# Online Faculty Senate

Feb 24, 2021

Stay muted unless you are called upon to speak.

Use 'Raise Your Hand' to request permission to speak. Stay muted until recognized. Once unmuted, **you have 2 minutes** to pose a question or make a statement.

You can submit online questions or comments via the Chat or Comments function. Be brief. Time permitting, questions/comments will be read to all participants.

'Gallery View' within Zoom allows you to see this slide and the participants.

Audio and Chat will be posted on the meeting webpage

Captioning is available on this zoom; available at 'more' in the zoom menu

# Announcements

C. Van Loan

# Antiracism Initiative

Working Group C has essentially completed its report to the Senate in which it recommends the creation of a Center for Antiracist, Just, and Equitable Futures. "Essentially" means two more days for final suggested edits.

Reports from the other two working groups (educational programs for students and faculty) are forthcoming.

All will be discussed at the March 17 meeting with a Qualtrics vote likely to follow soon thereafter.

# The Vetting of Joint International Degree Programs Requires Greater Clarity and Transparency

The scope of the issue and proposed plan to rectify the problems is outlined [here](#).

It involves working with Global Cornell, the Graduate School, IRP and others to clarify the vetting sequence and to be more explicit and visible about our commitment to academic freedom and other protections that are important to the faculty.

Discussion is planned for the March 17 meeting.

# Sense of Senate Vote

# Dual Degree Program Offered by the School of Hotel Administration and the Guanghua School of Management  at Peking University

Alex Susskind

# Details Provided at the Feb 10 Meeting

- SHA currently offers a Masters in Management in Hospitality (MMH). They will provide the "MMH half" of the dual degree.

- Guanghua School of Management (GSM) at Peking University (PKU) will provide the "MBA half" of the dual degree.

- About 60 students/year. The GSM is a top school so selection from that pool will be very high quality.

- Students in the proposed program will be taught separately from students in the existing MMH program.

- The set-up is comparable to a program that currently exists between the Johnson School and Tsinghua University.

# Additional Details

- The collaboration was approved by CAPP and the General Committee of the Graduate School.

- The Memorandum of Agreement has sections on academic freedom, non-discrimination, and intellectual property. (Always the case when Cornell enters into a formal collaboration with a foreign entity.)

- As documented here, steps are taken to ensure that the academic credentials of both students and faculty are at the highest possible level.

- The well documented issues associated with STEM-based collaborations are not entirely relevant to hospitality industry collaborations.

- We are mindful of the situation in Hong Kong and the Uighur Muslim crisis, but believe that limiting academic ties between the US and China is not the answer.

# Discussion

# Vote Via Chat

I support the establishment of the SHA-Guanghua School of Management Dual Degree program described [here](here).

___ Yes

___ No

___ Abstain

# Resolution on Crime Alerts and Race

Arnika Fuhrmann (Asian Studies)
Nick Admussen (Asian Studies)

Resolution and Details

# Resolution on Crime Alerts and Race

## Arnika Fuhrmann (Asian Studies)
## Nick Admussen (Asian Studies)

Resolution and Details

# Timely Notification "Crime Alert" Email Resolution, 2/24/21

- The purpose of this resolution is to **remove descriptions of race** from the crime alert emails CUPD sends to the whole community.

- Crime Alert emails (also called "timely notification" emails) are mandated by federal law, but that law, the Clery Act, **does not require racial descriptors**.

- The consistent connection between race and crime drawn by Crime Alert emails **is dangerous** for people of color. The emails **reinforce racist stereotypes**.

**Senate Co-sponsors**
*(members of the Public Safety Advisory Committee in italics)*

Erik Born (German)
*Sahara Byrne (Communication)*
*Mark Lewis (Operations Research & Information Engineering)*
Risa Lieberwitz (ILR)
*Joanie Mackowski (English)*
*Joe Margulies (Law)*
Judith Peraino (Music)
Nancy Pollack (Comparative Literature)
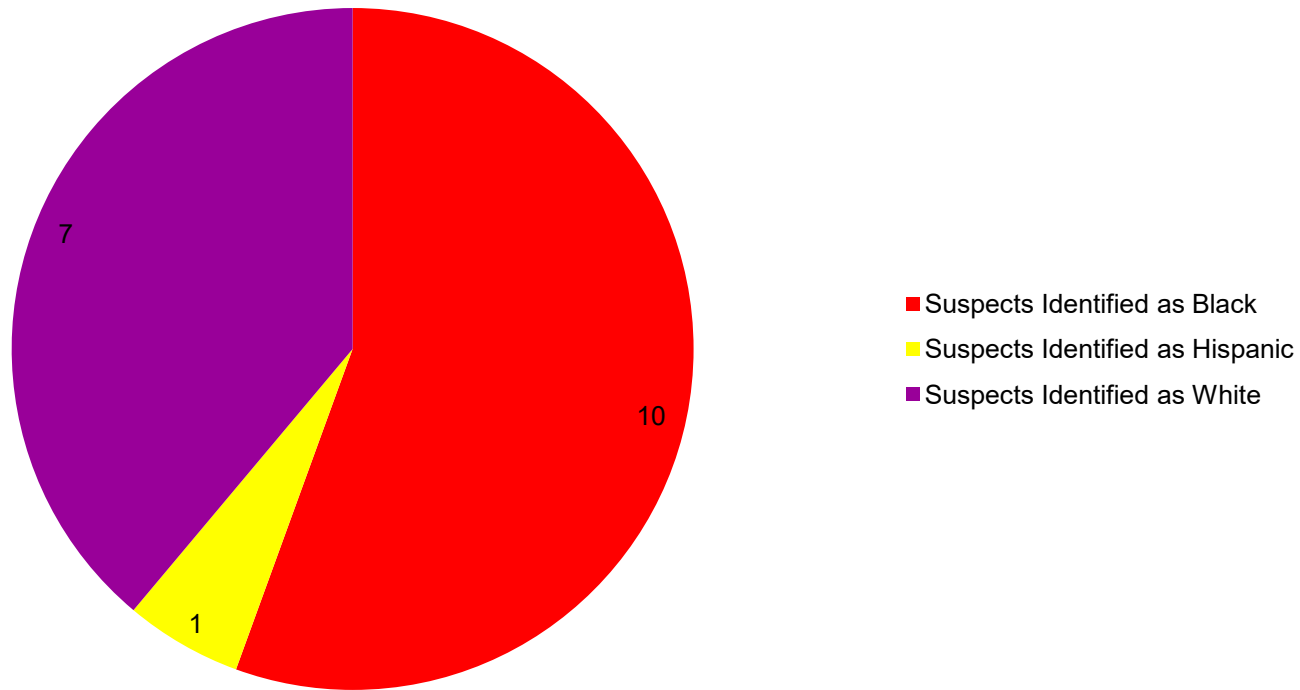Itziar Rodriguez de Rivera (Romance)
Neil Saccamano (English)
Suyoung Son (Asian Studies)
Meejeong Song (Asian Studies)
Robert Travis (History)

# Timely Notifications and Race at Cornell



Legend:
- ■ Suspects Identified as Black
- ■ Suspects Identified as Hispanic
- ■ Suspects Identified as White

(Pie values: White = 7, Hispanic = 1, Black = 10)

Data: CUPD, 2018-present

- Clery Act notifications are a *subset* of campus crime—excluding, for example, most sexual assault

- Timely reporting requirements require immediate interviews of victims and rarely reflect police investigations

- The gold standards for CUPD-community communication are the CU Crime Log and media releases.

# Why Make a Change?

• The association of Blackness and criminality, and the fear of Black men and women, is a key feature of what Michelle Alexander calls "the new Jim Crow" – a complex of policies around crime and incarceration that suppresses communities of color. Timely reporting emails contribute to that fear.

•   The unequal treatment of people of color is happening on campus right now. We have a responsibility to address it in multiple and interlocking ways, including through proposals by Do Better Cornell, the Cornell Faculty Coalition, and AbLA+, abolitionist librarians from across Ivy schools.

•   Peer institutions including Brown, University of Minnesota, and Vanderbilt have already made this change without negative repercussions. Chief Honan has signaled a willingness to make changes.

# Threatening Communications that Target Faculty

## Steve Jackson (Information Science)

[Background](Background)

# University responses to external harassment and threatening communications

Working Group Members:

Eliza Bettinger (Library)
Anthony Burrow (Human Development),
Dave Honan (CUPD),
Steve Jackson Information  Science)
Yael Levitte (OFDD)
Joel Malina (University Communications)
Nathan Matias (Communication)
Angela Winfield (Office of Inclusion and Workforce Diversity)

# Background

1. The prevalence and forms of external harassment and threatening communications appear to be increasing (including with rise of social media

2. These attacks can be personally difficult, undermining wellbeing of university faculty and staff.

3. These attacks can have *systematic and unequal effects* (including by race, gender and area of work) that can undermine diversity, equity and inclusion and produce chilling effects that challenge university commitments to freedom of inquiry.

4. The university currently lacks systematic means of tracking incidents. (IMPROVE)

5. The university could do more to strengthen and coordinate responses at the unit level and in coordinating the various institutional actors involved. (IMPROVE)

# Improved Tracking

The university bias reporting mechanism has been updated.

Ongoing work: Incorporating questions relating to external harassment into existing widespread survey mechanisms (e.g. Faculty Work-Life Balance Survey)

# Guidance to Affected Faculty/Staff

Examples

trolling attacks through social media;

the release of private personal information online;

harassing email or phone calls to Cornell or to personal accounts.

Obligation to Do Something About It

Cornell's Core Values https://www.cornell.edu/about/values.cfm
includeq a commitment to "free and open inquiry and

# First things First

If you or others around you believe yourselves to be in imminent danger, call 9-1-1 immediately.

Contact your unit supervisor (Chair, Director, Dean, or Department Manager) to guide you through additional steps.

Log the incident through the university bias mechanism at: https://diversity.cornell.edu/our-commitments/bias-reporting-cornell.

# Tips

These attacks can be intense and disruptive, but they rarely escalate and are not usually sustained.

You can request that your contact information and web profile be temporarily removed or hidden from university webpages and directories.

Responding to harassing messages tends to prolong and inflame incidents.

Try to preserve as evidence all messages, emails, postings or voicemails you receive.

# More Tips

Consider scheduling a privacy consultation with the Cornell University Library at: https://www.library.cornell.edu/services/privacy.

In cases where such attacks receive public attention. Your unit's communications director can provide guidance on whether (and how) such requests should be responded to.

If you believe the incident will disrupt class experiences, speak with your Chair/Director/Dean about alternative instruction arrangements.

While such attacks rarely escalate, it is normal to feel emotions ranging from fear, anxiety and anger to isolation and depression. Talk with your Chair/Director/Dean and colleagues around you about these feelings, along with professional resources ranging from the Office of Faculty Development and Diversity to the Faculty and Staff Assistance Program.

# Guidance to Chairs/Deans/Managers

At the start:

    If the faculty/staff member may be in imminent danger, call 9-1-1 immediately.

    Provide the faculty/staff member a copy of "Threatening Communications and External Harassment: Resources for Faculty and Staff".

    Arrange to meet with the faculty/staff member as soon as possible.

    Work with the faculty/staff member to log the incident through the university bias mechanism

# Connect the Faculty/Staff Person With Key Offices

**Cornell University Police Department**

for matters concerning safety and potential criminal investigations)

**CIT or your unit IT leadership**

for matters concerning adjustment to university email, phone systems, or websites        including assignment of filters, proxies, and monitors

**University Communications and your unit Communications Director**

for matters concerning public messaging or media inquiries

**Office of Faculty Development and Diversity**

for matters concerning professional challenges, personal wellbeing and support, etc

**Cornell University Library**

for consultation and guidance on steps to mitigate privacy and harassment risks

# More Tips for Chairs/Directors/Deans/Managers

1. Ask the faculty/staff member how widely they would like information about the experience shared within the unit.

2. In cases where incidents have attracted public or media attention, consider whether a unit-wide or more public statement of support is needed and advisable

3. Consider the concerns of secondary actors who may also feel threatened or unsettled by such communications (especially where these become matters of public controversy).

4. Continue to check in with the faculty/staff member – both during and beyond the period of immediate harassment.

# Next Steps

- 'User testing' protocols with chairs/directors and faculty/staff who have experienced such incidents in past

- Developing/refining preventive steps guide (from existing materials)

- Establishing these things on public website (hosted by Office of Diversity and Workforce Inclusion)

- Incorporating these elements into new faculty/staff orientation and periodic chair/director trainings with OFDD

# Caveats

- Materials/protocol as described are directed towards faculty/staff, not currently students
- This is directed at harassment and threatening communications by individuals external to the Cornell community (or unknown)
- All incidents are different, and require the specific and skillful judgment of the various actors involved
- As conditions evolve and more information is gathered, we may revisit these responses and ask if others are necessary.

# Pandemic Modeling for the Fall Semester

Peter Frazier
Operations Research & Information Engineering

# Spring 2021 Pandemic Update

**Peter Frazier**
**Operations Research & Information Engineering**
**Cornell COVID-19 Mathematical Modeling Team**

# Additional targeted interventions for the Spring

- 3x / week testing for some undergraduate student groups
- New contact tracing + supplemental testing programs for employees
- Schedule changes for faster test results
- Less in-semester travel
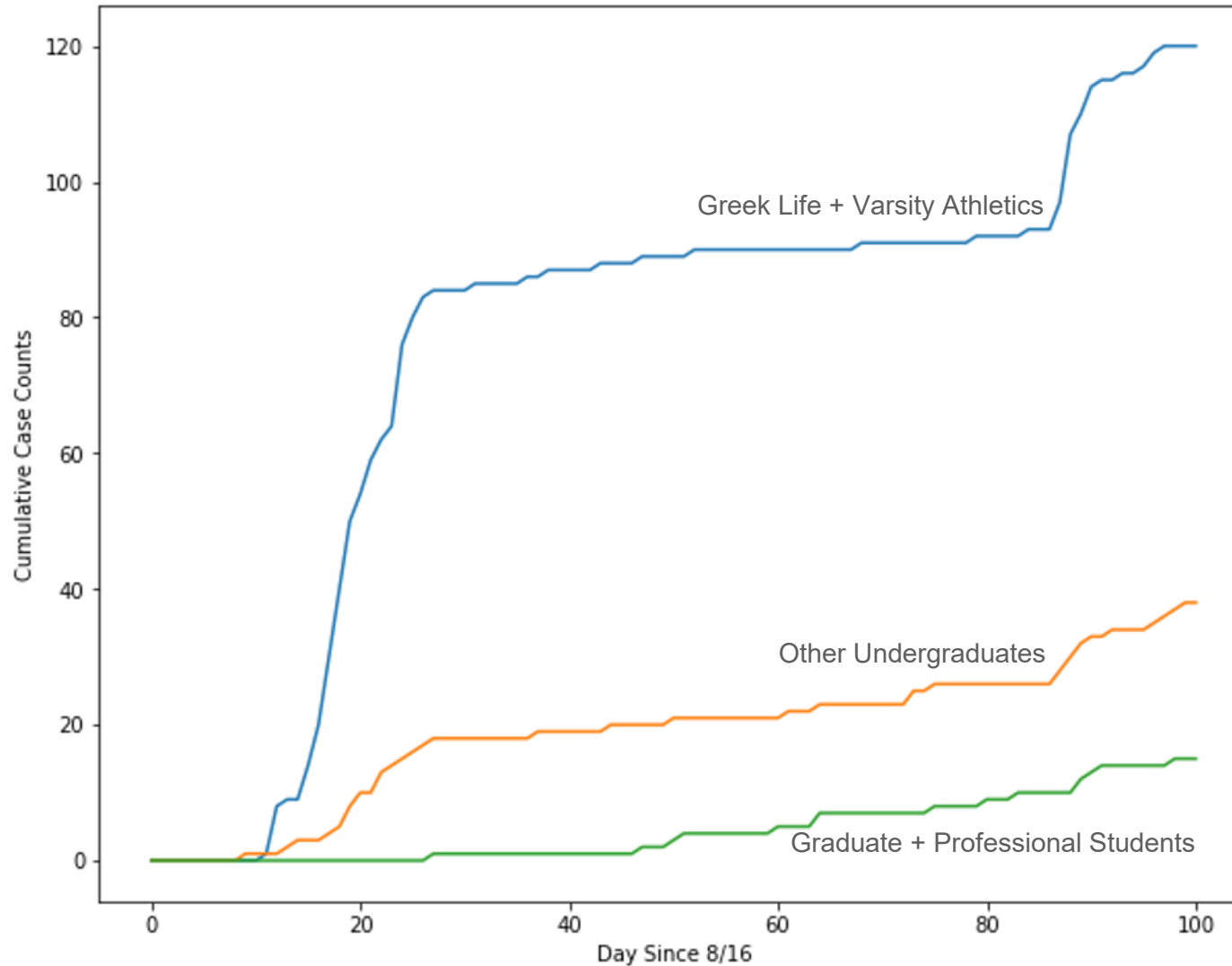- Genomic surveillance for variants

These were partially supported by mathematical modeling and respond to COVID fatigue and faster-spreading variants

# What we've seen so far is consistent with spring modeling



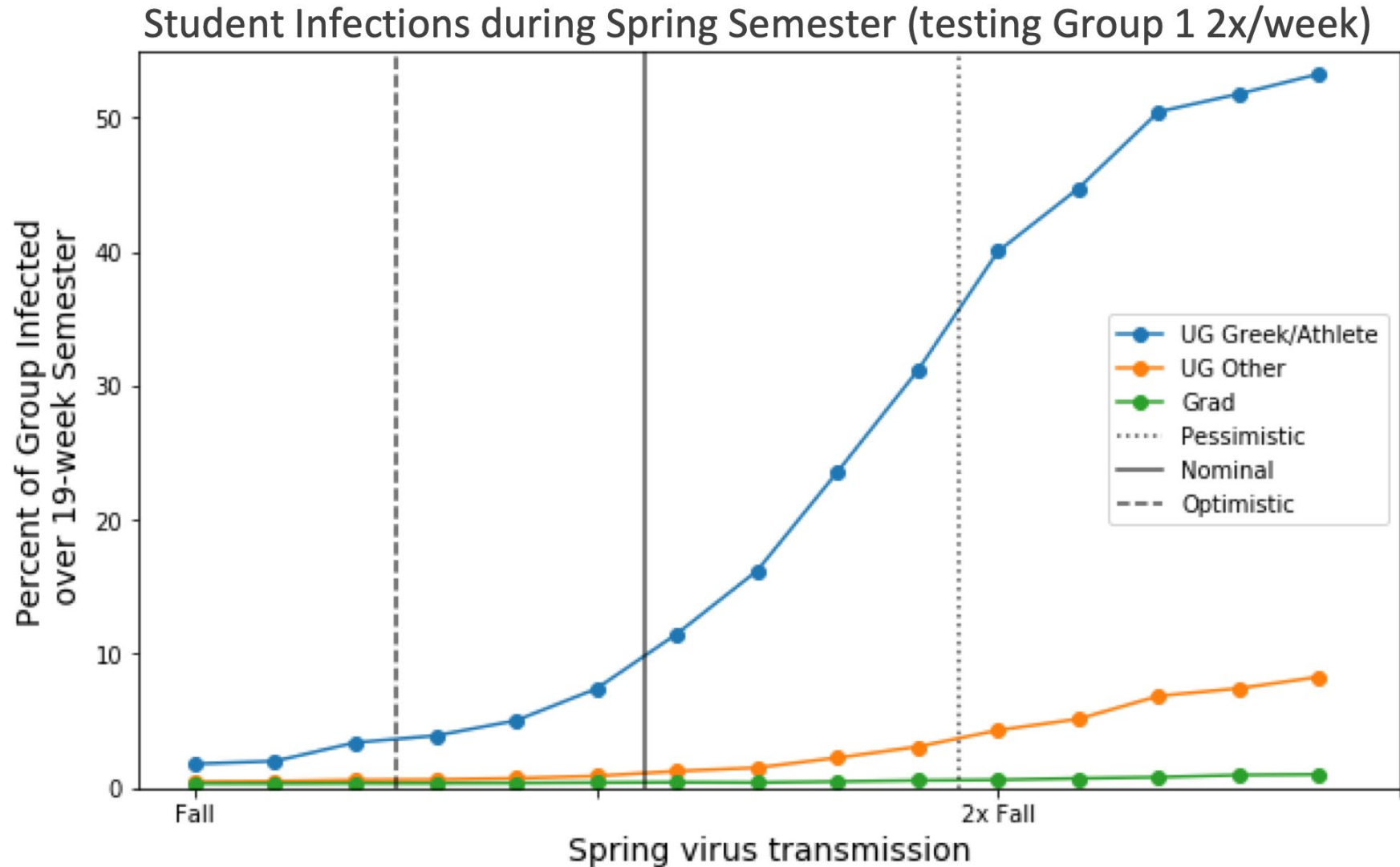Daily confirmed positives since Jan 1, 2021

Students
Employees
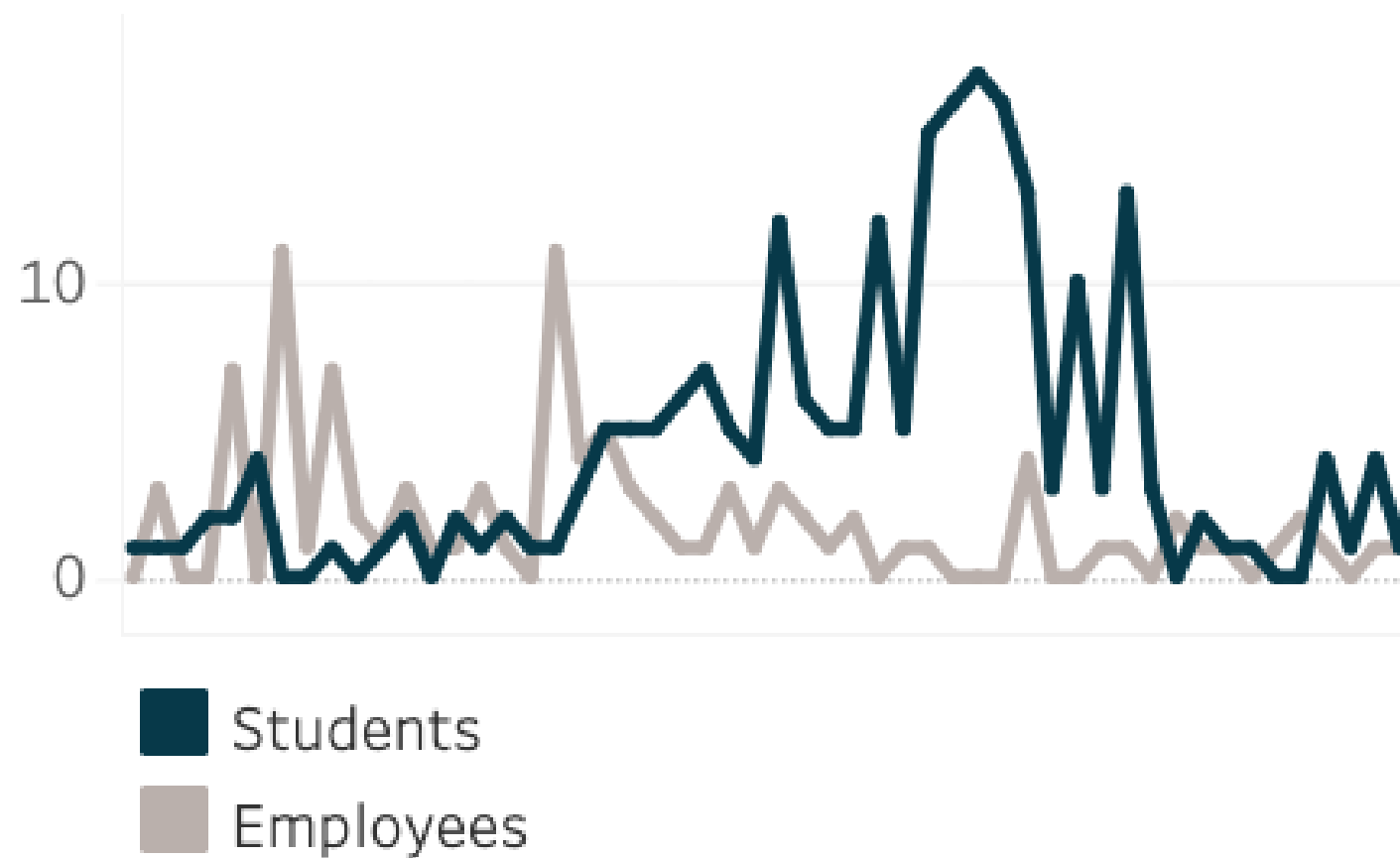
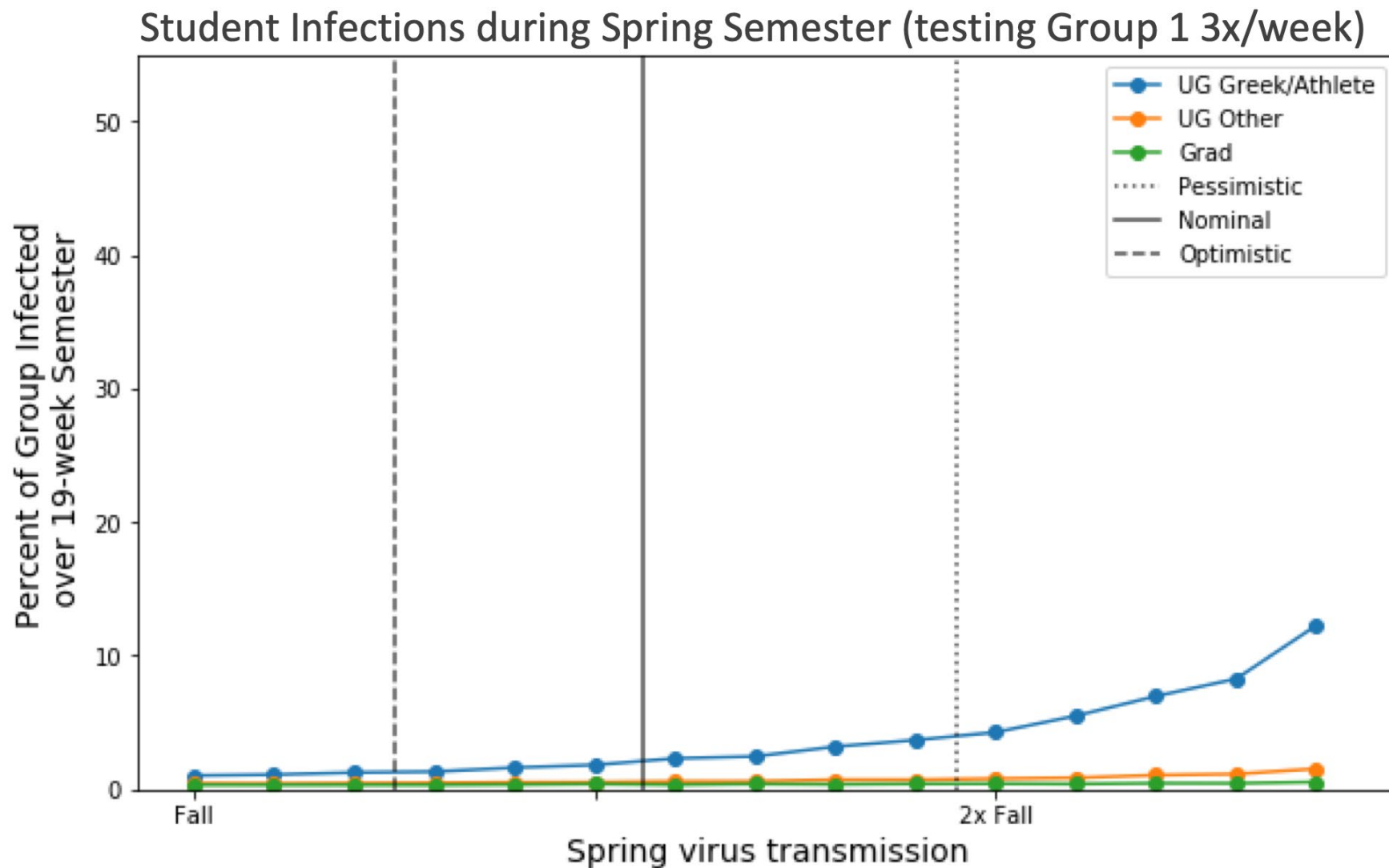# We calibrated our model to Fall data

# Elevated transmission due to variants poses a risk

(Testing all UGs 2x/wk)
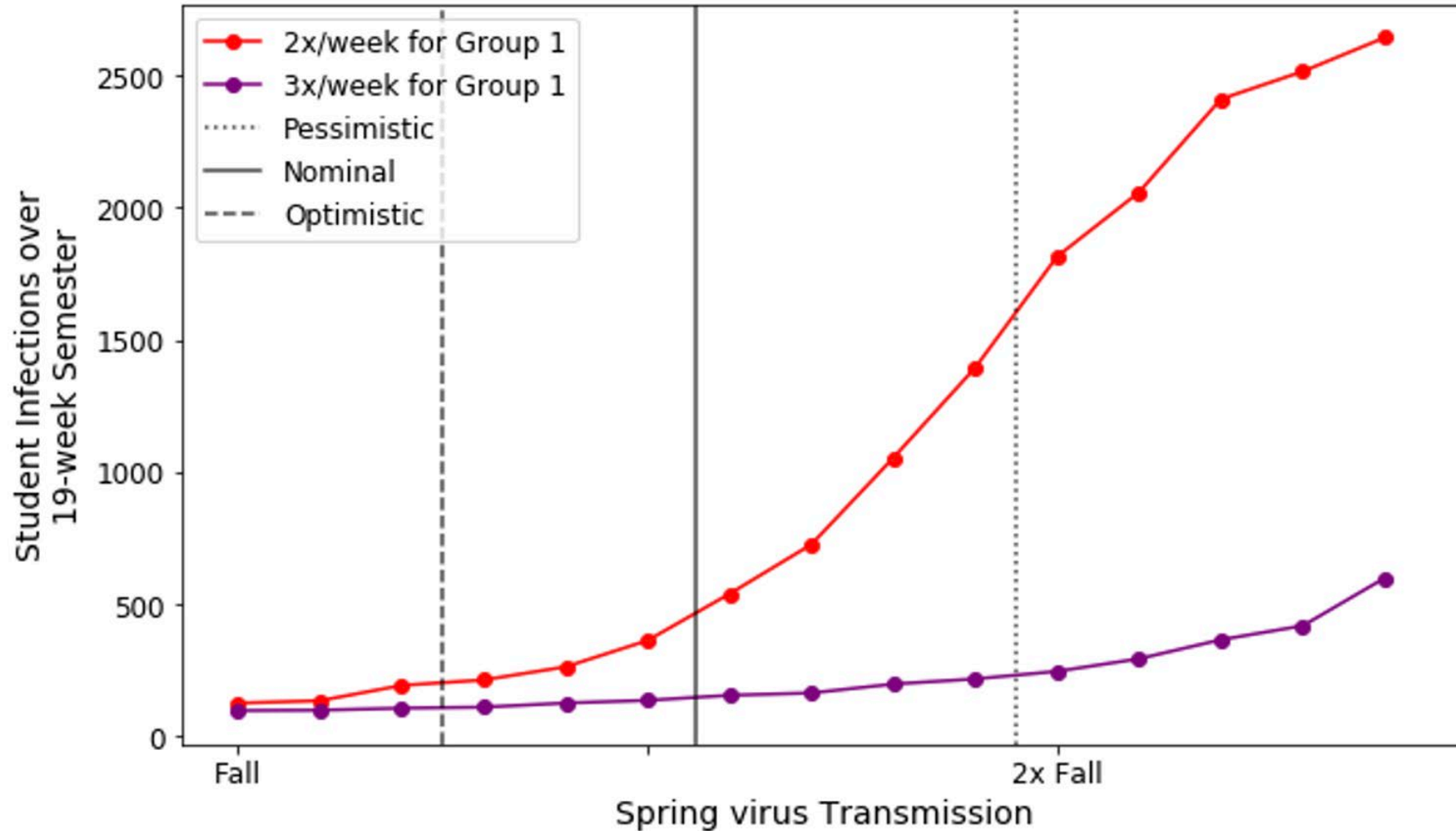


Student Infections during Spring Semester (testing Group 1 2x/week)

# Testing Greek life participants + other student groups 3x / wk responds to this risk

(Testing blue group 3x/wk)



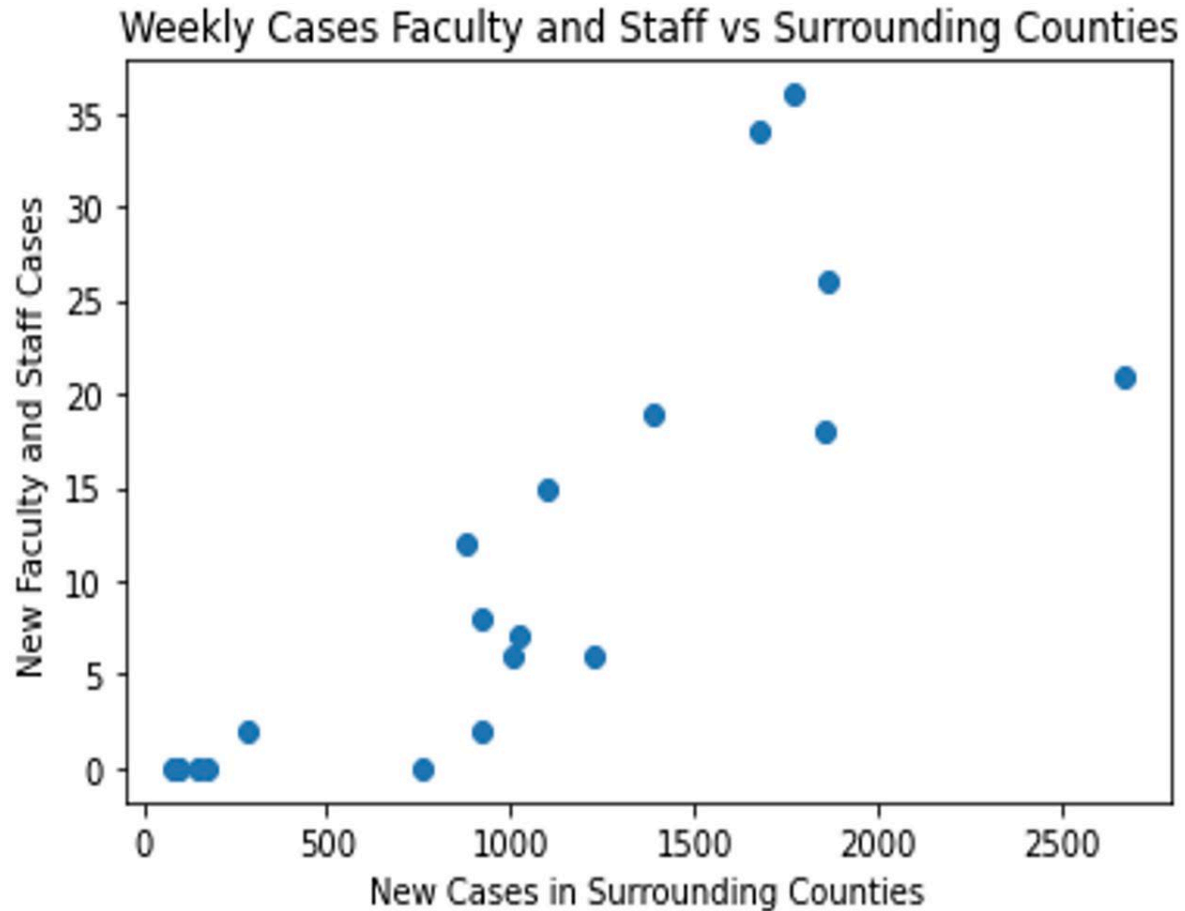Student Infections during Spring Semester (testing Group 1 3x/week)

# We expect more cases than in the fall, but elevated testing provides substantial protection

# The biggest risk to employees is outside of work



Weekly Cases Faculty and Staff vs Surrounding Counties

- 75% of employee cases in the fall were from family members, social gatherings away from work, and travel
- New contact tracing efforts in the winter & spring respond to transmission at work
- No student to non-student employee transmission observed in the fall

# The biggest risk to employees is outside of work



Faculty and Staff Case Counts
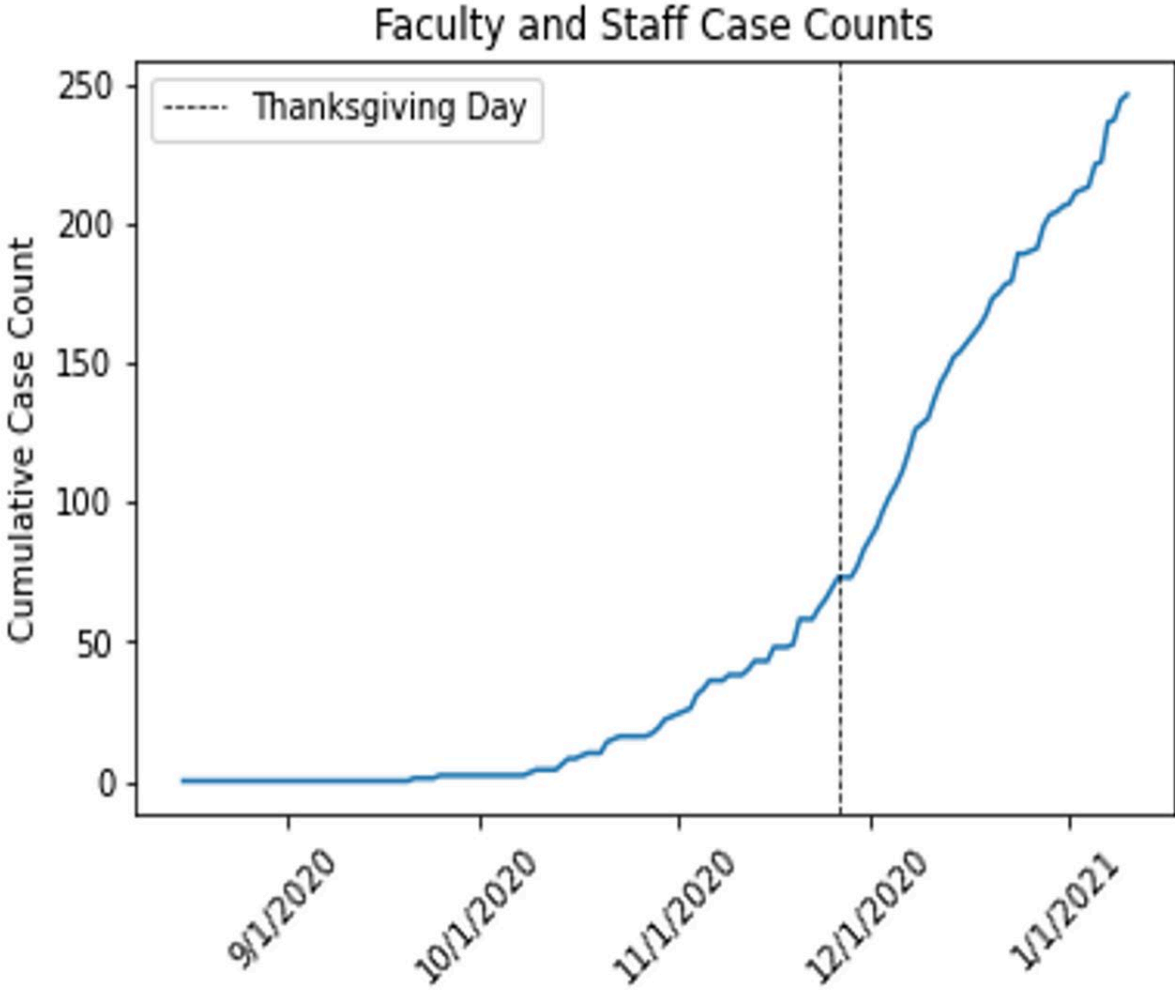
# There is little interaction between students and the non-Cornell community

- No evidence of transmission from students into the community during the fall
- Little transmission from the community into the student population
- IC students may alter this, though are being tested 2x / wk
- Employees do interact with the non-Cornell community

# Travel Elevates Risk

- In the fall, a student who traveled in the past 2 weeks has an **8x higher odds of testing positive**
- To discourage travel:
  - More students have a test scheduled on a weekend
  - Testing exemptions are reviewed with more rigor

# Questions?

# Four Tenure Track Process Resolutions

Committee on Academic Freedom and
Professional Status of the Faculty

# Background

Most of the recommendations advanced by the AFPSF as part of the [Tenure Track Project](#) fall into the "advice, best practices" bucket.

However, the Committee feels that some of its recommendations warrant formal university-wide adoption and would like to see if the Senate agrees.

In this spirit, resolutions have been drafted that are concerned with

1. The Visibility of College TT Documents
2. The No-contact list
3. The External Reviewer Selection Process
4. The Visibility of the Chair's Summation Letter to Dean

# Visibility of College TT Policy Docs

**Current:**

While general policy is provided by the university through the Faculty Handbook,  implementation details tend to the colleges.

Sharing college tenure processes is somewhat difficult because most colleges have chosen to store their procedure documents on local intranets that prevent public viewing.

CALS and  Engineering are exceptions.

# Proposal

Require the colleges put all their tenure policy docs online because

- It helps demystify the process.
- It minimizes the chance for procedural missteps.
- It fosters clarity
- It guarantees that all the players are working off the same version.
- It creates an opportunity for the colleges to learn from one another.

More details on the [resolution webpage](#).

# No-Contact Lists

Reasons for candidate to place Dr. X on the no-contact list:

- candidate had a professional fight with Dr. X.
- candidate worries that Dr. X might steal research plans.
- candidate competing with Dr. X in some external funding venue.

| College | What the College Says |
|---------|----------------------|
| AAP | Allowed and optional |
| CALS | Allowed and optional |
| CAS | Allowed and optional |
| CHE | Allowed and Optional |
| CVM | No comment |
| ENG | No comment |
| ILR | No comment |
| JCB | No comment |
| LAW | No comment |

# Proposal

The candidate can place in the dossier a no-contact list with a brief explanation next to each name.

The department can request a letter from a no-contact individual but then it must produce a justification that becomes part of the dossier.

More details on the Resolution Webpage.

# The External Reviewer List Selection Process

Typical Method

- Department receives the candidate's list C.
- With that in hand it produces the final list F by augmenting some subset C with its own chosen reviewers.
- The dossier indicates which of the reviewers are candidate-chosen and which are department-chosen.

Encourages the candidate to play second-guessing games with their selection choices.

# Process

The candidate list and a preliminary department list are independently created with the charge being "produce the list that you would like to be used." Both lists go into the dossier.

The department then uses the two lists to produce a final list with rules about using some minimum number of candidate names.

The dossier indicates which of the reviewers are candidate-chosen, department-chosen, or both.

Less "gaming" of the system.

Encourages the candidate to think broadly about the external evaluations.

Strong reviewers captured by #1 will be captured by #2.

More details on the Resolution Page.

# Visibility of the Chair's Letter to the Dean

Typically, this letter is NOT shared with the voting faculty.

# Proposal

Require making  the letter visible to the voting faculty for fact-checking before it is sent to the Dean. Reasons:

- guards against misrepresentation
- supports the principle of transparency
- reinforces the idea that the decision is more than just the Chair's decision.

More details on the [Resolution Webpage](#).

# Process

These matters will be discussed in detail in a later meeting.

Discussions with chairs, deans, and the provost office in the meantime.

Remember that approval involves all these players.