Faculty Senate

March 9, 2022

ALL IN-PERSON ATTENDEES PLEASE SIGN-IN ON ONE OF THE SHEETS

ALL ZOOM ATTENDEES PLEASE SIGN-IN VIA THE CHAT

SENATORS: Name and Department

FACULTY GUESTS: Name and Department

NON-FACULTY GUESTS: Name and Affiliation

PRESS: Name and Affiliation

Gayogohó:no' Land Acknowledgement

Cornell University is located on the traditional homelands of the Gayogohó:no' (the Cayuga Nation). The Gayogohó:no' are members of the Haudenosaunee Confederacy, an alliance of six sovereign Nations with a historic and contemporary presence on this land. The Confederacy precedes the establishment of Cornell University, New York state, and the United States of America. We acknowledge the painful history of Gayogohó:no' dispossession and honor the ongoing connection of Gayogohó:no' people, past and present, to these lands and waters.

This land acknowledgment has been reviewed and approved by the traditional Gayogohó:no' leadership.

HYBRID FORMAT In-person and remote attendance

ZOOM CAPTIONING Choose "Live Transcription" in the Zoom menu

TO SPEAK 2 minutes to pose a question or make a statement

Identify yourself: First name, Last name and Department

Zoom first (Muted until called)

Floor next (to allow Senators to come up to the microphone)

Back to Zoom

Back to Floor

CHAT Want to attend to statements on the floor; set to everyone

Do not want to disadvantage in-person attendees; 2 minutes

Please limit chat to sharing resources with each other

Will be published 'as is' publicly on DoF website after meeting

RECORDING Started at 3:30PM

Audio and chat will be posted on agenda webpage after meeting

Approval of Zoom Transcription Minutes

February 9, 2022

Unanimous consent requested
Raise hand (in-person or remote) for corrections only

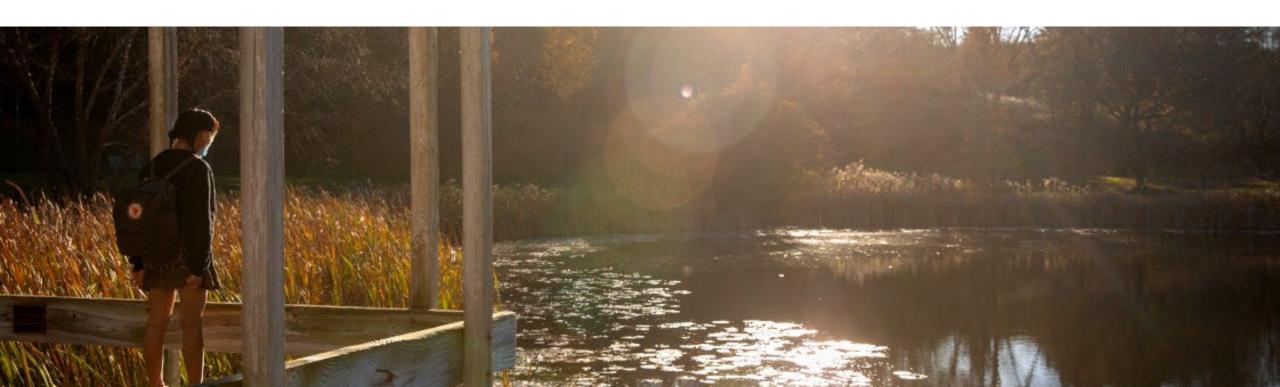


Agenda

- General Counsel as chief legal officer
- General Counsel and shared governance
- General Counsel as senior administrator



The General Counsel as Chief Legal Officer



Bylaws of Cornell University, Article X

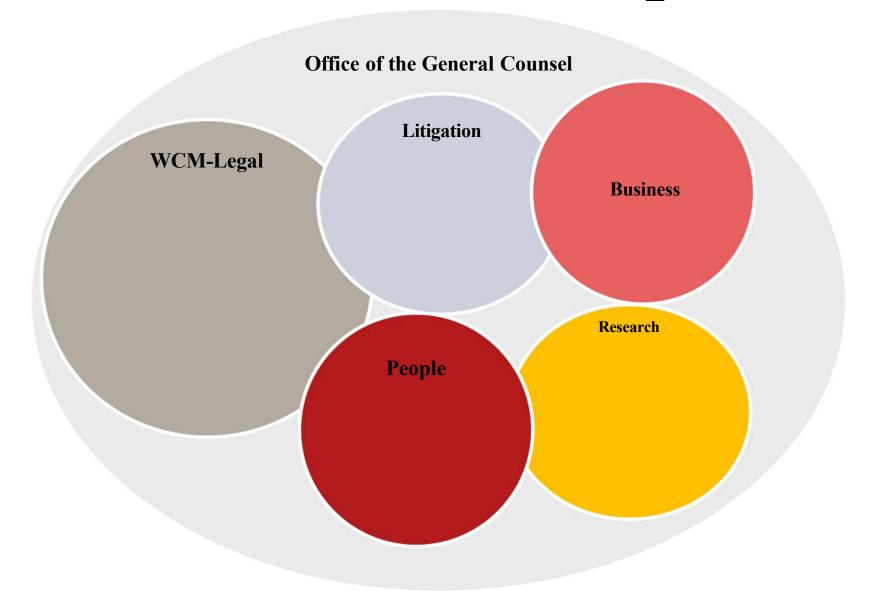
THE VICE PRESIDENT AND GENERAL COUNSEL

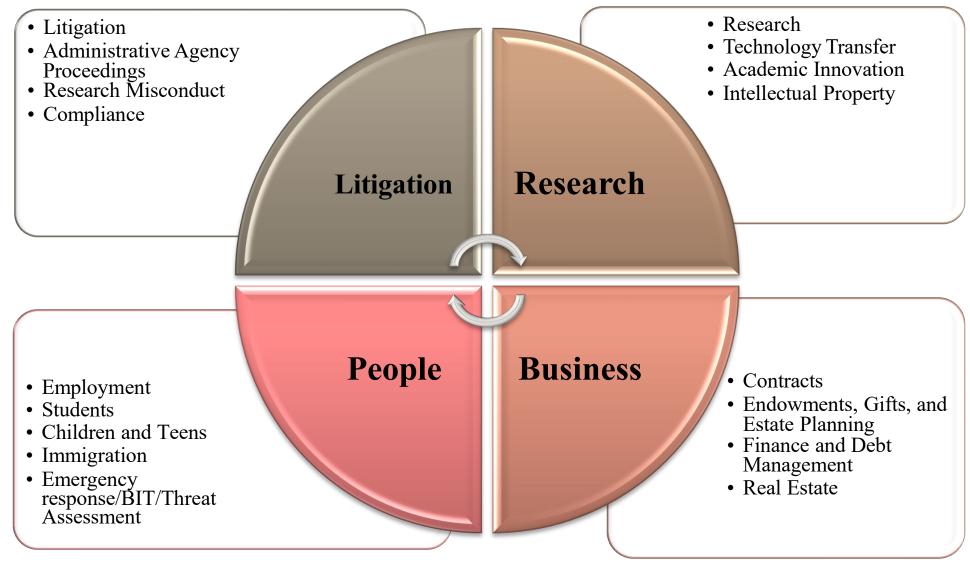
The Vice President and General Counsel shall represent the University in all legal matters. This representation shall include the provision of legal service and advice to the Board of Trustees, the President and all duly authorized representatives of the University. The Vice President and General Counsel is authorized to retain outside counsel, as necessary, and shall supervise all such professional services. The Vice President and General Counsel shall report to the President and the Board of Trustees as necessary.

Office of General Counsel

- Deputy General Counsel for WCM Deborah Hodys
- 22 attorneys based in Ithaca and at WCM
- 11 paralegals and administrative staff
- Office of the Secretary of the Board of Trustees
- Office of the Secretary of the WCM Board of Fellows

Practice Groups







Belonging



Technology



| Litigation, Administrative Proceedings, and Regulatory Compliance | Research, Technology, and Academic Innovation | Business, Charitable Giving, and Transactions | People and Belonging |
|---|---|---|----------------------|
| Lead: Valerie Cross Dorn | Lead: Rob Hoon | Lead: Nancy Klotz | Lead: Wendy Tarlow |
| Jennifer Casler-Goncalves | Mark Adams (WCM) | Mark Adams (WCM) | Shannon Buffum |
| Valerie Cross Dorn | Laura Bradford (WCM) | Laura Bradford (WCM) | Valerie Cross Dorn |
| Sheryl Orwel (WCM) | Kathleya Chotiros | Jennifer Casler-Goncalves | Leah Laben |
| Adam Pence | Valerie Cross Dorn | Kathleya Chotiros | Adam Pence |
| Nora Salvatore | Rob Hoon | Rob Hoon | Nora Salvatore |
| Mark Siegmund (WCM) | Adam Pence | Nancy Klotz | Wendy Tarlow |
| Wendy Tarlow | Stephanie Sechler | Leah Laben | Sheryl Orwel (WCM) |
| Conrad Wolan | Conrad Wolan | Aaron Mensh | |
| | | Jared Pittman | |
| | | Christopher Rogala (WCM) | |
| | | Stephanie Sechler | |
| | | Mike Smith (WCM) | |

Staffing Reorganization

Four

Practice Group Leaders **Three**

New Paralegals

One Attorney for NYC-based programs

One Law Fellow

Defense and Indemnification

"Eligible individuals with respect to claims that arise from activity within the scope of university employment and/or in the performance of authorized duties", upon request to the General Counsel.

- Bylaws Article XXII Indemnification
- Policy 4.9 Legal Defense and Indemnification

Mission Statement

•The Office of General Counsel will be a first-in-class in-house general practice law office that proactively advances the university's mission by providing timely and trusted legal services and by diligently protecting the university's resources.

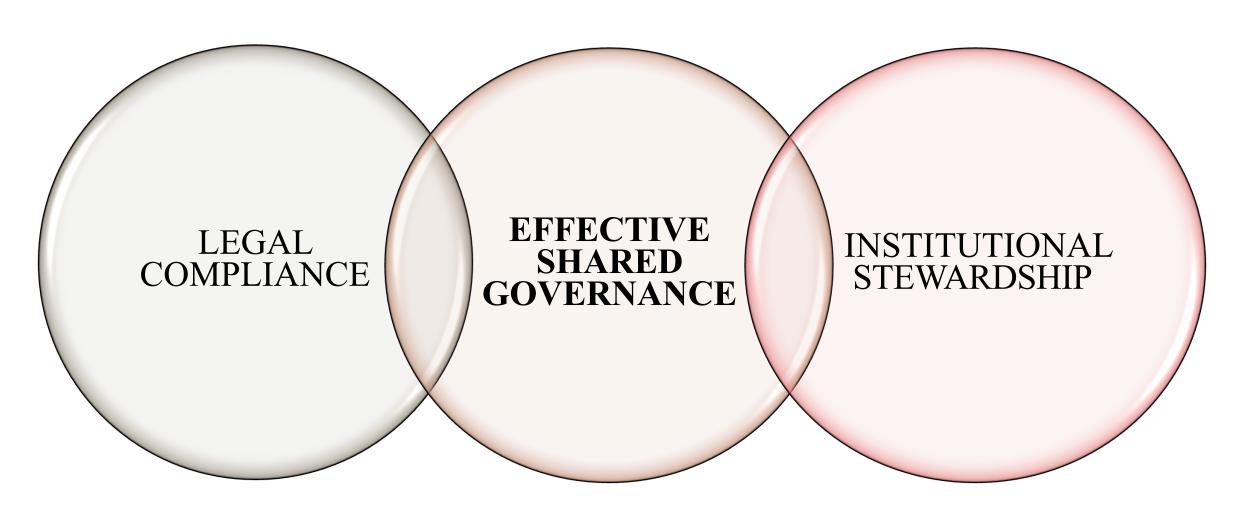
The General Counsel's Role in Supporting Shared Governance



Legal Authority

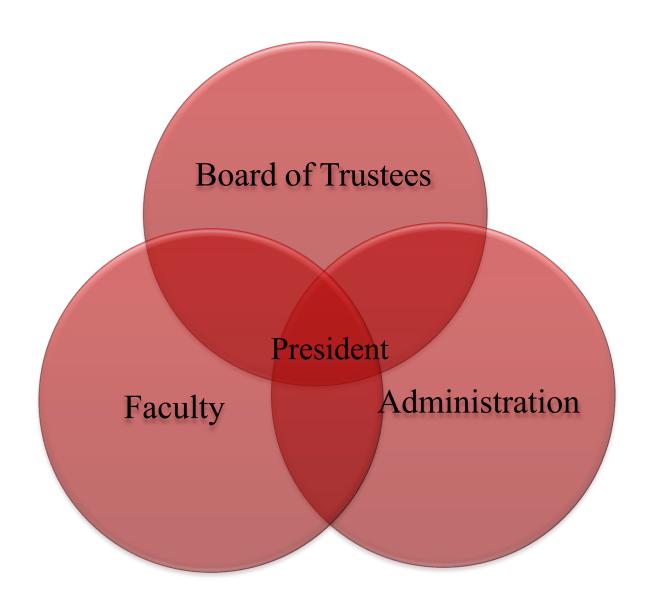
- Charter, NY Education Law Article 115, §5701, et al.
- A non-profit corporation under NY law and federal IRS regulations
- Middle States Commission on Higher Education Standard VII-Governance, Leadership, and Administration
- Bylaws

Considerations



University Shared Governance

- Board of Trustees
- College Administration
- Faculty Governance
- Students, Staff, Alumni





The General Counsel as Senior Administrator





What are your predictions for the future of education?

- Who will you teach?
- Where will you teach?
- What will you teach?
- How will you teach?
- Who will be your competitors?

What are the significant threats that will interfere with the university's success?

What are the significant opportunities or areas for investment?

How can the Office of General Counsel support you as faculty and faculty leaders?

Senate Discussion

Announcements and Updates

Eve De Rosa, Dean of Faculty Neema Kudva, Associate Dean of Faculty

Announcements

- Increase representation in the Teaching Awards
 - Low number, low College and Departmental representation, Academic Deans
- Vote on natatorium will start for tomorrow for 2 weeks end date
 - 9AM on March 10th noon on March 24th
- Student Assembly Resolution #39: Zoom Live Transcript Implementation Request
- April Senate Meeting:
 - President
 - Associate Dean of Faculty candidates
 - Resolution: Increasing the Transparency and Effectiveness of Faculty Senate Proceedings
 - Resolution: Award of Honors and Distinctions
- Response to Senate about Nominations and Elections

- The <u>Faculty Senate</u> consists of 129 senators, elected by their respective departments for a 3-year term.
- ALL <u>University Faculty</u> (~3,000 tenure-track, tenured, emeriti and RTE) elect a Dean of Faculty, an Associate Dean of Faculty, 2 Faculty Trustees, 9 members of the University Faculty Committee (UFC), 10 members of the Nominations and Elections Committee, and 9 Senators-at-Large (terms and eligibility for positions vary). There are 22 elected positions.
- The Dean of Faculty appoints members to a network of 12 standing committees (with variable memberships from 5-10 members of the University Faculty) as well as 1 Advisory Group, and other ad-hoc committees as needed. There are 99 appointed positions.

We thank

- 129 senators
- 22 members of the University Faculty who serve in elected positions.
- 99 members of the University Faculty who serve in appointed positions on Senate Committees

for their service, without which the work of the Faculty Senate could not take place.

- Elections are held in April; appointments are made through spring and summer. Start date for all positions is July 1 (terms vary)
- The Nominations and Elections (N&E) Committee proposes names for all positions. Self-nominations are encouraged. Please send details to the N&E Committee at [Deanoffaculty@cornell.edu]
- 9 Open ELECTED Positions and committee memberships in 2022 include
 - Associate Dean of Faculty (2022-2025)
 - 1 Faculty Trustee (2022-2026)
 - 3 members of the University Faculty Committee (2022-2025)
 - 1 member of the Nominations and Elections Committee (2022-2025)
 - 3 Senators-at-Large (2022-2025)
- 34 Open APPOINTED Positions (22 of which are filled)

- The <u>Faculty Senate</u> consists of 129 senators, elected by their respective departments for a 3-year term.
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Elected Positions (April 2022)

<u>The Associate Dean of Faculty (ADOF)</u> is selected from among the tenured members of the University Faculty. The ADOF assists the Dean of the Faculty, carrying out such duties as:

- assigned by the Dean and serves as Acting Dean on appropriate occasions
- Chairs the Nominations and Elections Committee and is a ex officio member of each committee of the Senate
- Supervises the maintenance of minutes of meetings and all records of the University Faculty and Senate
- Supervises publications made in the name of the University Faculty subject to guidelines mutually agreed upon with the Senate
- Serves for a term of three years, with the possibility of reappointment by the Senate, for a further period of not more than three years.
- Serves as secretary and as an ex officio voting member of the Senate.
- 1 Faculty Trustee is selected from among the faculty and Ithaca-based emeriti with a vote of the University Faculty.
 - serves four-year terms and are voting ex officio members of the Senate

3 Senators-at-large

 Bylaws state that in addition to department Senators and College RTE Senators that there shall be nine atlarge members with three seats for the tenured faculty, three seats for assistant professors, and three seats for members of the RTE Faculty with <u>university voting rights</u>.

Elected Committee Memberships (April 2022)

These Committee vacancies will be on the ballot in April 2022:

3 Members of the University Faculty Committee (UFC)

- acts as a liaison between the Faculty Senate and the President, Provost, and other senior University administrators
- sets the agenda for Senate meetings
- establishes and/or reappoints ad hoc committees and subcommittees
- advises the Dean of Faculty on all matters that concern the faculty

1 Member of the Nominations and Elections Committee (N&E)

- nominates candidates for election by the University Faculty for Faculty Trustees, for Dean of the Faculty, for Associate Dean and Secretary of the Faculty, for members at large of the Senate, and for elected committees and offices of the Faculty and of the Senate
- proposes to the Senate members and chairs of appointed Faculty and Senate committees and members of administration and faculty-administration committees when the administration makes such requests to the Senate

MORE on Elected Committees and Senators-at-Large

Committee composition, vacancies and time commitment:

University Faculty Committee (UFC)

- Dean of Faculty is the chair
- Consists of 9 elected members (5 senators and 4 non-senators)
- 2 vacancies
- 3-year term [limit is two consecutive terms]
- Meets every two weeks for 60-90 minutes

Nominations and Elections Committee (N&E)

- Associate Dean of Faculty is the chair
- Consists of 9 members: 6 elected and 3 appointed by N&E
- 1 vacancy (elected) (2 appointed vacancies)
- 3-year term; may serve consecutive terms
- Meets 1-2 times per semester and corresponds via email

Senator-at-large

- nine at-large members with three seats for the tenured faculty, three seats for assistant professors, and three seats for members of the RTE Faculty with <u>university voting rights</u>.
- 1 tenured faculty member and 2 RTE faculty members
- 3-year term
- Members only attend Faculty Senate meetings; there are no meetings of this group

Senate Discussion

Part-Time Bachelor's Degree for Non-traditional Students

Academic Freedom and Professional Status of the Faculty Committee Report

Member, J. Ellen Gainor, Performing and Media Arts

Senate Discussion

Cornell Academic Materials Program

Cornell Bookstore

Michael Ramsey, Academic Materials Manager,
James F. Best, Assistant Director, Merchandising & Inventory Planning
Shannon Austic, Senior Manager of Ecommerce, Retail Marketing & Communications

Programmatic Plan, Student & Campus Life

Prioritizing Student Affordability, Campus Experience, Access and Financial Sustainability

Agenda:

 Cornell Academic Materials Program (CAMP) – affordable, sustainable course materials delivery program for undergraduates

Programmatic Plan, Student & Campus Life

Prioritizing Student Affordability, Campus Experience, Access and Financial Sustainability

- Jim Best, Assistant Director, Merchandising & Inventory Planning, jfb288@cornell.edu
- Michael Ramsey, Academic Materials Manager, mer297@cornell.edu
- Shannon Austic, Sr. Manager of Ecommerce, Retail Marketing and Communications, sla29@cornell.edu

The task at hand:

- Identify a more **sustainable**, **inclusive**, and **equitable** model for course materials delivery
- Combat unpredictability of course materials costs and reduce financial barriers
- Improve course preparedness

Current Ecosystem:

- University's Instant Access Program
- Course Materials offered at The Cornell Store
- Library offerings
- Reduction in highly expensive print textbooks
- Transition of course materials to location agnostic
- Expansion of available resources
- What about OER?

What we're learning; Why we're here:

- Experimental; not a 100% solvable problem!
- Rather than inaction, a call to action to adapt and learn how to best approach affordability and access.
- Plan for conditions now and for the future.
- Agile approach: student feedback, revise, faculty feedback, revise, [...]

We are seeing three things:

- Students are using more digital options now than ever before.
- 2. Students are choosing the most affordable option, which trends dominantly digital.
- 3. Print sourcing is becoming more and more unsustainable. Print books in general will never go away; the cycle of course materials is evolving.

What digital brings to the college experience:

- Shift toward more technical literacy. However, savviness doesn't always equate to literacy.
 - >Approach from all sides, guidelines, CTI
- 2. Potential for higher rates of engagement with the course materials in Canvas courses.
- Improvement in financial burden of high cost materials. And what about device equity?

Space for discovery?:

Students weigh in:

- 70% say they would have better grades if they had access to required textbooks and course materials before the first day of classes
- 73% would be interested in paying for course materials as part of tuition

https://news.cengage.com/wp-content/uploads/2018/07/CengageMC-Affordability-Survey-letter.pdf
https://press.vitalsource.com/study-finds-majority-of-college-students-delay-purchasing-textbooks-due-to-cost

Current ecosystem evolution:

Targeted Fall 2022:

• All required course materials, digital-first, at perpetual access* for all undergraduates at the same flat-rate, provided by semester, not annually.

^{*}when available; actively negotiating with each publisher.

Implementation:

What changes?

- Titles are sourced as digital whenever available
- Print included in program scope when digital is not available, or not adequate for instruction purposes (e.g. lab manuals)
- All courses will have Canvas shell enabled; not required to teach from Canvas but merely an access point for students

What stays the same?

- Adoption process
- Instruction on Day One

Sustainability:

- Digital-first approach. Print provided only when not available in digital formats.
- Participation available to all undergrads.
- Available by Day One in Canvas.
- Program cost fully covered for students receiving financial aid.
- Participation based at the semester level.
- Process to decline participation, e.g. Opt-Out.

Affordability & Inclusion:

- Campus-wide initiative to tackle this; wide net is being cast to include feedback, concerns
- Stabilizes semester start experience through:
 - Predictable, lower cost
 - Predictable distribution; all UGs, Day One
 - Lower program cost allows for FA rebalance, not reduction

Accessibility:

- Canvas-centric; universal application across disciplines
- Continuous accessibility audit of content & platform
- Web compliance standards and student data security
- Universal design approach
- Alternate formats and existing process for accommodation
- Expansion to technology resources

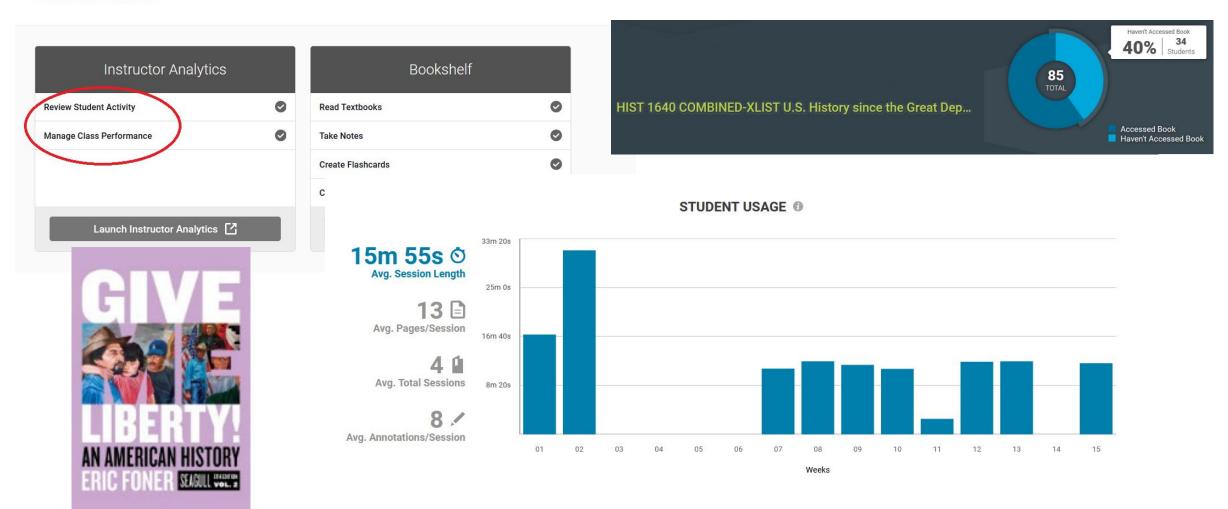
Faculty Equity:

- Preserves academic freedom
- Promotes student preparedness
- Potential for increased student engagement
- Usage insights, analytics, reporting
- Annotation (hypothes.is), Assessment (CoachMe)
- Auto-enabled Day One, no more setup for ebooks

Instructor Analytics:

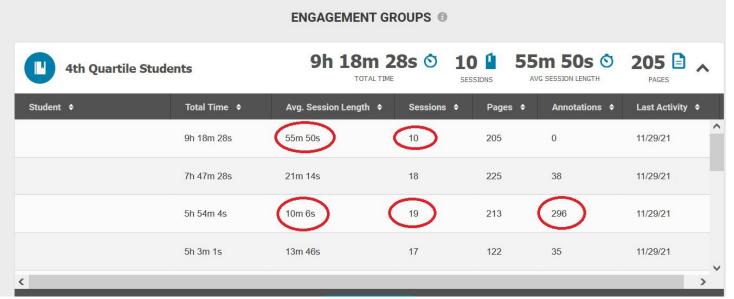
Instructor Portal My Courses Home

VitalSource Products

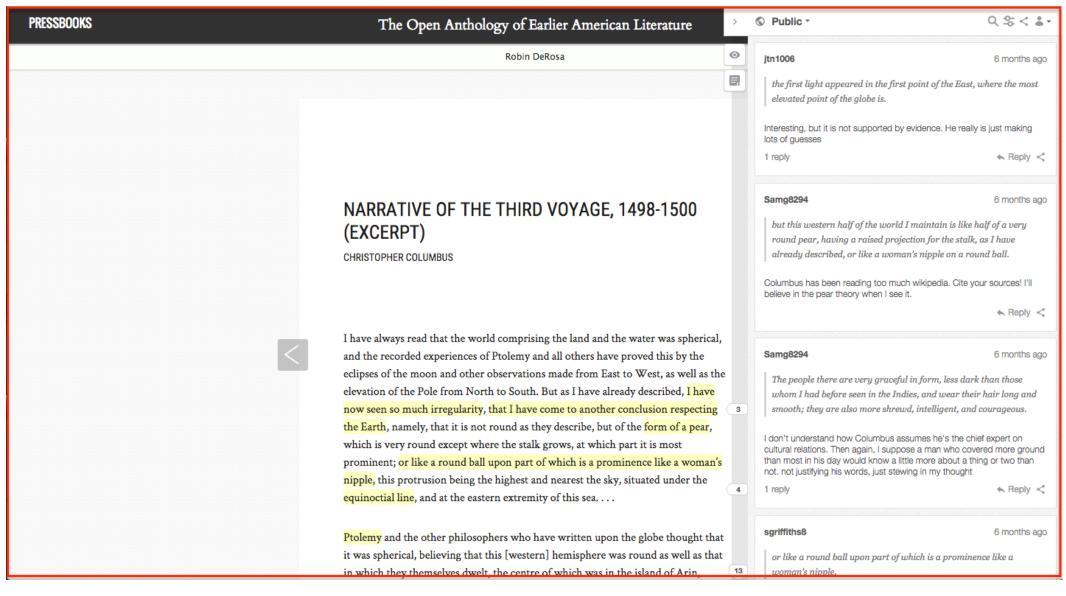


Instructor Analytics:

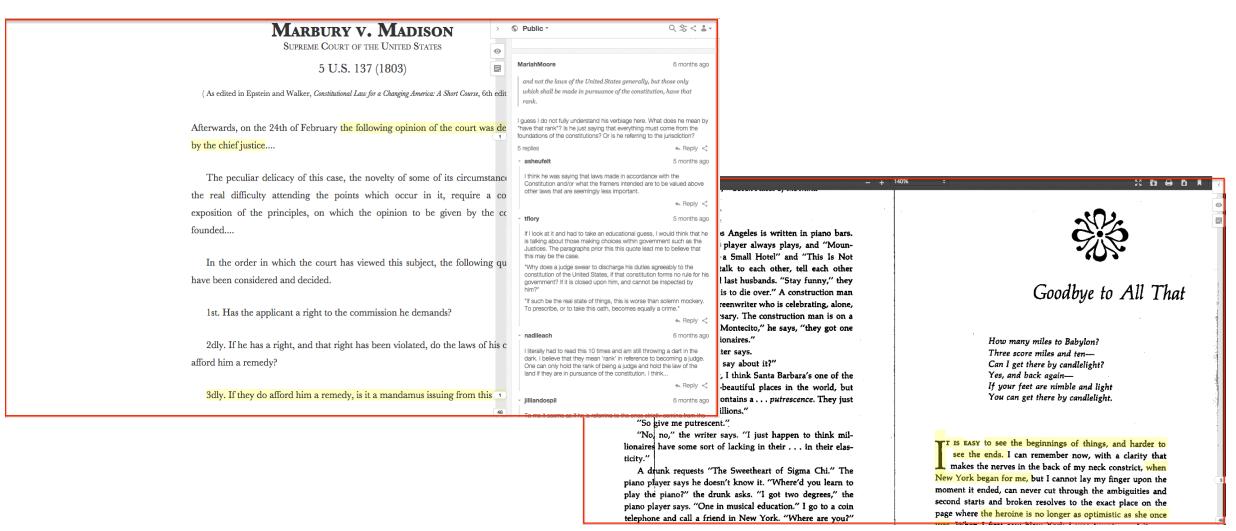




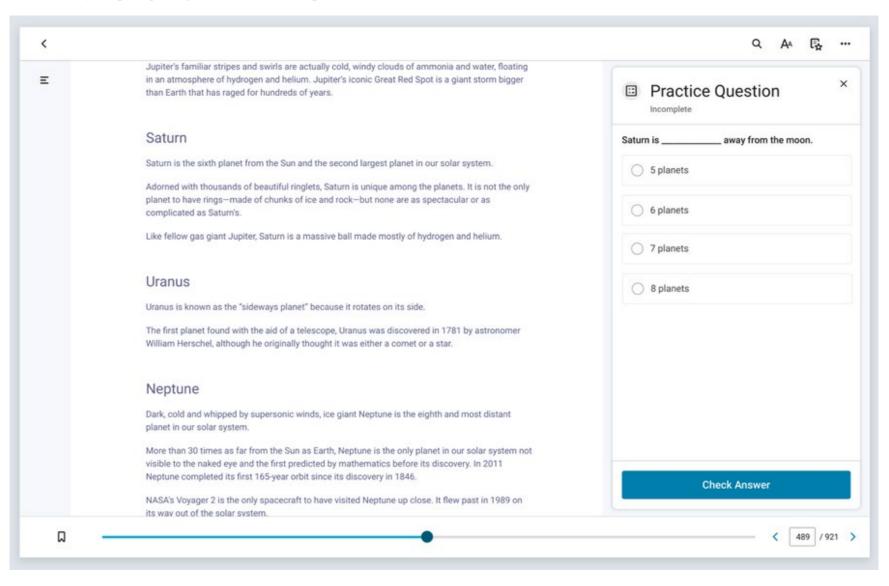
hypothes.is:



hypothes.is:



CoachMe:



| | _ |
|-------------|------------|
| AEM | 2350 |
| ANTHR/ARKEO | 1200 |
| ASTRO | 1101, 1103 |
| BIOG | 1140 |
| BIOG | 1445 |
| CHEME | 3240 |
| ECON | 3120 |
| ENGRD/MAE | 2210 |
| HADM | 2410, 2430 |
| HADM | 2430 |
| HD | 3310 |
| ILROB | 1220 |
| ILROB | 4710/6715 |
| NS | 1600 |
| ORIE | 3150 |
| PADM | 5110 |
| PHYS | 2207 |
| PHYS | 2216 |
| SOC/PAM | 6150/6040 |
| | |

Sources, Best Practices & Resources:

- Center on Reinventing Public Education (CRPE)
- Forum for the Future of Higher Education, Educause, a 501(c)(3)
- Independent College Stores Report (ICSR)
- Independent College Bookstore Association (ICBA)
- National Association of College Stores (NACS)
- National Association of College Auxiliary Services (NACAS)
- OnCampus Research, The NACS Foundation, a 501(c)(3)
- Textbook Affordability Conference (TAC)
- U.S. PIRG Education Fund, a 501(c)(3)

Research:

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Jobe, L. D. (2013). Underserved, underrepresented, unprepared: Experiences of african american females in community college with barriers to academic success. Retrieved from https://eric.ed.gov/?id=ED552579.

Johnson, E. (2019). "The \$300 text book is dead," says the CEO of textbook maker Pearson. Vox. Retrieved from http://people.uis.edu/rschr1/onlinelearning/?p=58038.

Landrum, R. E., Gurung, R. A. R., & Spann, N. (2012). Assessments of textbook usage and the relationship to student course performance. College Teaching, 60(1), 17-24. https://www.jstor.org/stable/23247610.

McGrath, M., & Braunstein, A. (1997). The prediction of freshmen attrition: An examination of the importance of certain demographic, academic, financial, and social factors. College Student Journal, 31(3), 396–408. https://psycnet.apa.org/record/1997-42938-010.

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Salem, Jr, J.A. (2017). Open pathways to student success: Academic library partnerships for open educational resource and affordable course content creation and adoption. The Journal of Academic Librarianship, 43(1), 34-38.

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SID=f26563f69fbe76d894166903c246601c&mc=true&node=se34.3.668 1164&rgn=div8.

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Senate Discussion

Proposed Resolution: Inclusion and Prioritization of a New Natatorium in the 'To Do the Greatest Good' Capital Campaign

Senator Ashleigh Newman, Population Medicine & Diagnostic Sciences

Senator (CAPE) Mary Fainsod Katzenstein, Emerita

Faculty Senator Co-Sponsors (n=17)

- Ashleigh Newman
- Yuval Grossman
- Carrie Adler
- Doug Antczak
- Alexandra Blackman
- Elizabeth Bunting
- Thomas Bjorkman
- Abigail Cohn
- Laura Goodman

- Kelly Hume
- Steven Jackson
- Carolyn McDaniel
- Thomas Overton
- Itziar Rodriguez de Rivera
- Tracy Stokol
- Joe Wakshlag
- David Zax

Faculty Advisory Committee on Athletics and Physical Education

Cornell Association of Professors Emeriti

- CAPE circulated the resolution to professors emeriti/ae requesting commentary / responses
- Sampling of comments:
 - "Many emeriti faculty swim regularly to maintain their health/fitness and understand that Cornell's current aquatic facilities have long been out-of-date needing extensive renovation/ replacement."
 - "I can attest to the need for a new natatorium that is fitting of a world-class university. The 'competition' for lap swimming time is getting fiercer as the condition of Cornell's current pools limits the amount of time they can be used."
 - "I went elsewhere—YMCA, Island Fitness, Borg Warner pool—for swimming. I spent a lot of money because Cornell didn't, and doesn't, offer what other peer institutions did and do. What, I have to ask, is the effect of this on recruitment or retention of students and faculty."
 - "The only way such a facility will be built at Cornell is if the University sets it as a priority, as I
 do not believe there is sufficient capacity among the swimming varsity alumni to support such
 a facility alone."

Proposed Resolution, amendments

Whereas, participation in physical, cultural, and social activities outside of one's primary studies or work provides individuals with a sense of belonging at Cornell and enriches their overall well-being.

Whereas, the pools in Teagle Hall and Helen Newman Hall (further referred to as "the pools") serve a large and diverse population of Cornell community members including students, faculty, and staff in endeavors including varsity athletics, physical education classes, aquatic-based physical therapy, clubs – both academic and athletic, open lap swimming, ROTC training, and group fitness classes.

Whereas, the pools no longer meet the needs of the Cornell community as detailed above, and have a finite lifespan, which are estimated to end at any time between now and 2025.

Whereas, approving, planning, fundraising, and building a new natatorium can take up to ten years. Cornell University faces the certain reality of having no operational pool on its campus.

Whereas, Cornell University has long valued swimming as an important life skill to prevent fatal unintentional drowning, as demonstrated by over 100 years of a graduation requirement for all undergraduate students to swim 75 yards or pass two semesters of beginning swimming (PE 1100).

Whereas, providing an inviting, modern, safe, and accessible environment for aquatic activities provides Cornell students, faculty, and staff the ability to exercise year-round, which is a proven positive contributor to mental health.

Whereas, recommendation B.2.2 of the Cornell University Mental Health Review Final Report reads, "Prioritize fundraising for free physical fitness under Affordability within the capital campaign."

Whereas, we recognize there are many needs of the University, it would be in the University's best interest to serve those that are of the most imminent need to its community.

Be it resolved, that the Faculty Senate implore the administration to include and prioritize a new natatorium to the list of fundraisings items donors may directly contribute to in Cornell University's 'To Do the Greatest Good' capital campaign.

Be it further resolved, that a new natatorium should be of sufficient size and quality to meet the current and future needs of the Cornell community. To help ensure this, the planning needs to involve Cornell leaders with knowledge and expertise in this area including the Directors of Athletics, Aquatics, Physical Education, Recreational Services, and Head Varsity Swimming Coaches.

Updates

- Presented to the University Assembly on 2/22/22
- U.A. Resolution #5: Support for Faculty Senate Proposed Resolution: Inclusion and Prioritization of a New Natatorium in the 'To Do the Greatest Good' Capital Campaign
 - Sponsored by:
 - Debra Howell, UA/EA, Chair, Campus Welfare Committee
 - Kyle Karnuta, GPSA
 - Roberto Bertoia, Faculty Senate
 - Melia Matthews, GPSA
 - Preston Hanley, UA
 - Duncan Cady, UA
- Invited to present at the Student Assembly meeting tomorrow

CORNELL UNIVERSITY FACULTY SENATE #IAMYOURSENATOR

Good of the Order

Adjournment