

Faculty Senate

February 14, 2018

To promote the communication of opposing views and to serve as a free-speech-with-respect model for the rest of the campus, all discussion in the Faculty Senate must be conducted in a civil fashion that is free of any intimidation or personal attacks.

- *the University Faculty Committee*

Announcements

Charlie Van Loan
Dean of Faculty

Elections

Elections will be held right after spring break

Faculty Trustee (4 years)

University Faculty Committee (2 slots, 3 years)

Nominations and elections (2 slots, 3 years)

At-Large Senator (5 slots, 3 years)

More details [here.](#)

The Weiss Awards

[Nomination Process](#) more flexible.

Handy [FAQ](#) for nominators and letter-writers.

Expanded view of what [excellence in ugrad education](#) can mean.

Recommend nominator-nominee engagement.

Nominations Due: March 30,2018

Representation For Non-Tenure-Track Title-Holders

Academic Titles

assistant professor, associate professor, professor

lecturer, senior lecturer, instructor, teaching associate, professor-of-the-practice

clinical professor, research professor, senior scholar, senior scientist, research scientist, senior research scientist, research associate,, senior research associate, extension associate, senior extension associate, post-doctoral associate, post-doctoral fellow, librarian, archivist

Represented thru Senate

Represented thru Employee Assembly

Principle

Representation for the University Faculty, the non-tenure track faculty, post-docs, librarians, and other academic title-holders should reflect the deep levels of interaction that already exist between these constituencies.

Create an Ad Hoc Committee to Consider How Title-Holders are Aligned with Assemblies

Membership:

- Tenure-Track faculty

- Non-tenure-track teaching title-holders

- Non-tenure-track research title-holders

- Post Docs

Questions to Be Answered

If Senate-membership rules do not change, then

1. Should there be NTT title-holder seats on the Employee Assembly if that group remains in that assembly?
2. How can the Senate be more responsive to the concerns of the NTT title-holders?
3. How receptive would the campus be to the creation of a new assembly and would it solve the representation issue?

Questions to Be Answered

If Senate-membership rules do change, then

1. Should departments be allowed to staff their senate seats with any person who has an academic title? If so, then draft legislation to make that legal.
2. Should there be senator-at-large seats for various academic title-holders? If so, then draft legislation to make it legal.

End Game

Committee submits recommendation Oct 1, 2018.

A vote of the University Faculty can be triggered by

- (a) a vote by the senate, or
- (b) a vote by the UFC, or,
- (c) a petition by 50 University Faculty who are not senators

The University Faculty vote.

Legislation changed accordingly.

Zeta Beta Tau

Pig Roast

The Finding

The chapter conceived a contest in which new members could accumulate “points” by engaging in sexual intercourse with women.

The contest was referred to as a “pig roast.”

In the event of a tie, additional points were awarded to the new member who had had sex with a woman who had weighed the most.

The new members were told not to inform the women of the contest.

The Timeline

March 2017	Anonymous tip received via Cornell Hazing Website . Title IX office did not find sufficient cause to pursue. Office of Sorority and Fraternity Life staff interviewed ZBT membership but insufficient evidence to proceed.
Nov 15, 2017	Additional anonymous report received.
Jan 16, 2018	Hearing of allegations before the Fraternity and Sorority Review Board.
Jan 23, 2018	Fraternity and Sorority Review Board places ZBT on two-year probation.

The Fraternity and Sorority Review Board

Who sits on the board and who serves as the chair depends on the case.

[Learn More](#)

For the Pig Roast case:

2 students with fraternity/sorority membership, one serving as the Chair

3 staff members from the [Office of Sorority and Fraternity Life](#) (OSFL)

2 staff members from another office

The Press

[CNN](#)

[NBC News](#)

[The Washington Post](#)

[Time](#) (video)

[BBC](#)

[Fox News](#) (video)

[CBS News](#)

[USA Today](#) (video)

[Newsweek](#)

[Huffington Post](#) (Video)

ZBT Probation Responsibilities

The chapter will conduct a full chapter brotherhood review as well as an external review conducted by their national organization. Both will be completed and results will be communicated to OSFL by March 31, 2018.

The chapter will conduct a walkthrough of the facility by an OSFL-approved reviewer to gain a perspective of its appearance and the culture it may present to guests.

The chapter will have 75% participation in at least two events during Cornell's Sexual Assault Awareness Week, April 15-20, 2018.

[More](#)

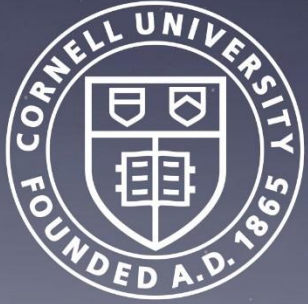
What Next?

We need to measure faculty concern over the judicial system that applies to fraternities and sororities.

Anonymously post insights [here](#) .

Cornell Mental Health Framework

Greg Eells
Tim Marchell



A Comprehensive Framework for Student Mental Health

Gregory Eells, Ph.D.

Director, Counseling and Psychological Services

Timothy C. Marchell, Ph.D., M.P.H.

Director, Skorton Center for Health Initiatives

February 14, 2018

Strategic Aim

“Promote the health and well-being of students as a foundation for academic and life success.”

– Cornell’s Strategic Plan, Educational Excellence Goal

Impact of Mental Health Problems

- 4 in 10 Cornell undergraduates unable to function academically for at least a week in the past year due to depression, stress, or anxiety
 - PULSE Survey, 2017
 - Similar to National College Health Assessment reference data
- 12% seriously considered suicide in past year
 - 17% of Black students

Literature: Treatment Impact

- Mental health treatment is effective
- Early intervention increases effectiveness
- Counseling center treatment reduces risk of suicide
- Mental health interventions by primary care medical providers improves mental health and reduces risk of suicide

Factors Driving Increased Utilization

- Increased enrollment
- Increased willingness to seek help
- Improved identification and referral
- Prior effective treatment enabling students to pursue college
- Increased underlying distress
 - Impact of national and local climate (especially on students of color)
 - Cumulative effect of technology/social media

Comprehensive, Public Health Approach

- Social-ecological framework
 - Individual, group, institution, community, society
 - Focus on population as well as individuals
 - Treatment *and* prevention
 - Campus-wide

Comprehensive, Public Health Approach

Campus Health Executive Committee

VP for Student &
Campus Life Council



**Behavioral Health
Committee**

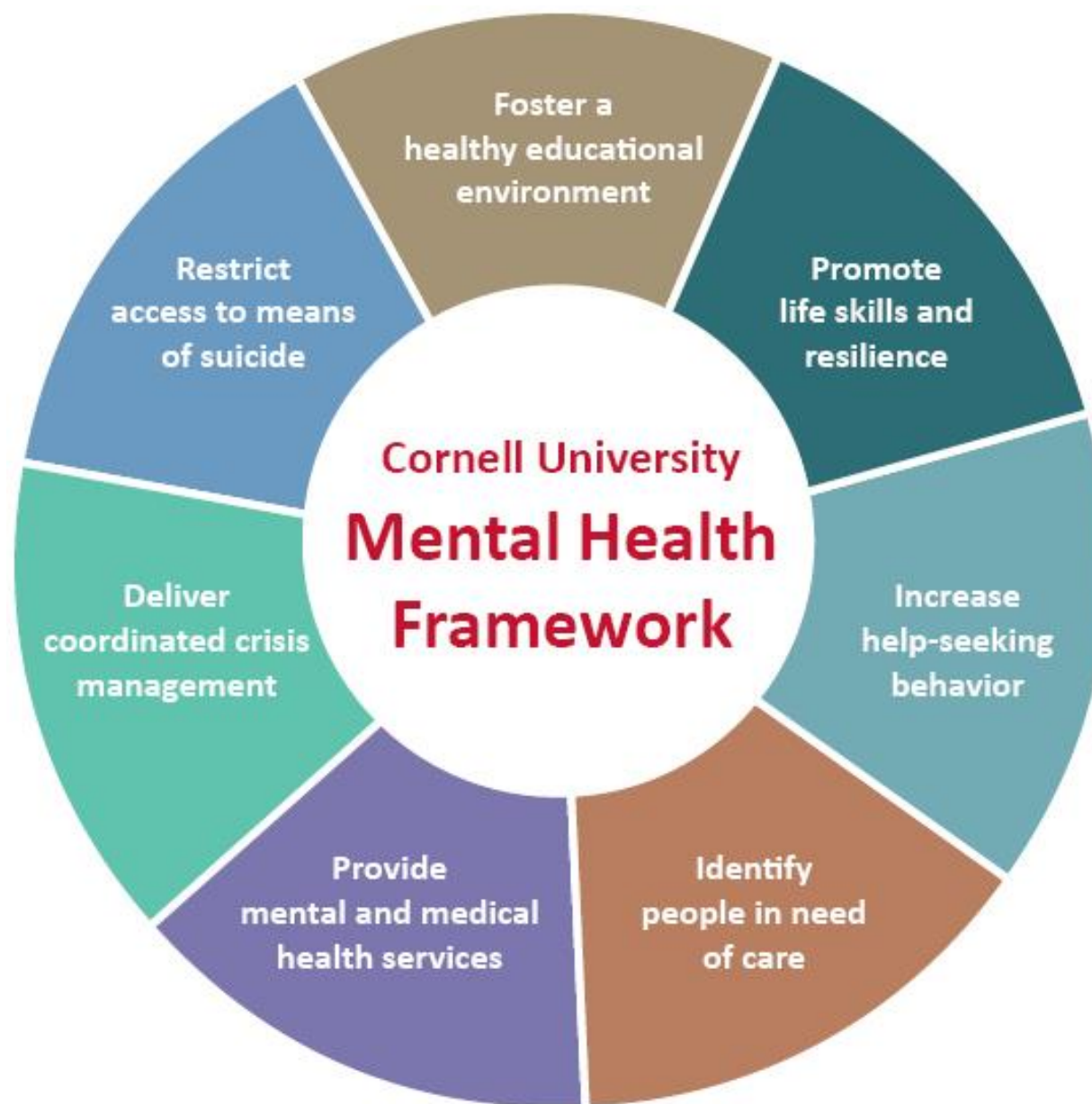
- Mental health
- Alcohol
- Sexual violence
- Hazing

Coalition on Sexual
Violence Prevention



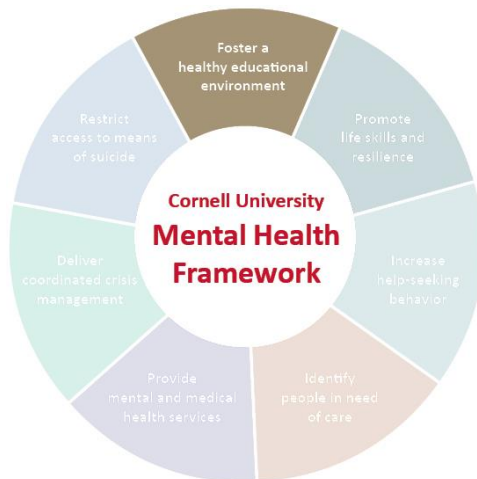
Coalition on
Mental Health
(Spring 2018)





Foster a healthy educational environment

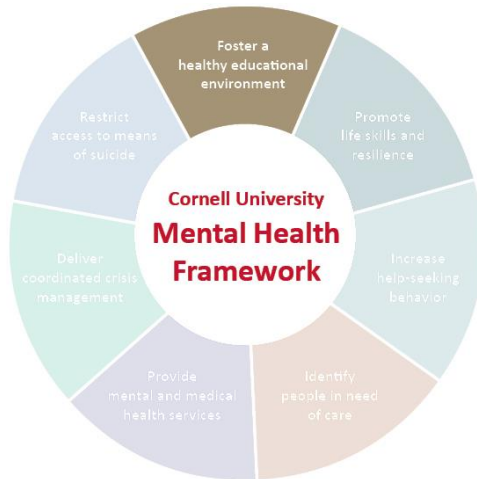
- Academic environment
 - Simon Fraser University model:
 - Conditions for Well-Being in Learning Environments
 - ✓ Optimal challenge
 - ✓ Positive classroom culture
 - ✓ Innovative teaching and grading practices
 - ✓ Supportive advising



<https://www.sfu.ca/healthycampuscommunity/learningenvironments/WLE.html>

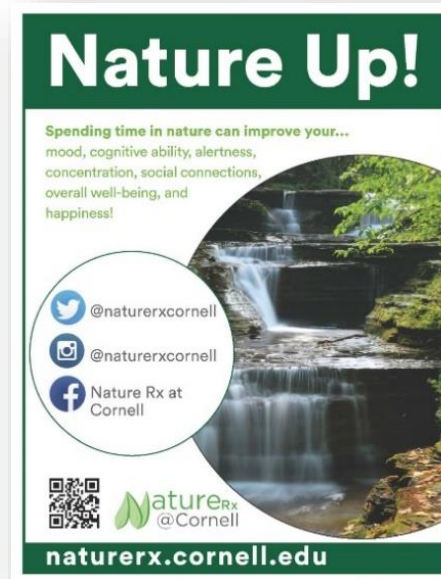
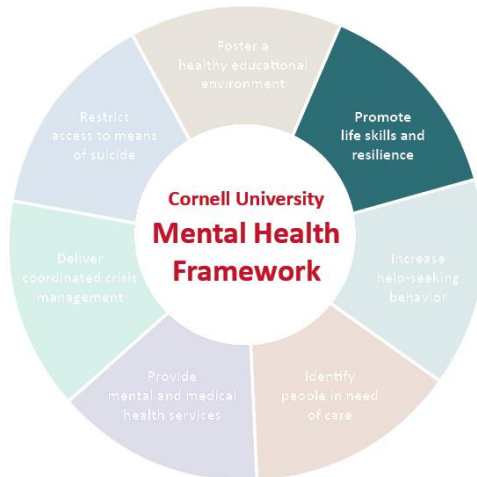
Foster a healthy educational environment

- Social environment
 - Strategies addressing climate issues impacting mental health
 - Alcohol
 - Sexual violence
 - Bias
 - Hazing



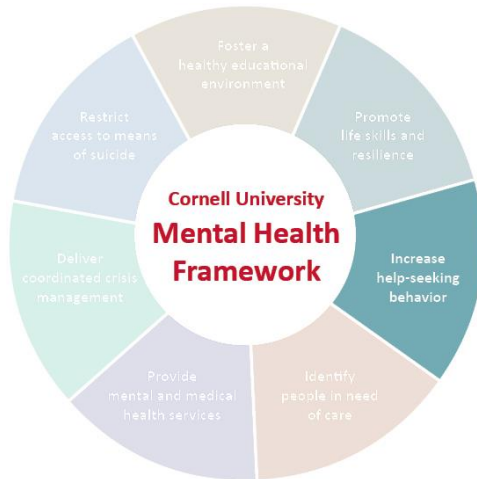
Promote life skills and resilience

- *Thrive* program for first-year students
 - Engineering, ILR, Hotel, A&S



Increase help-seeking behavior

- Let's Talk
- *Beneath the Surface* campaign



BENEATH THE SURFACE

"I'm Fine..."

ARE YOU REALLY?
Go deeper

"My sexual orientation and gender identity have no impact on my ability to play sports. When I was struggling with my sexual identity, I reached out to the LGBT Resource Center."
– Atticus DeProspero

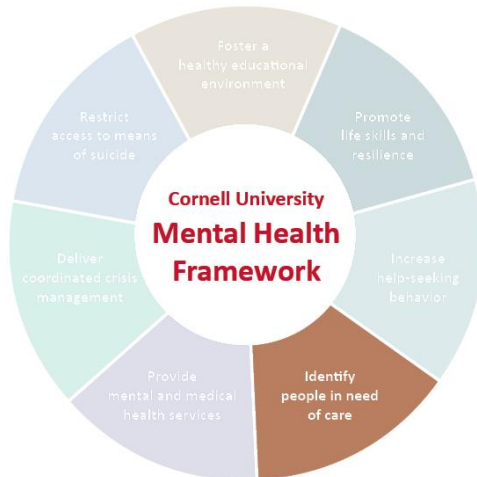
Services and support are available to help Cornell students address a range of issues impacting health and well-being.

Cornell Health medical and mental health services phone consultation 24/7 607-255-5155 health.cornell.edu	LGBT Resource Center 626 Thurston Ave. info and support for LGBT and questioning members of the Cornell community lgbt.cornell.edu
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This campaign was developed by Cornell students... for Cornell students.
More resources: caringcommunity.cornell.edu/get-help

Identify people in need of care

- Community Consultation & Intervention
- Educational programs
 - *Notice & Respond*
 - *Friend2Friend*
 - *Intervene*



QUICK GUIDE: Managing Distress

What to notice; how to respond

When someone appears or behaves in a way that makes you concerned about their psychological or emotional well-being, consult this guide to action.

Signs of Distress

You might notice one serious sign or a cluster of less worrisome signs from different categories.

- EMOTIONAL** Irritability, anger; sadness, crying, anxiety; showing extreme reactions; expressions of disinterest, apathy, or hopelessness; suicidal comments
- COGNITIVE** Decline in work or academic performance; poor concentration or decision-making; out of touch with reality, odd speech.
- PHYSICAL** Frequent health issues; problems with sleep or eating; rapid heartbeat/jittery; disheveled appearance; social withdrawal; increased drinking or drug use

Levels of Distress

- CONCERN** Visible distress, personal loss or significant life event, academic difficulties; sleep or eating problems; emotional outbursts; social withdrawal
- URGENT** Expressions of hopelessness; talk of suicide; being out-of-touch with reality.
- EMERGENCY** Immediate threat of harm to self/others.

Response Options

Keep the appropriate individual or office informed.

- CONCERN** Talk to person directly and/or consult with a supervisor or administrator.
- URGENT** Get immediate assistance 24/7:
 - For a student, call Gannett/CAPS (255-5155)
 - For a staff or faculty member, call FSAP (t-800-327-2255) and press 1
- EMERGENCY** Dial 911 or call CU Police @ 255-1111

More information: www.gannett.cornell.edu/assst

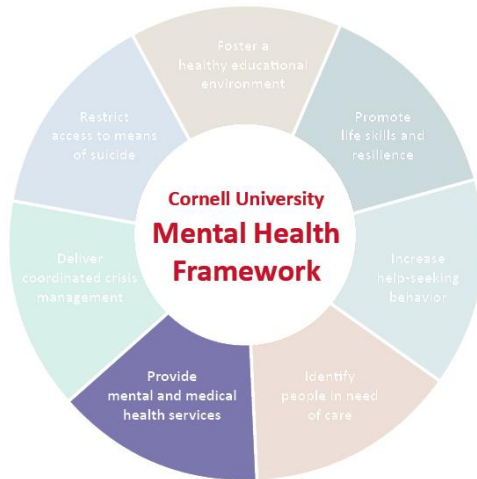
Gannett TORONTO



Cornell University
Gannett Health Services

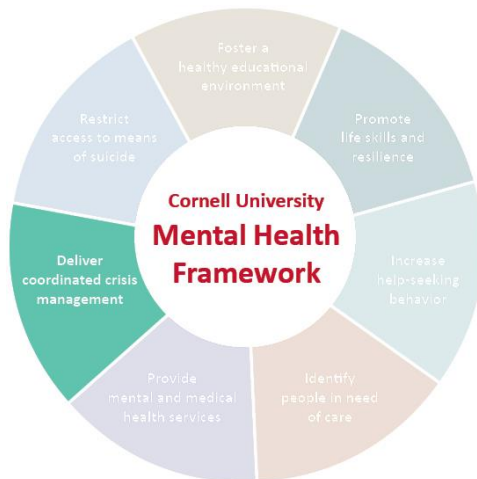
Provide mental and medical health services

- Collaborative care model
- CAPS:
 - Brief phone assessments
 - Individual & group therapy
 - Psychiatric treatment
- Medical services:
 - Depression & alcohol screening
 - Behavioral health consultants
- Team approach



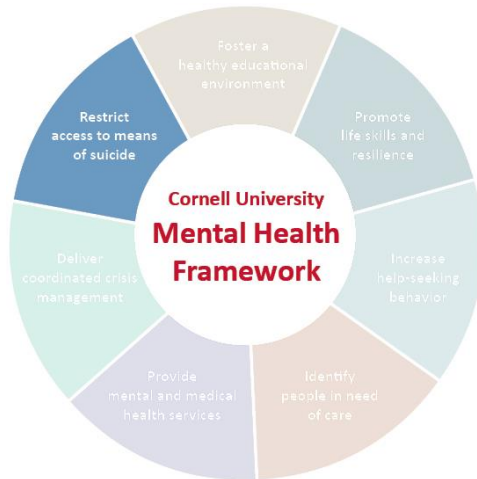
Deliver coordinated crisis management

- Coordinated system that includes:
 - CU Police
 - Cornell Health
 - Dean of Students Crisis Managers
 - Cayuga Medical Center



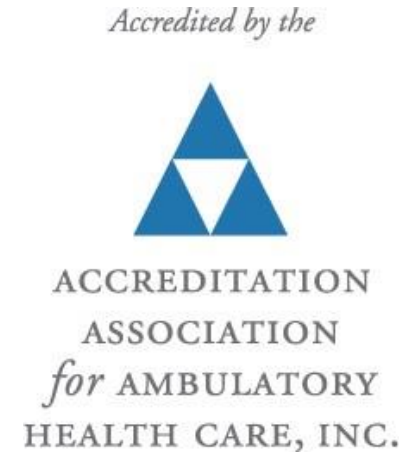
Restrict access to means of suicide

- Lab chemical, weapon restrictions
- Means restriction on bridges
 - Reduces jumping deaths, risk of clusters



Mental Health Program Reviews

- 2017 Jed Foundation review
- 2015 Active Minds award
- 2015 AAAHC re-accreditation
- 2014 University Audit Office
- 2010 External consultation
 - Faculty from Yale, Columbia & U Rochester



Q&A

President Martha Pollack