

15:35:16 From Risa Lieberwitz : See, AAUP information on this at:
<https://onefacultyoneresistance.org/faculty-attack-fighting-targeted-harassment/>

15:36:29 From Frederic Gleach : Thanks Risa, that looks like it will be useful

15:36:54 From Brooke Duffy : A compelling article on the topic came out a few years ago:
Veletsianos, G., Houlden, S., Hodson, J., & Gosse, C. (2018). Women scholars' experiences with online harassment and abuse: Self-protection, resistance, acceptance, and self-blame. *New Media & Society*, 20(12), 4689-4708.

15:36:58 From Neema Kudva : Thanks Risa. Also see resources Charlie has posted on DoF site
<http://theuniversityfaculty.cornell.edu/news/online-harassment/>

15:38:12 From Richard Bensel : The first of the two recommendations should include "politics" as well as race, ethnicity, ad gender...

15:38:47 From J. Nathan Matias : ^ Thanks for sharing, Neema! That page has a pretty good list of resources, some of which I was involved in supporting as a scholar of online harassment, within the limitations of what lists of resources can achieve.

15:41:33 From Neema Kudva : Agreed!

15:43:58 From Eliza Bettinger : The Library assists individuals with putting self-defense behaviors (that is, before an incident occurs) into practice. These behaviors are far from foolproof, but can reduce some of the risk. See "Privacy Risk Consultations" on this page:
<https://www.library.cornell.edu/services/privacy>

15:45:07 From Steven Jackson : Folks if you'd like to reach out per slide, my email is sjj54@cornell.edu. Happy to invite others to be involved who would like to work on this.

15:45:19 From Madelyn Wessel : Re the analogy of stalking of students - much of today's stalking and harassment behavior in the student space is actually also happening online. Talking with SCL might be interesting.

15:52:15 From Eliza Bettinger : Really important point, Nathan.

15:52:33 From Brooke Duffy : +1

15:54:38 From Shannon Gleeson : See also online harassment in wake of SA debates around CUPD defunding.

15:56:07 From Courtney Roby : Shannon, that's a great point - some very troubling interactions between students there.

15:58:11 From Buz Barstow : Charlie, thanks so much for bringing this up!

15:59:21 From Frederic Gleach : Personally, having also done admissions reading for many years, I'd like to see a return to more faculty involvement in admissions

16:00:29 From Michael Tomlan : Great idea. The admissions processes set up at the undergraduate level also profoundly affects graduate admissions.

16:01:36 From Ken Birman : Within Computer Science, doing PhD admissions, we decided to be GRE optional this year. I was surprised that some of my colleagues are rather insistent that we revert to requiring GRE scores once we feel that it won't put students at risk to take the exam. So I support this resolution, but I don't think we should assume that a permanent abandonment of these tests would properly represent our colleagues campus-wide.

16:28:41 From Fengqi You : With regard to the earlier discussion on Threatening Communications that Target Faculty, my colleague Susan Daniel (CBE @ COE) would like to suggest: "I think that a better organized system and tracking is very important as these incidents will increase and infringe on our academic freedoms, so the first step is to access how bad it is, how it grows, and then armed with this data, an appropriate set of steps can be recommended. It could be this is still pretty infrequent, but it would be good to be prepared if it grows in future. "

16:33:58 From Buz Barstow : Hey Ken, I would love to hear more about the arguments for and against GRE.

16:35:00 From Buz Barstow : Is there an overview study that looks at just how good (or bad) the GRE is predicting career success at PhD level and beyond that you couldn't get from GPA and letters?

16:36:24 From Bob Howarth : Thanks to Madelyn Wessel for her great work on these Code revisions. This is an incredible improvement over the old Code.

16:36:25 From Yael Levitte : @Baz. contact Sara Xayarath Hernandez <sh267@cornell.edu>. I think she has a repository of scholarly articles and research related to this.

16:37:12 From Anthony Hay : @buz <https://gradschool.cornell.edu/announcements/stassun-advocates-for-holistic-admissions-process/>

16:39:10 From GPSA - Nikola Danev : Thank you Professor Bensel for recognizing the JCCs for their hard and dedicated work.

16:40:00 From Buz Barstow : Thanks Anthony and Yael!

16:41:02 From Thomas Björkman : Re GRE, the current best practice recommendation is to use it as one component of assessing academic preparation. The expectations for specific scores will vary widely among fields and study plans. If used that way, you will not find any residual associate between GRE scores of admitted students and various measures of achievement later. I've seen a lot of misapplication of studies to situations where they don't

16:41:44 From Thomas Björkman : don't apply. So keep your scientist hat firmly on when assessing whether a particular study is applicable to your field's admissions process.

16:42:44 From Elizabeth Lamb : Thank you Madelyn

16:43:40 From Ken Birman : Hi Buz. I haven't seen such studies, but I did attend a workshop on equity in admissions where they made a good case against use of the GRE, at least with minority and URM students who may be financially stressed and also could be coming from a setting where proper preparation isn't feasible. We also have ample evidence of widespread issues with the GRE from some countries where a culture demanding flawless scores has emerged. And the GRE compels people to pause their undergraduate research to study for the exam. So I myself see it as a problematic score.

But... some of my colleagues clearly feel that it is of value as a tool for normalizing applications across schools with very different undergraduate programs and standards. An A+ from a weak program versus an A- from a top one might "conceal" the actual situation. My colleagues think the GRE wouldn't cause harm and can distinguish such cases, or at least provide some useful data -- and they point out that the data might "save" the A- student.

16:44:17 From Ken Birman : And by the way, thank you very much Madelyn!

16:45:31 From Ken Birman : (The thank you was for a crystal clear presentation on a complex issue... unrelated to the Buz following up on my remark about GRE scores)

16:46:49 From Connie Yuan : +1

16:49:21 From Yael Levitte :

@Buz. From Sara: Cornell community members can access materials from this workshop and other resources related to holistic admissions:

<https://cornell.app.box.com/s/u3swi0ofmq44nmrjhw8stdjqd0km23bk>

16:49:52 From Yael Levitte : Science: Typical physics Ph.D. admissions criteria limit access to underrepresented groups but fail to predict doctoral completion

<https://advances.sciencemag.org/content/5/1/eaat7550>

Opinion Piece – Insight Higher Ed: Doctoral programs need to rethink their use of standardized tests

<https://www.insidehighered.com/admissions/views/2018/05/07/doctoral-programs-need-rethink-their-use-standardized-tests-opinion>

16:52:41 From Yael Levitte : all of the above is from Sara Xayarath Hernandez, so follow up with her, if you have questions. She's responsible for some of the workshops Ken mentions.

16:54:34 From Ken Birman : To contextualize a bit, consider this little factoid: CS receives 1250 to nearly 2000 applications per year (the low number is this year, tied to the pandemic). And we aim for an incoming class of perhaps 25-35 students. So we'll end up rejecting 98% of our applicants, even ones highly qualified in any imaginable metric-based sense: we just have limited capacity and funding. Even reading 2000 applications is an insane load to impose on the admissions committee, particularly when looking for just 25 new students... The situation really begs the question of what a fair process would "mean" in such a situation!

16:55:11 From Joanie Mackowski : regarding preponderance versus clear & convincing:

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3323982

16:55:21 From S.C. Pryor : Ken is raising such a good point....

17:08:40 From Michael Fontaine : Risa is right. Thank you, Risa, for your important work on this.

17:14:43 From S.C. Pryor : Bravo Risa!

17:26:34 From Yael Levitte : That is not the goal, Risa, as far as I understand, but how to protect faculty.

17:27:14 From Risa Lieberwitz : Thanks, Yael. I hope that continues.

17:27:32 From Fengqi You : A better organized system and tracking is very important as these incidents will increase and infringe on our academic freedoms, so the first step is to assess how bad it is, how it grows, and then armed with this data, an appropriate set of steps can be recommended. It could be this is still pretty infrequent, but it would be good to be prepared if it grows in future.

17:27:59 From Risa Lieberwitz : See, <https://onefacultyoneresistance.org/faculty-attack-fighting-targeted-harassment/>

17:38:25 From Oren Falk : wow

17:39:46 From Oren Falk : this must be universally true. the less people have to travel to Ithaca, the better they like Cornell

17:39:53 From Paul Ginsparg : plus they see Yael's background rather than the actual weather here

17:46:05 From Oren Falk : thanks all

17:46:22 From Doug Antczak : The veterinarian is signing off. Thank you all!