Team, Testing, User Support
Roberta Militello	AT	Testing
Benjamin Moss	AT	Technical Team, Testing, User Support
John Udall	AT	Technical Team, Testing, User Support
Rob Vanderlan	CTE	Communications, Interviews, Surveys, Testing

# An Overview of Cornell's Bias Assessment and Review Team

Vijay Pendakur  
Dean of Students

UFC-Sponsored Resolution

# On Recent Racial Incidents

Professor Durba Ghosh

## Resolution: On Recent Racial Incidents

**Whereas**, throughout the month of September 2017, in several well-publicized incidents detailed in the *Cornell Daily Sun* and the *New York Times*, Cornell students used racial slurs and insults against other students, and

**Whereas**, on September 15, 2017 one or more students allegedly used racial slurs against a Black Cornell student and violently assaulted him; and

## Resolution: On Recent Racial Incidents

**Whereas**, should the allegations prove true, we note that these incidents are violations of the Campus Code of Conduct to:

“harass another person...by acting toward that person in a manner that is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech,” or

“assault or cause any physical injury to another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual orientation or affectional preference;” and

**Whereas**, we, the Faculty Senate, are appalled by these recent attacks and incidents; therefore,

## Resolution: On Recent Racial Incidents

**Be it Resolved**, that the Faculty Senate unequivocally condemns these violent, racist actions; and

**Resolved**, that the Faculty Senate commits to ensuring that incidents of harassment against persons based on disability, ethnicity, gender, national origin, race, religion, sexual orientation or affectional preference be fully investigated and persons responsible for these acts of harassment be held accountable, and

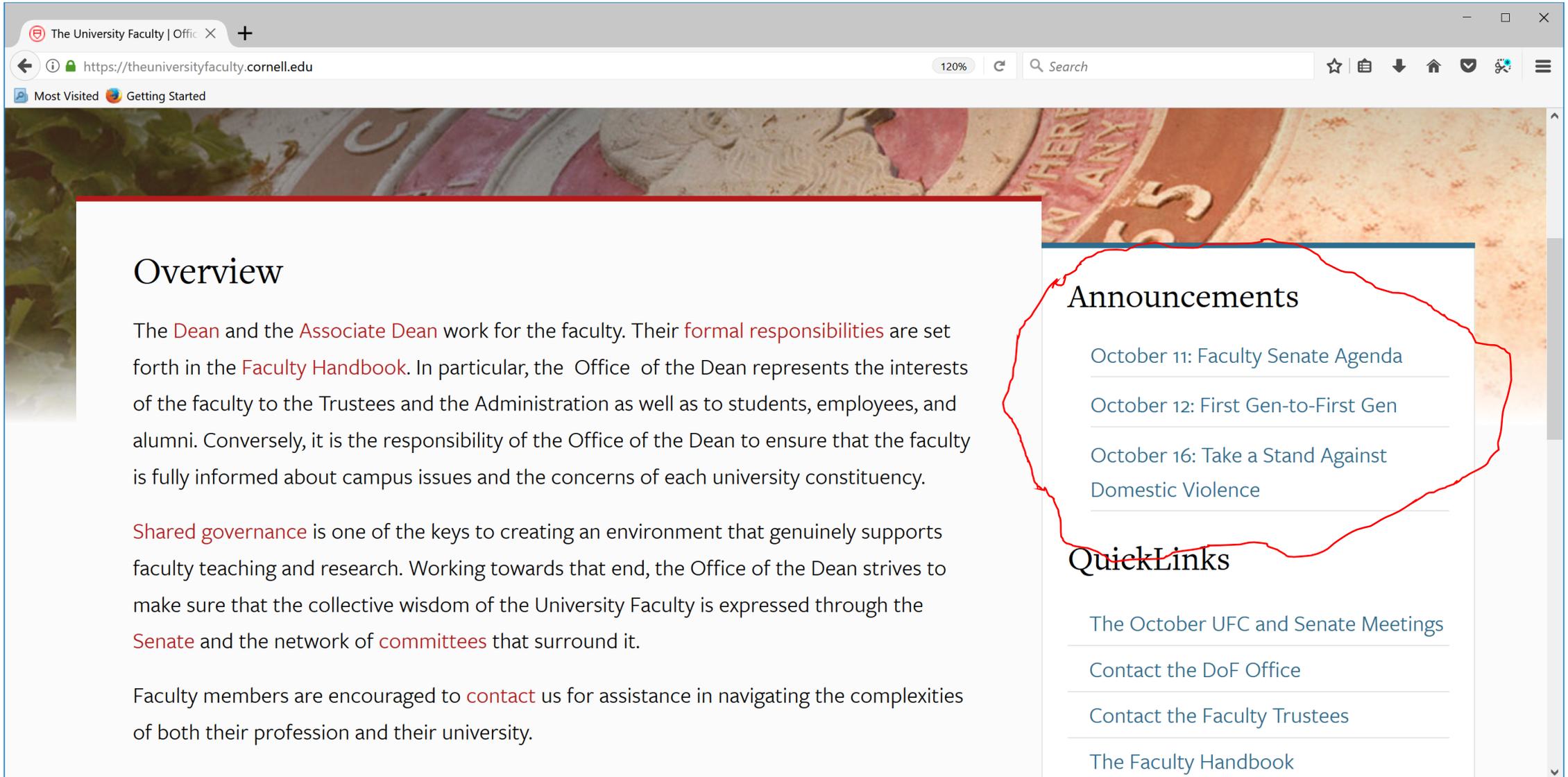
**Resolved**, that the Faculty Senate charges all members of the Cornell community to consider how best to heal these harms, and how best to accord all members of our community the equal dignity and respect that is the promise underlying Cornell's motto, "I would found an institution where any person can find instruction in any study."

Vote

# DoF-to-Faculty Communication Issues

C. Van Loan

# One Way to Reach 1600 Faculty: Announcements...



The screenshot shows a web browser window with the URL <https://theuniversityfaculty.cornell.edu>. The page features a large background image of a stone relief. On the left, there is an 'Overview' section with text about the Dean's office and shared governance. On the right, there is an 'Announcements' section, which is circled in red. Below it is a 'QuickLinks' section with several links.

## Overview

The **Dean** and the **Associate Dean** work for the faculty. Their **formal responsibilities** are set forth in the **Faculty Handbook**. In particular, the Office of the Dean represents the interests of the faculty to the Trustees and the Administration as well as to students, employees, and alumni. Conversely, it is the responsibility of the Office of the Dean to ensure that the faculty is fully informed about campus issues and the concerns of each university constituency.

**Shared governance** is one of the keys to creating an environment that genuinely supports faculty teaching and research. Working towards that end, the Office of the Dean strives to make sure that the collective wisdom of the University Faculty is expressed through the **Senate** and the network of **committees** that surround it.

Faculty members are encouraged to **contact** us for assistance in navigating the complexities of both their profession and their university.

## Announcements

- [October 11: Faculty Senate Agenda](#)
- [October 12: First Gen-to-First Gen](#)
- [October 16: Take a Stand Against Domestic Violence](#)

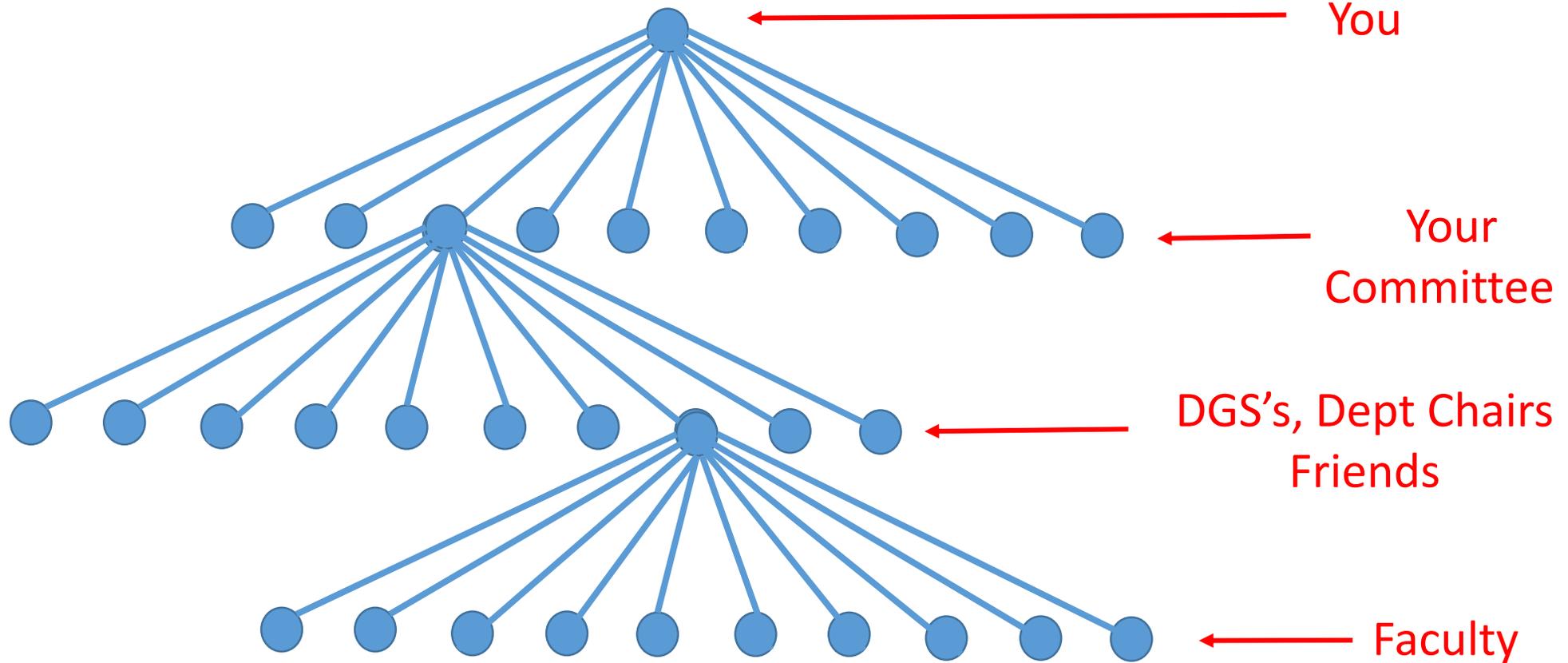
## QuickLinks

- [The October UFC and Senate Meetings](#)
- [Contact the DoF Office](#)
- [Contact the Faculty Trustees](#)
- [The Faculty Handbook](#)

Presupposes that faculty regularly visit this page!

# Another Way to Reach 1600 Faculty

Presupposes that that the committee's outreach effort is campus-wide inclusive and that committee members are willing to spend a few minutes looking up email addresses etc



# Yet Another Way to Reach 1600 Faculty

**mailto: DOF-FACULTY-L**

Presupposes no political bias.

Presupposes that “announcing an event” is not equivalent to DoF endorsement of its contents.

Analyze  
This!

Dear Colleagues:

We as faculty must take a stand against racism both on campus and beyond. We must offer unambiguous and tangible support for a fully inclusive Cornell remembering that the opposite of good is indifference.

The Cornell Coalition for Inclusive Democracy is holding an event on the Arts Quad at 12:30 this Wednesday (9/27). It will address current events and reaffirm the call for racial justice.

[More details in today's Cornell Sun.](#)

See you there!

Charlie Van Loan



Political?

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See you there!  
Charlie Van Loan



Political?

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[More details in today's Cornell Sun.](#)

See you there!

Charlie Van Loan



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Endorsement?

**See you there!**

Charlie Van Loan



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**Endorsement?**

**Be there!**

Charlie Van Loan



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Endorsement?

**Have a nice day!**

Charlie Van Loan

# My Dilemma is a Practical Dilemma

Do I want to spend time trying to figure out what's political and what isn't, what's an endorsement and what isn't, what's an exercise in free speech and what isn't, etc., etc.

Or

Do I want to spend time trying to figure out with colleagues how we might (for example) **actually do something constructive** about the cultural component of the curriculum as requested by the BSU and other groups?

# Going Forward: Principles

A strong and effective faculty needs to be fully informed and fully engaged, especially if we are to promote dialogue and positive change.

We will continue to use the DoF website and the DoF list-serve in this direction.

# Going Forward: Steps

1. Promote inclusive outreach by helping event planners do as much of their own advertising as possible.
2. Remind ourselves 24/7 that listening to a talk or attending a protest has nothing to do with content endorsement.
3. “Judgment calls” that concern the DoF website and list-serve will be made by the UFC—not just the DoF.

Good and Welfare

Professor Eric Cheyfitz

Professor Yuval Grossman