

15:40:06 From Paul Ginsparg to Everyone:

We know how to multitask

15:41:22 From Joanie Mackowski to Everyone:

it's not necessarily chat that leads people to ask a question that's previously been addressed-- this happens all the time

15:47:38 From Joanie Mackowski to Everyone:

i think it's pretty clear why there are so many more comments on the F report

15:48:14 From Paul Ginsparg to Everyone:

[sorry to pile on after the fact, but i cannot imagine why the comments weren't net-id authenticated all along. not to have done so defies logic]

15:49:37 From Thomas Björkman to Everyone:

Regarding the signaling, Instructors incorporating antiracist content will do so because they personally feel that it is a priority for their course content. That does not happen by compelling them. The approach proposed in alternate resolutions is intended to develop a broad sense of ownership of the antiracist curriculum by teaching faculty across the university.

15:49:41 From Neil Saccamano to Everyone:

Why is the DOF advocating for a positon?

15:50:41 From Thomas Björkman to Everyone:

Faculty also highly value the autonomy of their course content, so the resistance would be intense regardless of topic.

15:51:52 From Itziar Rodriguez de Rivera to Everyone:

Well said, Joanie!

15:52:10 From Paul Ginsparg to Everyone:

Raising the question of "why more comments on F" is a symptom of the same groupthink that went awry in the first place, treating the faculty with comical disrespect.

15:52:55 From Edmundo Paz Soldán to Everyone:

I agree with Joanie.

15:53:40 From Paul Ginsparg to Everyone:

The claim that we should ignore the "mandatory" aspect because it won't be implemented misses the fundamental underlying question of principle.

15:53:49 From Richard Bensele to Everyone:

I move to amend the UFC F-Resolution by striking everything after the second “Whereas” and adding the following text. On that motion, I also ask for the Yeas and Nays:

Whereas the Faculty Senate has received and considered the “Working Group-F Final Report to the Faculty Senate,” dated April 5, 2021;

Be it resolved that the Faculty Senate strongly encourages voluntary participation by the faculty in educational programs addressing systemic inequalities and ways to enhance diversity, equity, and inclusion.

Be it further resolved that the Faculty Senate supports developing positive incentives for faculty to participate in such educational programs, such as supplemental funding for departments with high levels of faculty participation.

Be it further resolved that broad, transparent consultation with the faculty must attend any decision to implement this I move to amend the UFC F-Resolution by striking everything after the second “Whereas” and adding the following text. On that motion, I also ask for the ;

15:54:40 From Richard Bensel to Everyone:

If the amendment were adopted, the UFC F-Resolution would then read:

Whereas President Pollack charged the Faculty Senate to develop plans for an educational requirement for faculty in her July 2020 letter to the Cornell community;

Whereas the Faculty Senate discussed the working group charges and methodology at its (9/30/2020) meeting;

Whereas the Faculty Senate has received and considered the “Working Group-F Final Report to the Faculty Senate,” dated April 5, 2021;

Be it resolved that the Faculty Senate strongly encourages voluntary participation by the faculty in educational programs addressing systemic inequalities and ways to enhance diversity, equity, and inclusion.

Be it further resolved that the Faculty Senate supports developing positive incentives for faculty to participate in such educational programs, such as supplemental funding for departments with high levels of faculty participation.

Be it further resolved that broad, transparent consultation with the faculty must attend any decision to

15:56:17 From Wendy Wilcox to Everyone:

What happens to students and staff if they do not participate in their educational component? Are they positively incentivized?

15:56:30 From Paul Ginsparg to Everyone:

I object to the "Be it further resolved that the Faculty Senate supports developing positive incentives for faculty to participate in such educational programs, such as supplemental funding for departments with high levels of faculty participation." In a non-profit institution with a fixed budget, supplemental funding to some depts automatically implies a punitive funding cut to non-compliant departments.

15:58:30 From Elizabeth Lamb (she, her) to Everyone:

Wendy,

15:59:12 From Elizabeth Lamb (she, her) to Everyone:

I don't know about students but this is what the website for staff training says to the question - What happens if I do not complete the courses/program? All required staff members are encouraged and expected to complete the program (6 courses total). Employees may be subject to disciplinary action (i.e., written warning, reprimand) or other administrative action (i.e., denial of requests for leave, travel, reimbursements and other privileges in employment) if the training requirement is not fulfilled within the specified timeframe.

15:59:58 From Wendy Wilcox to Everyone:

Thanks Elizabeth!

16:00:24 From Laurent Dubreuil to Everyone:

And how could we support the way the staff is being treated here?

16:00:54 From Richard Bensele to Everyone:

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Be it further resolved that broad, transparent consultation with the faculty must attend any decision to

16:01:52 From Buz Barstow to Everyone:

Carl: want to second your comment on staff.

16:02:34 From TJ Hinrichs to Everyone:

I share Ken's observation that more extended approaches to training (especially semester long), as opposed to short module approaches are much more effective.

16:02:57 From Wendy Wilcox to Everyone:

Does Richards amendment negate the other two proposed resolutions.

16:03:15 From Joanie Mackowski to Everyone:

additional problem with the F proposal/resolution: the logic. We can't know if there will be a correlation between DEI training & responses on student evaluations. So to recommend a DEI question on evaluations as a way to "ensure participation and accountability" doesn't make sense.

16:03:27 From Carl Franck to Everyone:

Good idea

16:03:33 From Sofia Villenas (she, her, ella) to Everyone:

And Durbha

16:04:17 From Matthew Evangelista to Everyone:

To Wendy's earlier question, this is the text of resolution F regarding incentives (which many interpreted more as sanctions: "All faculty should see the need to participate in the educational requirement, regardless of their research expertise, scholarship, or personal positions. However, incentives need to be put in place to ensure full participation. One effective example is the policy currently in place that requires participation in a workshop for faculty who wish to serve on any search committee. We recommend that a similar requirement be applied if faculty wish to (a) hire students or staff for research in their labs and field offices (b) teach (c) supervise Teaching Assistants (d) advise and mentor students, post docs, and younger colleagues (e) advise or be involved in co- or extra-curricular activities, including student clubs or (f) be involved in student residential life as Faculty-in-Residence or House Deans."

16:04:24 From Richard Bensel to Everyone:

Whereas President Pollack charged the Faculty Senate to develop plans for an educational requirement for faculty in her July 2020 letter to the Cornell community;

Whereas the Faculty Senate discussed the working group charges and methodology at its (9/30/2020) meeting;

Whereas the Faculty Senate has received and considered the “Working Group-F Final Report to the Faculty Senate,” dated April 5, 2021;

16:04:41 From Richard Bensel to Everyone:

This is the whereas clauses...

16:05:03 From Richard Bensel to Everyone:

Be it resolved that the Faculty Senate strongly encourages voluntary participation by the faculty in educational programs addressing systemic inequalities and ways to enhance diversity, equity, and inclusion.

Be it further resolved that the Faculty Senate supports developing positive incentives for faculty to participate in such educational programs, such as supplemental funding for departments with high levels of faculty participation.

Be it further resolved that broad, transparent consultation with the faculty must attend any decision to implement this resolution;

Be it finally resolved that such consultation include engagement with the Faculty Senate and whatever standing committee might be relevant, e.g., the Academic Freedom and Professional Status of the Faculty Committee, the Educational Policy Committee, and the Faculty Committee on Program Review.

16:05:34 From Richard Bensel to Everyone:

This is the resolves...sorry about that...the chat has a word limit!

16:11:00 From Richard Bensel to Everyone:

Hi, everybody...I have sent all three versions via e-mail...

16:15:22 From Edmundo Paz Soldán to Everyone:

The goal should be not to be punitive, to find ways to encourage participation in a positive way

16:15:59 From Simone Pinet (she/her) to Everyone:

I absolutely agree with everything that Risa said.

16:18:16 From Durba Ghosh to Everyone:

I worry every day I enter class that I will say something that a student will find offensive. I no longer teach topics that I taught only a couple of years ago, and which I taught without anyone complaining that I was being offensive. I believe some of these topics would be of special interest to my Black students, and I can recall at least one Black student — who is now herself an academic — telling me so. I will not say what those topics are, because I don't want to reveal my identity, and I don't want to reveal my identity because I am afraid. ...

I will be retiring soon. When I came here over 20 years ago I never thought I would believe it, but I now do: that day of retirement will not come soon enough. I find I now seek intellectual engagement outside the University and most of my colleagues. Perhaps some will celebrate this new reality. I don't. I will stay quiet in the meantime, afraid for my livelihood, and will step aside soon enough. Perhaps that too will be

16:19:05 From Jim DelRosso [he|him] to Everyone:

Thank you, Durba!

16:19:14 From K.E. von Wittelsbach to Everyone:

Agreeing with Risa.

16:19:28 From Ken Birman to Everyone:

Richard's resolution can be seen here:  
<https://www.cs.cornell.edu/ken/RichardsResolution.html>

16:19:41 From Eva Tardos to Everyone:

Thanks you Durba!!!

16:19:45 From Tamara Loos to Everyone:

thank you Durba!!!

16:19:49 From Beth Milles to Everyone:

Thank you for your comments Durba— thoughtful-helpful-clarifying. Change is hard- and messy but it needs to happen.

16:19:50 From Wendy Wilcox to Everyone:

Thank you Durba.

16:19:52 From Neil Saccamano to Everyone:

Durba is right. There is no mention of faculty punishment in the WG F report. Here

16:19:54 From Brooke Duffy to Everyone:

Thank you Durba!!

16:19:58 From Ariel Ortiz-Bobea to Everyone:

Thank you Durba!

16:20:06 From Christine Balance to Everyone:

Thank you Durba!

16:20:08 From Joanie Mackowski to Everyone:

Really?

16:20:10 From Seema Golestaneh to Everyone:

Well said Durba, thank you!

16:20:10 From Erik Born to Everyone:

Thank you Durba!

16:20:16 From Joanie Mackowski to Everyone:

No mention of faculty punishment?

16:20:18 From Rhonda Gilmore to Everyone:

Appreciate your courage, Durba: thank you for speaking your truth!

16:20:19 From Neil Saccamano to Everyone:

But what it calls “incentives” are punishments

16:20:35 From Joanie Mackowski to Everyone:

exactly

16:21:21 From Risa Lieberwitz to Everyone:

The requirement is a condition of teaching, advising, etc.

16:21:26 From Courtney Roby to Everyone:

Section 6

16:21:30 From Joanie Mackowski to Everyone:

“All faculty should see the need to participate in the educational requirement, regardless of their research expertise, scholarship, or personal positions. However, incentives need to be put in place to ensure full participation. One effective example is the policy currently in place that requires participation in a workshop for faculty who wish to serve on any search committee. We recommend that a similar requirement be applied if faculty wish to (a) hire students or staff for research in their labs and field offices (b) teach (c) supervise Teaching Assistants (d) advise and mentor students, post docs, and younger colleagues (e) advise or be involved in co- or extra-curricular activities, including student clubs or (f) be involved in student residential life as Faculty-in-Residence or House Deans.”

16:21:50 From Simone Pinet (she/her) to Everyone:

The report says that as an “incentive” to this training it will “require” that faculty who want to be faculty, do the training, otherwise, they will not be able to teach, advise, mentor... That is punishment, even if the word does not appear there. As a faculty member of color in the university, I worry that this imposition will have the opposite effect of what we want to do,

16:22:25 From K.E. von Wittelsbach to Everyone:

Of course, Simone! Think of the automated message you receive if you do not complete your COI form on time —

16:22:31 From Ken Birman to Jill Short(Direct Message):

Jill, when we get back to voting on Richard's motion, please display the text from <https://www.cs.cornell.edu/ken/RichardsResolution.html>

16:22:36 From K.E. von Wittelsbach to Everyone:

"You will not be considered for a raise, etc."

16:22:41 From Ken Birman to Jill Short(Direct Message):

(Otherwise people won't know what they are voting on)

16:23:17 From Courtney Roby to Everyone:

But we don't have to serve on a search committee to keep our jobs.

16:23:41 From Simone Pinet (she/her) to Everyone:

Exactly, courtney

16:25:05 From Paul Ginsparg to Everyone:

you can't have the word "mandatory" without punitive measures for non-compliance. it says a non-compliant faculty member will not be permitted to teach, or fulfill any other responsibility that involves interaction with other people. no one on this committee has been willing (or able) to address the inconsistency with tenure. every response given so far has been either non-response or evasion of the straightforward issue of what happens to a non-complaint faculty member. (paid indefinitely for doing nothing? given a day to clean out office after termination?)

16:25:59 From Joanie Mackowski to Everyone:

We need to encourage the faculty to do this: as a faculty we need to understand the importance of this. But we are not a faculty if some other entity is coercing us to complete some particular training.

16:27:28 From Carl Franck to Everyone:

Thanks very much Joanie, Risa, Durba, and TJ for what you have said.

16:27:39 From Joanie Mackowski to Everyone:

we need to change the culture so that we value and eagerly participate. This won't happen with mandatory, punitive measures

16:27:45 From Thomas Björkman to Everyone:

We have seen that colleges and departments do an excellent job when they set their mind to it. The approach in alternate resolutions encourages colleges and departments who have not begun to follow the existing example. The mechanism in the original resolution unfortunately will not,.

16:28:31 From Richard Bensele to Everyone:

Charlie...I want to be heard on my amendment...



16:28:41 From Simone Pinet (she/her) to Everyone:

I really like what TJ said—shouldn't this discussion happen in every department? And then inform the senate?

16:28:50 From Itziar Rodriguez de Rivera to Everyone:

And there are ways of participating without "really" participating: being in a workshop and not opening your mouth, being present in a lecture without listening to it, etc. So what's the point of imposing such a training?

16:29:19 From Martin Kassabov to Everyone:

I second Richard's request to heard

16:29:20 From Tamar Kushnir to Everyone:

I fail to understand how compliance with this type of training is different from the many other activities that we are used to complying with big and small - credentials for even being a member of the faculty involve YEARS of compliance with mandatory standards (some of them much less clear than these). Compliance with research ethics, compliance with grant reporting, compliance with university policies regarding exams, calendars... I could go on. I hope that the faculty can reflect on why they view this educational requirement as more coercive or punitive than other compliance standards we have been living with for years.

16:29:29 From Durba Ghosh to Everyone:

@Courtney I don't think the report suggests that anyone should lose their jobs.

16:29:33 From Rhonda Gilmore to Everyone:

Similar to showing 100% participation / contributions by a Board of Trustees in order for a non-profit organization to receive a grant, we might consider setting 100% completion / faculty participation as not only a statement for high school students considering applying to Cornell, but could indicate our full commitment to an anti-racist s value set at our institution. Completing the training is your opportunity to show your commitment to your students and our community.

16:30:04 From Martha Field to Everyone:

@Tamar, I agree 100%!

16:30:21 From Elizabeth Lamb (she, her) to Everyone:

Thank you Wendy

16:30:25 From Joanie Mackowski to Everyone:

I think not, Wendy. Cornell can't make me take a math class at this point, but we can make students take them.

16:30:26 From Laurent Dubreuil to Everyone:

No program has been decided for the students.

16:30:32 From Carl Franck to Everyone:

Thanks Simone, that is a major intent of our counter-resolution.

16:30:34 From Courtney Roby to Everyone:

For students there is no analogue to the mechanism that exists for faculty: department-level incentives for high participation. For staff, I don't know.

16:31:10 From Tamar Kushnir to Everyone:

@Doug exactly!

16:31:11 From Chiara Formichi (she/her) to Everyone:

Well said Doug!

16:31:16 From Courtney Roby to Everyone:

Well said, Joanie.

16:31:21 From Brooke Duffy to Everyone:

Very well put, Doug

16:31:22 From Rhonda Gilmore to Everyone:

Concur Doug!

16:31:25 From Elizabeth Lamb (she, her) to Everyone:

Thank you Doug

16:31:31 From Jim DelRosso [he|him] to Everyone:

Thank you, Doug!

16:31:34 From Seema Golestaneh to Everyone:

Thank you Doug

16:31:38 From Thomas Björkman to Everyone:

@Tamar Because of the way compliance is structured. Historically similar methods have been used to silence minority voices. That is why academic freedom is so important to defend.

16:31:42 From Robert Travers to Everyone:

Following Simone's comment the History department faculty had a great discussion of these issues on Monday - there was disagreement about the particular mechanisms for requiring or incentivizing participation, but there was a strong agreement of the need for this training to be seen as a norm and a professional expectation for faculty.

16:31:45 From Eva Tardos to Everyone:

Great point Doug!

16:31:51 From Derek Chang to Everyone:

Thank you for saying that, Doug.

16:31:54 From Christine Balance to Everyone:

Agree completely with Tamar's comment. Plus, asking BIPOC faculty to be the ones to "start" these conversations with colleagues in hallways, at events, etc. is placing undue burden upon us BIPOC faculty. At the same time, as we saw in Neema's presentation last week, BIPOC faculty do not constitute the majority of faculty (or dept leadership) on this campus. I would hope this training would be seen as an invitation to learn more & not as a coercion.

16:31:57 From Wendy Wilcox to Everyone:

Well said Doug.

16:32:04 From Martha Field to Everyone:

@Doug, well said.

16:32:09 From Chris Schaffer to Everyone:

Richard, why not just include it with the e-votes that we are all considering next week?

16:32:31 From Joanie Mackowski to Everyone:

2nding Chris's point

16:32:58 From Wendy Wilcox to Everyone:

Agree Tamar. Thank you for making this point.

16:32:58 From Chris Schaffer to Everyone:

I certainly could not vote on this amendment right now without time to consider it.

16:33:03 From Ken Birman to Everyone:

Since that URL may be distant in the chat by now, that URL to the text of Richard's motion is <https://www.cs.cornell.edu/ken/RichardsResolution.html>

16:33:12 From Courtney Roby to Everyone:

Agreed, Chris.

16:33:14 From Durba Ghosh to Everyone:

let's include Richard's resolution in the e-voting

16:33:42 From Martin Kassabov to Everyone:

Richard proposed a motion and not a resolution

16:33:47 From Jim DelRosso [he|him] to Everyone:

Thank you, Tamar!

16:33:48 From K.E. von Wittelsbach to Everyone:

Quite, Richard.

16:33:59 From Paul Ginsparg to Everyone:

Focusing on what is likely a small group of non-compliant outliers is counterproductive to achieving the short-term goal of improving the mean or median experience to the extent possible. Moving some handful at the extreme of the distribution, even if it were possible, will have no such effect, whereas moving the vast central region, even a small amount, will have a measurable effect. There is clear evidence (via multiple private communications) that the mandatory nature of the working group proposal has already alienated members of what would otherwise have been that cooperative middle ground. It does not make sense to proceed with blinders, as though this is not the case.

16:33:59 From Eva Tardos to Everyone:

You are not asked to adopt any view: asked to think about the problems and discuss them

16:34:10 From Carl Franck to Everyone:

We passed a resolution in support of continued staff employment in the midst of the pandemic last year.

16:34:28 From K.E. von Wittelsbach to Everyone:

We can wait for the count.

16:34:57 From Beth Milles to Everyone:

Agree with Wendy-and Christine Overall I do not understand why we as faculty should not wish to accept and welcome this for the well being of others and for our University.

16:35:10 From Joanie Mackowski to Everyone:

Agree with Paul-- well said

16:35:16 From Paul Ginsparg to Everyone:

The assumption that mandatory is necessary from the outset is particularly misguided because if it's correct that the majority of the faculty will not be amenable, then the situation is hopeless -- the coercive measures will be counterproductive (as already well-documented in the literature of the past five years on similar initiatives in corporate contexts).

16:35:20 From Tamar Kushnir to Everyone:

@Paul agreed

16:37:40 From Joanie Mackowski to Everyone:

I agree with Chris.

16:37:45 From Wendy Wilcox to Everyone:

I agree with Chris

16:38:08 From Elizabeth Lamb (she, her) to Everyone:

I agree with Chris

16:38:13 From Larry Van De Valk to Everyone:

I agree with Chris

16:38:15 From Courtney Roby to Everyone:

Me too

16:38:19 From Landon Schnabel to Everyone:

Me too

16:38:21 From Christine Balance to Everyone:

I agree with Chris.

16:38:24 From Chiara Formichi (she/her) to Everyone:

agreed with Chris

16:38:27 From Joanie Mackowski to Everyone:

On your point about democracy, Richard: let your proposal be a resolution that we vote on, and allow us to continue the discussion now

16:38:31 From Beth Milles to Everyone:

I agree with Chris

16:38:40 From Christine Balance to Everyone:

@Joanie: yes, absolutely

16:39:13 From Beth Milles to Everyone:

Agree with Joanie.

16:39:15 From TJ Hinrichs to Everyone:

I agree strongly with Christine that BIPOC faculty should not bear the labor of keeping attention on anti-racism. This is something that non-BIPOC faculty need to be doing.

16:39:28 From Roxanne Marino to Everyone:

I agree with Chris

16:39:30 From Ken Birman to Everyone:

Chris is offering a very reasonable compromise. 4 votes. And we can vote "yes" or "no" on multiple resolutions, in fact. This does create the possibility that more than 1 will pass, but none of them is binding on the administration in any case.

16:41:38 From Durba Ghosh to Everyone:

I would like to hear about the student requirement and the resolutions put forth.

16:41:41 From David Chernoff to Everyone:

Or one could reintroduce the UFC resolution after the vote on Richard's resolution

16:42:14 From Ken Birman to Everyone:

Agreed, that gets us back to Chris

16:42:29 From Thomas Björkman to Everyone:

As I interpret the procedure, A Yes on Richard motion means the UFC/WG version does not appear on the subsequent eBallot. A No vote means that both versions appear. Is that correct?

16:42:59 From Tamar Kushnir to Everyone:

Yes! It is literally the least we can do!

16:43:15 From Durba Ghosh to Everyone:

@Eva!

16:43:23 From Beth Milles to Everyone:

YES! it is what we should do

16:43:32 From Elizabeth Lamb (she, her) to Everyone:

Thanks, Eva

16:43:35 From Larry Van De Valk to Everyone:

@Thomas - a yes vote on Richards's motion would amend the UFC resolution, but it would still appear in it's amended form on the e-vote

16:43:40 From Richard Bensel to Everyone:

Re Thomas...If my amendment were to fail, it would not be on any further ballot...

16:43:44 From Chris Schaffer to Everyone:

@Thomas Not exactly. A no vote would leave the UFC and two "faculty" resolutions. There is considerable overlap between the "faculty" resolution and Richard's resolution in terms of specific text and 100% in terms of impact/sentiment.

16:44:10 From Neil Saccamano to Everyone:

Right, Joanie

16:44:23 From Brian Chabot to Everyone:

If Richard's amendment is not approved, then the UFC resolution remains. There are the two Faculty resolutions that would be on the ballot.

16:44:24 From Thomas Björkman to Everyone:

Thanks for the clarificatino!

16:44:28 From Ken Birman to Everyone:

We are in a peculiar situation of being able to vote yes on all three...

16:44:30 From K.E. von Wittelsbach to Everyone:

Thank you, Joanie.

16:45:01 From Richard Bensel to Everyone:

Chris is not quite correct...my amendment would replace the UFC resolution

16:45:21 From Chris Schaffer to Everyone:

Yes, Richard. If it passes...

16:46:02 From Chris Schaffer to Everyone:

Perfect clarification, Risa.

16:46:28 From Oren Falk to Everyone:

(imagine if the 75 minutes we've just spent, most of it on debating whether and how to vote on Richard's proposal, had been spent on anti-racism education)

16:46:40 From Elizabeth Lamb (she, her) to Everyone:

Oren - good point

16:46:46 From Carl Franck to Everyone:

No

16:46:46 From Rhonda Gilmore to Everyone:

Good point, Oren...

16:46:46 From Laurent Dubreuil to Everyone:

yes

16:46:47 From Risa Lieberwitz to Everyone:

YES

16:46:47 From K.E. von Wittelsbach to Everyone:

YES to Richard Bensel

16:46:47 From Richard Bensel to Everyone:

Yes

16:46:47 From Chris Schaffer to Everyone:

NO

16:46:48 From David Delchamps to Everyone:

No

16:46:48 From Ken Birman to Everyone:

Yes, on Richard's resolution

16:46:48 From Dan Barbasch to Everyone:

NO

16:46:48 From Elizabeth Lamb (she, her) to Everyone:

no

16:46:49 From Robert Travers to Everyone:

no

16:46:49 From Tamar Kushnir to Everyone:

no

16:46:49 From Abby Cohn to Everyone:

No

16:46:49 From Walter De Jong to Everyone:

Yes

16:46:49 From Larry Van De Valk to Everyone:

No

16:46:49 From Buz Barstow to Everyone:

yes

16:46:49 From Doug Antczak to Everyone:

No

16:46:49 From Beth Milles to Everyone:

No



16:46:49 From Rhonda Gilmore to Everyone:

no

16:46:49 From Chelsea Specht (she/her) to Everyone:

no

16:46:50 From Robin Dando to Everyone:

No

16:46:50 From Walker White to Everyone:

No

16:46:50 From Bruce van Dover to Everyone:

no

16:46:50 From David Zax to Everyone:

yes

16:46:50 From David Lee to Everyone:

No

16:46:50 From Martin Kassabov to Everyone:

yes

16:46:50 From Brooke Duffy to Everyone:

NO

16:46:50 From Margaret McEntee to Everyone:

No

16:46:51 From Oren Falk to Everyone:

no

16:46:51 From Estelle McKee to Everyone:

NO

16:46:51 From Kimberly Kopko to Everyone:

No

16:46:51 From Roxanne Marino to Everyone:

No

16:46:52 From Joanie Mackowski to Everyone:

no

16:46:52 From Elizabeth Bunting to Everyone:

no

16:46:52 From Donald Kenkel to Everyone:

YES

16:46:52 From Oskar Liivak to Everyone:

No

16:46:52 From Jonathan Russell-Anelli to Everyone:

no

16:46:52 From John Callister to Everyone:

No

16:46:52 From Laura Goodman (she/her) to Everyone:

no

16:46:52 From Tracy Stokol to Everyone:

yes

16:46:53 From Erik Born to Everyone:

No

16:46:53 From Edwin Kan to Everyone:

No

16:46:53 From Seema Golestaneh to Everyone:

no

16:46:53 From Landon Schnabel to Everyone:

No

16:46:53 From Peter Wolczanski to Everyone:

yes

16:46:54 From mary katzenstein to Everyone:

no

16:46:54 From Nicolas Buchon to Everyone:

no

16:46:54 From Jolene Rickard to Everyone:

no

16:46:54 From Durba Ghosh to Everyone:

yes

16:46:54 From Neil Saccamano to Everyone:

yes

16:46:54 From Martha Field to Everyone:

no

16:46:56 From Vilma Santiago-Irizarry to Everyone:

Yes

16:46:56 From Nancy Pollak to Everyone:

Yes

16:46:56 From Adrian Lewis to Everyone:

no

16:46:57 From David Chernoff to Everyone:

No

16:46:58 From Maria Gandolfo Nixon to Everyone:

yes

16:46:58 From Gregory Weiland to Everyone:

no

16:46:58 From Itziar Rodriguez de Rivera to Everyone:

Yes

16:46:59 From Jolene Rickard to Everyone:

no

16:46:59 From Meejeong Song to Everyone:

no

16:47:01 From Wendy Wilcox to Everyone:

No

16:47:01 From Harold Hodes to Everyone:

no.

16:47:02 From Kerry Shaw to Everyone:

no

16:47:02 From Marcus Smolka to Everyone:

yes

16:47:04 From Anthony Hay to Everyone:

no

16:47:04 From Charles Walcott to Everyone:

No

16:47:05 From Suyoung Son to Everyone:

Yes

16:47:05 From Carmen Martinez to Everyone:

no

16:47:06 From Guillaume (GEE-yohm) Lambert (LAMB-bear) to Everyone:

no

16:47:06 From Judith Peraino to Everyone:

no

16:47:07 From Courtney Roby to Everyone:

no

16:47:11 From Michael Tomlan to Everyone:

yes

16:47:11 From Durba Ghosh to Everyone:

no

16:47:26 From andrew yen to Everyone:

yes

16:47:28 From Anthony Hay to Everyone:

no

16:47:48 From Joseph Wakshlag to Everyone:

no

16:47:58 From Juan Hinestroza to Everyone:

no

16:48:03 From Timur Dogan @ Cornell | Solemma to Everyone:

NO

16:48:35 From Nancy Pollak to Everyone:

Yes in case my vote did not appear

16:48:56 From Vilma Santiago-Irizarry to Everyone:

Yes

16:49:31 From Kurt Jordan (AISP) to Everyone:

AISP is based in CALS, not Arts and Sciences.

16:50:04 From Beth Milles to Jill Short(Direct Message):

I voted NO but not sure it went through

16:54:09 From David Zax to Everyone:

Can someone clarify...my impression is that the requirements for undergrads are set by the colleges; for grad students, the fields/special committees etc. What does this resolution require?

16:55:40 From Thomas Björkman to Everyone:

Yes

16:55:41 From Chris Schaffer to Everyone:

YES

16:55:43 From Wendy Wilcox to Everyone:

Yes

16:55:43 From Carl Franck to Everyone:

Yes

16:55:44 From Erik Born to Everyone:

Yes

16:55:44 From Neil Saccamano to Everyone:

yes

16:55:45 From Doug Antczak to Everyone:

Yes

16:55:45 From Oren Falk to Everyone:

yes

16:55:45 From Walker White to Everyone:

Yes

16:55:45 From Ken Birman to Everyone:

Yes

16:55:45 From Martin Kassabov to Everyone:

no

16:55:45 From Dan Barbasch to Everyone:

Abstain

16:55:46 From David Chernoff to Everyone:

yes

16:55:46 From Vilma Santiago-Irizarry to Everyone:

NO

16:55:46 From Elizabeth Lamb (she, her) to Everyone:

Yes to motion

16:55:46 From David Lee to Everyone:

yes

16:55:47 From Larry Van De Valk to Everyone:

Yes

16:55:47 From Suyoung Son to Everyone:

yes

16:55:47 From Brooke Duffy to Everyone:

Yes

16:55:47 From Chiara Formichi (she/her) to Everyone:

yes

16:55:47 From Robin Dando to Everyone:

yes

16:55:47 From David Delchamps to Everyone:

Yes

16:55:48 From Margaret McEntee to Everyone:

Yes

16:55:48 From Tamar Kushnir to Everyone:

yes

16:55:48 From Marcus Smolka to Everyone:

yes

16:55:48 From Bruce van Dover to Everyone:

yes

16:55:48 From Pamela Chang to Everyone:

yes

16:55:49 From Kimberly Kopko to Everyone:

Yes

16:55:49 From Edwin Kan to Everyone:

yes

16:55:49 From Donald Kenkel to Everyone:

yes

16:55:49 From Judith Peraino to Everyone:

yes

16:55:49 From Chelsea Specht (she/her) to Everyone:

yes

16:55:50 From Oskar Liivak to Everyone:

yes

16:55:50 From Seema Golestaneh to Everyone:

yes

16:55:50 From Elizabeth Bunting to Everyone:

yes

16:55:50 From Peter Wolczanski to Everyone:

uyes

16:55:51 From Martha Field to Everyone:

yes

16:55:51 From Harold Hodes to Everyone:

yes.

16:55:51 From Joanie Mackowski to Everyone:

yes

16:55:51 From Jonathan Russell-Anelli to Everyone:

yes

16:55:52 From Risa Lieberwitz to Everyone:

YES

16:55:52 From Estelle McKee to Everyone:

yes

16:55:53 From Robert Travers to Everyone:

yes

16:55:53 From Roxanne Marino to Everyone:

yes

16:55:54 From Landon Schnabel to Everyone:

yes

16:55:55 From Walter De Jong to Everyone:

yes

16:55:55 From Kerry Shaw to Everyone:

yes

16:55:55 From Carole Boyce Davies to Everyone:

Yes

16:55:56 From Nancy Pollak to Everyone:

Yes

16:55:56 From Adrian Lewis to Everyone:

yes

16:55:56 From Meejeong Song to Everyone:



yes

16:55:57 From Charles Walcott to Everyone:

Abstain

16:55:57 From andrew yen to Everyone:

yes

16:55:58 From Juan Hinestroza to Everyone:

YES

16:55:59 From Maria Gandolfo Nixon to Everyone:

yes

16:56:00 From Guillaume (GEE-yohm) Lambert (LAMB-bear) to Everyone:

yes

16:56:00 From Nicolas Buchon to Everyone:

yes

16:56:01 From Ariel Ortiz-Bobea to Everyone:

Yes

16:56:02 From Durba Ghosh to Everyone:

yes

16:56:03 From Laurent Dubreuil to Everyone:

no

16:56:04 From Gregory Weiland to Everyone:

yes

16:56:05 From Buz Barstow to Everyone:

yes

16:56:06 From Tracy Stokol to Everyone:

yes

16:56:08 From David Zax to Everyone:

abstain

16:56:08 From Rhonda Gilmore to Everyone:

yes

16:56:11 From Jolene Rickard to Everyone:

yes

16:56:11 From Beth Milles to Everyone:

Yes -as long as it does not stop the additional report from being presented

16:56:12 From Anthony Hay to Everyone:

yes

16:56:12 From Neema Kudva to Everyone:

Jill — I have 55 Yea to 22 No

16:56:17 From Mary MacAusland to Everyone:

Yes

16:56:20 From Estelle McKee to Everyone:

yes

16:56:36 From Itziar Rodriguez de Rivera to Everyone:

yes

16:56:37 From Neema Kudva to Everyone:

OOPS — that is a provisional count, please ignore — ti needs to be checked again senator list

16:56:41 From K.E. von Wittelsbach to Everyone:

Abstain

16:56:57 From Neema Kudva to Everyone:

MY APOLOGIES FOR THE POSTING N CHAT

17:00:42 From Tim Devoogd to Everyone:

no on Richards amendment

17:04:42 From K.E. von Wittelsbach to Everyone:

yes

17:06:55 From Thomas Björkman to Everyone:

Thanks for the detailed and thoughtful design and timeline for developing an effective intro course.

17:06:58 From Derek Chang to Everyone:

Thank you, Christine and Kurt. And thank you, Jane, Femi, Noliwe, and Wilma. This looks excellent. It's really important to hear from faculty in the core units and to hear how the core units might shape and work with this curricular goal.

17:07:01 From Erik Born to Everyone:

Thank you Christine, Kurt, and all the directors!

17:07:09 From Simone Pinet (she/her) to Everyone:

There are many other departments/units that offer courses on these topics, maybe focused on other geographies (not US-based) and other timeframes (not US contemporary)—are these not relevant?

17:07:10 From Tamar Kushnir to Everyone:

Thank you!

17:07:12 From Elizabeth Lamb (she, her) to Everyone:

Thanks you

17:07:14 From Brooke Duffy to Everyone:

Thanks so much, all!

17:07:20 From Beth Milles to Everyone:

I fully support this resolution. And have heard from members of my department who feel it is an important and necessary pivotal step forward—with grattiide to the initial working group-it feels an imperative to include this Director's resolution

17:07:26 From Seema Golestaneh to Everyone:

Thank your to all the directors for this fantastic proposal

17:07:37 From Beth Milles to Everyone:

Thank you for this resolution.

17:11:58 From Ariel Ortiz-Bobea to Everyone:

hear hear Noliwe!

17:12:53 From Robert Travers to Everyone:

Thank you Noliwe

17:12:57 From Tamar Kushnir to Everyone:

I would like to take this course. If it were made available in multi-media (e.g. videos, etc) for faculty to audit it would be amazing

17:13:13 From Elizabeth Lamb (she, her) to Everyone:

I agree with Tamar!

17:13:28 From Estelle McKee to Everyone:

Same

17:13:32 From Shannon Gleeson to Everyone:

Critical race scholars would argue that structural inequality is part and parcel of any study of race.

17:14:57 From Neil Saccamano to Everyone:

What about FGSS?

17:15:11 From Neema Kudva to Everyone:

FGSS is one of the six units —

17:15:36 From Mark Lewis (he/him/his) to Everyone:

I think the first bullet on slide two states "racism, sexism, and other forms of institutionalized inequality..."

17:15:50 From Neil Saccamano to Everyone:

So it does encompass structural inequality

17:15:57 From Shannon Gleeson to Everyone:

rightly so

17:16:07 From Neil Saccamano to Everyone:

Just clarifying

17:16:09 From Mark Lewis (he/him/his) to Everyone:

I am just clarifying.

17:16:23 From Joanie Mackowski to Everyone:

And does white supremacy tend to separate differences and force categories to compete against each other?

17:17:06 From Shelley Wong to Everyone:

Yes, thanks, Christine about the need for a comparative and intersectional analysis of race, gender, and class in this collaborative team-taught course.

17:18:22 From Kurt Jordan (AIISP) to Everyone:

And also indigeneity, settler colonialism, and dispossession.

17:19:12 From Chris Schaffer to Everyone:

Yes, that would be helpful.

17:19:39 From Shelley Wong to Everyone:

Yes, absolutely, Kurt.

17:20:12 From Thomas Björkman to Everyone:

In my grad field (Horticulture) the demand from students is high, so similar offerings for them would be well subscribed.

17:20:27 From Richard Bensele to Everyone:

I think we are going to run over and will need a motion to extend the time. My understanding is that we are presently scheduled to end in ten minutes...

17:20:51 From Maria Gandolfo Nixon to Everyone:

Sorry, But I have to teach a workshop in 10 minutes, I need to go now

17:21:44 From Tamar Kushnir to Everyone:

If this course was offered and particular departments/college decided to require it, what resources would you need to make it sustainable and not overload this esteemed group of directors or other members of your faculty?

17:22:26 From Itziar Rodriguez de Rivera to Everyone:

Would this committee approve courses (either for graduates or undergraduates) from other departments that are taught in foreign languages?

17:24:53 From Courtney Roby to Everyone:

Tamar, that's a great question.

17:24:55 From Joanie Mackowski to Everyone:

@Chris-- I feel that this proposal supports what you're saying. This base is the ground for students' further interest and dedication to the issues

17:26:26 From Joanie Mackowski to Everyone:

Yes-- I agree that this is a great way to stop our tendency to silo and marginalize

17:27:13 From TJ Hinrichs to Everyone:

Very well thought out, all of you. I think the conversation itself is also doing enormous good. I hope the resources will follow quickly.

17:28:12 From Carl Franck to Everyone:

Moving to extend the meeting time if I may.

17:29:28 From Chris Schaffer to Everyone:

Thank you, Chiara

17:32:11 From TJ Hinrichs to Everyone:

The roles of race and gender in the constitution of STEM knowledge/practice is a major focus of research and teaching in Science and Technology Studies. should be a resource in many colleges.

17:33:32 From Joanie Mackowski to Everyone:

Also people are rejecting centralization b/c they conflate the administration with the 6 area programs, as if they

17:33:36 From Joanie Mackowski to Everyone:

as if they

17:33:46 From Joanie Mackowski to Everyone:

as if they're the same thing, which they sure are not

17:34:49 From Tamar Kushnir to Everyone:

I believe this was clear already - it is not meant to replace efforts by individual departments. It is meant to offer a broad expert-taught course on colonialism and racism

17:35:10 From Chelsea Specht (she/her) to Everyone:

The menu option can work for some things, but in this case a single course will be a foundation for all subsequent teachings regardless of major or focus. CALS requirement is a different scope and has specific learning objectives that are not overlapping nor in conflict with this semester long course. They are not mutually exclusive nor could one replace the other.

17:35:44 From Tamar Kushnir to Everyone:

We have experts in my field on the psychology of race. But that doesn't mean I don't want students to also understand history.

17:37:33 From Joanie Mackowski to Everyone:

And there is a value also to providing a coherent center/hub for inquiry, to offer students a common foundational experience, and I think that the proposal from the program heads will be a great way to do this

17:38:30 From Carole Boyce Davies to Everyone:

I support the programs but this will require a great deal of faculty with expertise, study and training in the study of race

17:40:41 From Thomas Björkman to Everyone:

@Carole I hope everyone sees the subtext that this proposal would require some faculty hiring to cover this in addition to what people are doing now. The administration is presumably prepared to make that important investment.

17:42:24 From Joanie Mackowski to Everyone:

what currently are the largest classes offered at Cornell?

17:42:57 From Derek Chang to Everyone:

Thank you, Noliwe.

17:42:58 From Beth Milles to Everyone:

Thank you so much to the Directors for this proposal and presentation.

17:43:05 From Buz Barstow to Everyone:

Noliwe, I really appreciate your comment about leading, not just paying lip service!

17:43:13 From Nancy Pollak to Everyone:

Thank you!

17:43:22 From TJ Hinrichs to Everyone:

Beautifully said, Noliwe!

17:43:29 From Mark Lewis (he/him/his) to Everyone:

Excellent. Thank you.

17:43:50 From Joanie Mackowski to Everyone:

Anyone have a ballpark # about the numbers of students in cornell's largest lecture courses?

17:44:05 From Richard Bensel to Everyone:

You are not alone, Laurent!

17:44:44 From Paul Ginsparg to Everyone:

"Cornell's largest course for years, Intro to Psych draws more than 800 students to the only classroom that will accommodate them – Bailey Hall – for lectures on curiosity-piquing subjects such as laughter, memory and sex."

17:45:24 From Chiara Formichi (she/her) to Everyone:

I think Intro to Oceanography has over 1000 students enrolled

17:45:52 From Brian Chabot to Everyone:

The largest class prior to Covid was Oceanography, also in Bailey.

17:46:04 From Paul Ginsparg to Everyone:

"Bruce Monger teaches BIOEE 1540: Introductory Oceanography, one of the largest classes at Cornell with over 1,000 students and 40 teaching assistants."

17:48:20 From Brian Chabot to Everyone:

Oceanography is not required by any program. It is well taught in interesting ways.

17:48:37 From Paul Ginsparg to Everyone:

[last one, from nytimes 17 nov 2000: "James B. Maas, a professor at Cornell University, teaches a large class. A really large class. With nearly 1,600 students, it is one of the largest lecture classes in any American university, so big that no classroom is large enough to hold it. Instead, the class, Psychology 101, meets in the university's 88-year-old concert hall, with hard-backed wooden seats, bare floors and no desks."]

17:50:06 From Carl Franck to Everyone:

Thanks Carole and Laurent

17:54:50 From Carl Franck to Everyone:

Thanks Risa

17:55:42 From Durba Ghosh to Everyone:

Vote!

17:56:46 From Carl Franck to Everyone:

Thanks indeed Charlie and Neema (and for the comment box).

17:56:54 From Wendy Wilcox to Everyone:

Thank you Charlie and Neema!!

17:57:10 From Oren Falk to Everyone:

thank you all

17:57:14 From Mark Lewis (he/him/his) to Everyone:

+1 Wendy

17:57:15 From Buz Barstow to Everyone:

Thanks Charlie!

17:57:17 From Elizabeth Lamb (she, her) to Everyone:

Thank you to Charlie and Neema and all presenters!

17:57:25 From Beth Milles to Everyone:

Thank you

17:58:11 From TJ Hinrichs to Everyone:

Thank you Everyone! A lot of people put enormous time labor into all this, right in the midst of the final stretch.



17:59:14 From Jonathan Russell-Anelli to Everyone:

@wendy here, here

17:59:56 From Elizabeth Lamb (she, her) to Everyone:

+! Wendy!