

Faculty Senate

April 20, 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

Gayogó:nq' Land Acknowledgement

Cornell University is located on the traditional homelands of the Gayogó:nq' (the Cayuga Nation). The Gayogó:nq' 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 Gayogó:nq' dispossession and honor the ongoing connection of Gayogó:nq' people, past and present, to these lands and waters.

This land acknowledgment has been reviewed and approved by the traditional Gayogó:nq' 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

March 9, 2022

Unanimous consent requested

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

Announcements and Updates

Eve De Rosa, Dean of Faculty, Psychology

Neema Kudva, Associate Dean of Faculty, City and Regional Planning

Announcements and Updates

- **Vote results on Natatorium, Resolution 180 (President's Response is posted)**
 - 89 Yes, 7 No, 3 Abstain; 32 DNV
- **Faculty Forum: Part-Time Bachelor's Degree for Non-Traditional Students – March 30**
 - Thank you and great to hear new voices
- **Research Teaching Extension Faculty Task Force – Co-Chairs Senators Kapko and Callister**
 - Addressing Consistency of Titles, Inclusion, Emerita/us Status
 - Accurate Count
 - University Faculty – 1575 members (55.8%)
 - RTE Faculty – 1246 members – Research 472; Teaching 542; Extension 232 (44.2%)
 - Academic HR, VP of HR, Office of General Counsel, Provost's Office, Ombuds' Office (Dean's)
 - Pending Qualtrics to RTE Community and then Cornell Institute for Social and Economic Research (CISER) and Institutional Research and Planning (IRP) for meaningful and representative data
 - Pending Titles in Workday – RTE Faculty; RTE Faculty Emeritae/i

2022 Faculty Election

Associate Dean of Faculty candidates



Marilyn Miguel, Professor, Romance Studies, College of Arts and Sciences



Chelsea Specht, Professor of Plant Biodiversity/Phylodiversity, School of Integrative Plant Sciences,
Plant Biology Section

2022 Faculty Election

Faculty Trustee Candidates



Charles Brittain, Susan Linn Sage Professor of Philosophy and Humane Letters, Philosophy



David Lee, Professor, Dyson School of Applied Economics and Management in the Cornell SC Johnson College of Business, and International Professor in the Department of Global Development in CALS



Laurent Saloff-Coste
Abram R. Bullis Professor in Mathematics



Shirley Samuels, Professor, Literatures in English

2022 Faculty Election

University Faculty Committee - 3 openings (1 senator and 2 non-senators)

Sara Besky, Associate Professor, International and Comparative Labor AND Labor Relations, Law, and History

Eric Cheyfitz, Ernest I. White Professor of American Studies and Humane Letters Professor of American Indian and Indigenous Studies

Laurent Dubreuil, Professor of French, Francophone & Comparative Literature, Department of Comparative Literature

Johannes Lehmann, Liberty Hyde Bailey Professor, School of Integrative Plant Science Soil and Crop Sciences Section and Global Development

Margaret McEntee, Alexander de Lahunta Chair of the Department of Clinical Sciences Professor of Medical and Radiation Oncology

Nominations and Elections Committee – 1 opening

Ben Anderson, Associate Professor, Department of History of Art and Visual Studies

Kenneth Roberts, Richard J. Schwartz Professor of Government

Senators-at-Large – 3 openings (1 tenured faculty and 2 RTE faculty)

Tenured faculty

Elisha Cohn, Associate Professor, Literatures in English

RTE faculty

Allison Chatrchyan, Senior Research Associate, Global Development and Earth and Atmospheric Sciences

Andrew Horbal, Associate Librarian, Director of Access Services for Cornell University Library (CUL)

William Lai, Assistant Research Professor, Department of Molecular Biology and Genetics

Joseph Skovira, Sr. Lecturer, Electrical and Computer Engineering

Francis Vanek, Sr. Lecturer, Civil and Environmental Engineering

Senate Discussion

**Pending Resolution:
Prospective Part-Time Bachelor's Degree Program
for Non-Traditional Students**

Senator David Lee, University Faculty Committee; Applied Economics and Management in the SC Johnson College of Business

Background:

- [Proposal](#). Provost's Committee, Part-Time Bachelor's Degree for Non-Traditional Students, 10/28/2021
- Proposal [presentation](#) at the Faculty Senate 12/08/2021
- Three relevant Standing Senate Committees studied and reported on the Proposal.
 - [Report](#) from CAPP, Committee on Academic Programs and Policies, 12/07/2021
 - [Report](#) from EPC, Educational Policies Committee, 02/01/2022
 - [Report](#) from AFPSF, Academic Freedom and Professional Status of Faculty, 02/09/2022
- Memo from AIISP, American Indian and Indigenous Studies Program Faculty on the Proposal, 03/30/2022
- A [Faculty Forum](#) was organized for an open discussion (audio, chat, audio transcription available) 03/30/2022
- [Provost's Response](#) to Senate Committee reports and discussions, March 21, 2022

Resolution:

Whereas the prospective creation of a Part-Time Bachelor's Degree program is consistent with Cornell's legacy of, and historical commitment to, increasing access to higher education on behalf of "any person;"

Whereas there are populations of prospective students that are underserved by institutions of higher education and who might benefit from increased access,

Whereas three relevant Standing Committees of the Senate, CAPP, EPC and AFPSF, studied the proposal, and made recommendations for issues to be taken up for further consideration by the university administration,

Be it resolved that the Faculty Senate approves, in principle, the concept of Cornell creating a part-time Bachelor's degree program,

Be it further resolved that this approval is subject to satisfying a number of as yet unresolved implementation questions. These include maintenance of academic excellence and quality, the financial feasibility of the program, the appropriate mix of online and in-person instruction, faculty roles and labor, and addressing specific needs of prospective underrepresented groups noted in the proposal, among other matters;

Be it further resolved that the university administration and the Provost involve Cornell Faculty in all stages of program planning and provide regular updates to the Faculty Senate on the resolution of critical unresolved questions;

Be it further resolved that at the conclusion of the program planning process, the Provost seek the approval of the Faculty Senate before commencement of the part-time Bachelor's degree program.

Received an Amendment from Senator Birman, CS

If seconded, then discussion and vote will follow

Concern

- The resolution uses the word “approval” three times:
- *Be it resolved* that the Faculty Senate **approves**, in principle, the concept of Cornell creating a part-time Bachelor’s degree program,
- *Be it further resolved* that this **approval** is subject to satisfying a number of as yet unresolved implementation questions.
- *Be it further resolved* that at the conclusion of the program planning process, the Provost seek the **approval** of the Faculty Senate before commencement of the part-time Bachelor’s degree program.

Issue raised

- Under our bylaws, the Senate does not actually have approval authority for academic program creation
- “approval” is used in the University Bylaws as a legal term, and the Senate only has approval authority for actions related to its own composition and conduct
- The term “consent” is used in the bylaws, and hence is the appropriate term here (“consent of the governed...”)

Motion

- The three uses of the word “approval” will be amended:
- *Be it resolved* that the Faculty Senate **consents**, in principle, **to** the concept of Cornell creating a part-time Bachelor’s degree program,
- *Be it further resolved* that this **consent** is subject to **resolution of a** number of as yet unresolved implementation questions.
- *Be it further resolved* that at the conclusion of the program planning process, the Provost **offers an additional opportunity for consultation with, and consent by**, the Faculty Senate before commencement of the part-time Bachelor’s degree program.

Senate Discussion

**Pending Resolution:
Award of Honors and Distinctions to Cornell's
Undergraduate Students**

Lisa Nishii, Vice Provost for Undergraduate Education

LATIN HONORS & HONORS DISTINCTIONS

Faculty Senate Meeting

April 20, 2022

Primary motivation for proposed changes

- To address disparities across colleges
- Inequities repeatedly raised as a concern by students, especially those in cross-college majors

	CALS	CAS	COE	CHE
% of juniors and seniors affiliated with cross-college major (FA21)	54%	40%	39%	12% (+30% projected for Brooks School)

Overview of proposed changes

- ❑ Replace current divergent approaches to the award of honors based on GPA only with standard approach across all UG colleges/schools
 - Use consistent labels and criteria: Summa cum laude (top 5%); Magna cum laude (next 10%), Cum laude (next 15%)
- ❑ Colleges/schools continue to make local decisions about awarding honors based on academic achievements that go beyond GPA remains with colleges/schools
 - Use single naming convention – “Distinction in X” – with “X” and the associated eligibility criteria identified at the local level (e.g., “Distinction in Research”)
 - Can be awarded at the level of the degree or major
- ❑ Eliminate dean’s lists

Benchmarking

Proposed changes align with approach at other Ivy institutions

- GPA-only honors is awarded at degree-level at all our Ivy peers except Princeton, with Latin Honors label
 - At Princeton, honors are awarded by the department (combination of GPA & senior thesis)
 - At Harvard, students are eligible for Latin Honors based on GPA alone in some but not all conditions
- Completion of honors thesis or independent project is associated with award of honors at the department level at all our Ivy peers (i.e., not at the level of the degree; not referred to as Latin Honors). Labels vary across institutions
 - “Distinction”: Yale
 - “Honors”: Princeton (also offer “High Honors” and “Highest Honors”)
 - “Departmental Honors”: Columbia, Harvard (also referred to as “English Honors,” with opportunity to earn “Highest Honors”), Brown (“Concentration Honors”)
 - “Honors [or High Honors] in the major”: Dartmouth

Current state: Honors based only on GPA

College	Label	Criteria	Dean's List	Degree vs Major
CALS	Latin Honors	Summa cum laude: ≥ 4.0 Magna cum laude: ≥ 3.75 Cum laude: ≥ 3.5	3.5	Degree
COE	Latin Honors	Summa cum laude: ≥ 4.0 Magna cum laude: ≥ 3.75 Cum laude: ≥ 3.5	3.5	Degree
CAS	Distinction in all subjects	GPA in top 30%	3.6	Degree
SHA	Latin Honors	Summa cum laude: ≥ 4.0 Magna cum laude: ≥ 3.85 Cum laude: ≥ 3.75	3.75	Degree
CHE	High Distinction Distinction	≥ 4.0 > 3.75	3.7	Degree
AAP	<i>none</i>	-	3.8	-
ILR	<i>none</i>	-	3.3 (FY), 3.4 (SO), 3.6 (JR & SR)	-

- All UG colleges except AAP and ILR currently award Honors at the level of the *degree based on GPA only*
- All UG colleges award Dean's list based on semester GPA, but using different thresholds
- The criteria used to determine honors vary (% vs absolute GPA; degree of selectivity)
- The labels vary: 3 colleges use "Latin Honors" and 2 use "distinction" language

PROPOSED: Honors based only on GPA

College	Label OLD	Label NEW	Criteria OLD	Criteria NEW	Degree vs Major OLD	Degree vs Major NEW
CALS	Latin Honors	Latin Honors	Summa cum laude: ≥ 4.0 Magna cum laude: ≥ 3.75 Cum laude: ≥ 3.5	Summa: top 5% Manga: next 10% Cum Laude: next 15%	Degree	Degree
COE	Latin Honors	Latin Honors	Summa cum laude: ≥ 4.0 Magna cum laude: ≥ 3.75 Cum laude: ≥ 3.5	Summa: top 5% Manga: next 10% Cum Laude: next 15%	Degree	Degree
CAS	Distinction in all subjects	Latin Honors	GPA in top 30%	Summa: top 5% Manga: next 10% Cum Laude: next 15%	Degree	Degree
SHA	Latin Honors	Latin Honors	Top 10-15%	Summa: top 5% Manga: next 10% Cum Laude: next 15%	Degree	Degree
CHE	High Distinction Distinction	Latin Honors	≥ 4.0 > 3.75	Summa: top 5% Manga: next 10% Cum Laude: next 15%	Degree	Degree
AAP	<i>none</i>	Latin Honors	-	Summa: top 5% Manga: next 10% Cum Laude: next 15%	-	Degree
ILR	<i>none</i>	Latin Honors	-	Summa: top 5% Manga: next 10% Cum Laude: next 15%	-	Degree

*Dean's list would be eliminated in all colleges

Current State: Honors based on GPA+

College	Label	Criteria	Degree vs Major
CALS	Distinction in Research	GPA \geq 3.0 Honors thesis	Degree
AAP	Honors	GPA \geq 3.7 Honors thesis	Major (URS only)
CAS	Latin Honors	Evaluation of thesis	Major
SHA	Distinction in Research	Based on honors thesis, GPA Honors thesis grades in HADM 4970 & 4971	Degree
CHE	With Honors	GPA \geq 3.2-3.5, depending on major Honors thesis	Major
COE	With Honors	GPA \geq 3.5 Honors thesis	Major
ILR	With Honors	GPA \geq 3.7 Honors thesis	Degree

- All UG colleges award honors based on achievement beyond GPA
- Criteria vary
- Labels vary (only CAS awards "Latin" honors at level of the major [offered at degree level in CALS, COE, and SHA])
- Some awarded at level of degree, others at level of major
- In some colleges, available only in some majors (e.g., CAS, AAP)

PROPOSED: Honors based only GPA+

College	Label OLD	Label NEW	Criteria OLD	Criteria NEW	Degree vs Major OLD	Degree vs Major NEW
CALS	Distinction in Research	Distinction in X*	GPA \geq 3.0 Honors thesis	Achievement beyond GPA (TBD by college)	Degree	Degree or Major (TBD by college)
COE	Honors	Distinction in X*	GPA \geq 3.7 Honors thesis	Achievement beyond GPA (TBD by college)	Major (URS only)	Degree or Major (TBD by college)
CAS	Latin Honors	Distinction in X*	Evaluation of thesis	Achievement beyond GPA (TBD by college)	Major	Degree or Major (TBD by college)
SHA	Distinction in Research	Distinction in X*	Based on honors thesis, GPA Honors thesis grades in HADM 4970 & 4971	Achievement beyond GPA (TBD by School)	Degree	Degree = Major (TBD by School)
CHE	With Honors	Distinction in X*	GPA \geq 3.2-3.5, depending on major Honors thesis	Achievement beyond GPA (TBD by college)	Major	Degree or Major (TBD by college)
AAP	With Honors	Distinction in X*	GPA \geq 3.5 Honors thesis	Achievement beyond GPA (TBD by college)	Major	Degree or Major (TBD by college)
ILR	With Honors	Distinction in X*	GPA \geq 3.7 Honors thesis	Achievement beyond GPA (TBD by School)	Degree	Degree = Major (TBD by School)

CONCERNS RAISED

Concerns raised all relate to GPA-only honors (i.e., Latin Honors):

- 1) Due to significant variability in GPAs across majors, conferring Latin Honors at the level of the degree will result in inequities
 - Concern seems to be particularly acute within A&S (will STEM students be disadvantaged?)
 - Should Latin Honors instead be awarded at the level of the major?
- 2) If Latin Honors are based solely on GPA, students will no longer be motivated to do research/honors theses
 - Concern seems to be particularly acute within A&S
- 3) Proposed changes will exacerbate grade obsession and competition by conferring Latin honors based solely on GPA

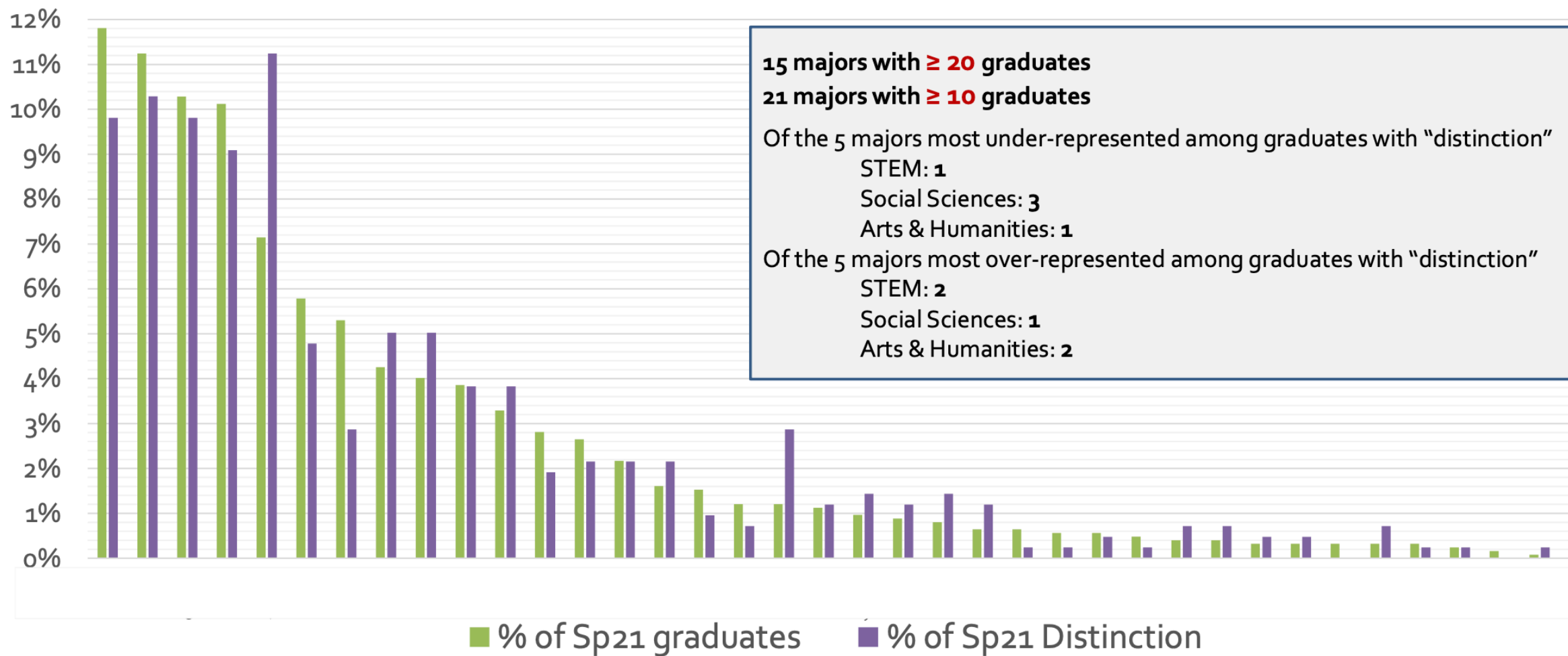
CONCERN #1

(Due to significant variability in GPAs across majors, conferring Latin Honors at the level of the degree will result in inequities)

However...

- In every case, current GPA-only honors are awarded at the level of the degree
- Course requirements for majors only account for ~1/3 of total credits required for graduation (range is 30-50 of 120 credits in A&S)
- Some majors are too small for it to be meaningful to award GPA-based honors at the level of the major
- Awarding GPA-based honors at the level of the major could introduce other inequities:
 - Students in cross-college majors can be held to very different degree-level requirements (e.g., CS major in A&S vs ENG)
 - Some students could be awarded honors with much lower GPA (if situated in major with relatively lower GPAs)
- GPA data (from A&S) suggests differences across majors are not large, and do not conform with expectations stated by some (e.g., lower in math & sciences than arts & humanities)

% of students who graduated with "distinction" in A&S, by major, in spring 2021 (top 30% by GPA)



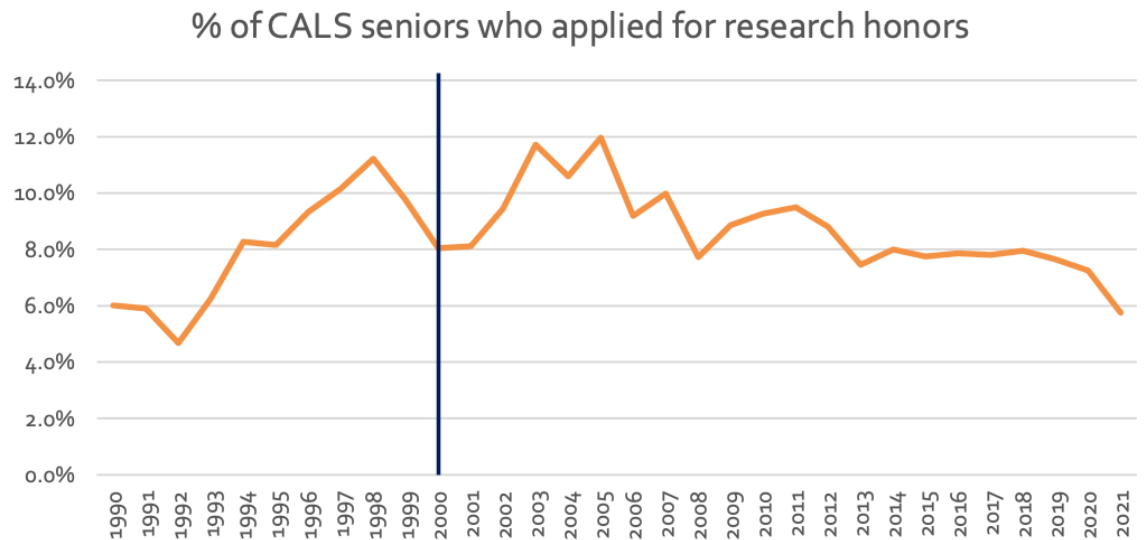
CONCERN #2

(If Latin Honors are based solely on GPA, students will no longer be motivated to do research/honors theses.)

Underlying assumptions: (a) students are driven to do research/honors thesis because of the award they will receive; and (b) students are motivated more by award of Latin honors than award labeled “honors/distinction in research”

However, historical data from CALS suggests this is unlikely.

	Before 2000	After 2000
Name of honors for GPA+research	Honors	Distinction in Research
Availability of GPA-only honors	none	(1) Dean’s List (2) Latin Honors



CONCERN #2

(If Latin Honors are based solely on GPA, students will no longer be motivated to do research/honors theses.)

Making degree-level Latin Honors contingent on GPA *plus* completion of research/thesis could introduce other inequities

- There are many departments that do not offer the option to complete a thesis to earn honors (→ this would need to change; in order to be equitable, all departments would need to offer similar opportunities)
- Not all departments offer opportunities for research or have the faculty capacity to meet student demand

CONCERN #3

(Proposed changes will exacerbate grade obsession and competition by conferring Latin honors based solely on GPA.)

- *Underlying assumption:* The proposal alters the awards landscape by increasing opportunities for awards based solely on grades and/or by making the award that some may perceive to be the most prestigious (Latin honors) based on GPA-only.
- *However:*
 - Proposed changes would not add to the number of GPA-only awards, but rather would reduce them
 - There is no clear evidence that Latin honors have more cachet than dean's lists or distinctions. In fact, professional academic advisors in the colleges note that the dean's list fuels students' competitive drive the most (and exacerbates parental pressure)

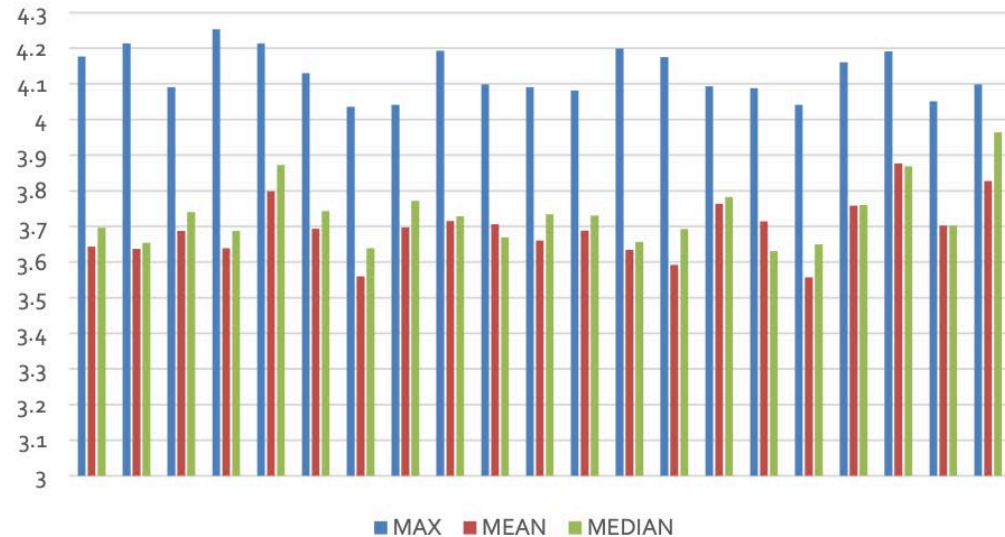
Student concern:

Elimination of Dean's Lists will disadvantage Cornell students

- Most other Ivy institutions do not have Dean's Lists (the two exceptions are Columbia and Penn)

GPA data (from A&S) suggests differences across majors: (a) are not large; and (b) and do not conform with stated expectations (e.g., lower in math & sciences than arts & humanities)

A&S: 2021 graduates from departments with ≥ 10 graduates (from largest [left] --> smallest [right])



SORTED BY MEAN GPA	DISCIPLINARY AREA*	SORTED BY MAX GPA	DISCIPLINARY AREA*
3.88	A&H	4.25	M&S
3.83	SS	4.21	M&S
3.80	M&S	4.21	M&S
3.76	A&S	4.20	M&S
3.76	SS	4.19	M&S
3.72	M&S	4.19	A&H
3.71	A&H	4.18	SS
3.71	M&S	4.18	M&S
3.70	A&H	4.16	SS
3.70	A&H	4.13	SS
3.69	SS	4.10	SS
3.69	SS	4.10	M&S
3.69	SS	4.09	A&H
3.66	A&H	4.09	SS
3.64	SS	4.09	A&H
3.64	M&S	4.09	A&H
3.64	M&S	4.08	SS
3.63	M&S	4.05	A&H
3.59	M&S	4.04	A&H
3.56	M&S	4.04	SS
3.56	SS	4.04	M&S

Senate Discussion

**Pending Resolution:
Increasing the Transparency and Effectiveness
of Faculty Senate Proceedings**

Senator Risa Lieberwitz, Industrial and Labor Relations

Goals of the Resolution

Increase the transparency and effectiveness of Faculty Senate proceedings through procedural changes for:

- (1) Setting Senate meeting agendas;
- (2) Increasing communications by the Dean of Faculty (DoF) and the University Faculty Committee (UFC) to the Senate;
- (3) Ensuring Senate participation and consent in the creation of ad hoc committees.

Benefits for Shared Governance

1. Increase engagement of the Faculty Senate with the DoF and UFC.
2. Increase the flow of information from the DoF and the UFC to the Senate about UFC meetings, including meetings with the Provost, President and other members of the Administration.
3. Increase the DoF and UFC's communications to the Senate about steps being taken to implement Senate-adopted resolutions, including resolutions that call for actions by the Cornell Administration.

Whereas the Faculty Senate needs to participate more effectively in the determination of the agenda of its meeting

Whereas the Faculty Senate should have adequate time for discussion and deliberation at its meetings;

Whereas the membership of ad hoc committees that report directly to the Faculty Senate should be approved by the Faculty Senate;

Whereas Article X and Article XI of the Organization and Procedures of the University Faculty (OPUF) provide that the University Faculty Committee (UFC) and the Dean of Faculty establish the agenda for Faculty Senate meetings, and Article X provides further that, “At a regular meeting of the Senate, any matter may be brought forward which is properly the concern of the Senate, but priority shall be given to the matters specified in the call of the meeting”;

Whereas Article VIII of the Organization and Procedures of the University Faculty (OPUF) provides, “The University Faculty Committee has the responsibility to inform and consult the Senate on a regular and frequent basis”;

Whereas Article VIII of OPUF provides that the Faculty Senate powers and responsibilities include, “To approve or reject the list of members and chairs presented by the Nominations and Elections Committee for appointed University Faculty committees, Senate committees, and administration or administration-faculty committees”;

Resolved, the Dean of Faculty shall publish the agenda of each Faculty Senate meeting no later than the morning of the Friday before the Faculty Senate meeting;

Resolved, at least one week before the Faculty Senate meeting agenda is published, the Dean of Faculty shall post on the Senate website and send to the Faculty Senate a draft agenda, seeking comments, suggestions, and proposed amendments regarding the content and time allocations in the draft agenda;

Resolved, the Dean of Faculty and the University Faculty Committee (UFC) shall each make a report at every Faculty Senate meeting, with sufficient time for questions, to fully inform the Senate of the content of the UFC's meetings and to provide updates about measures taken to implement resolutions adopted by the Faculty Senate.

Resolved, the Nominations and Elections Committee shall nominate members and chairs of ad hoc committees and the Dean of Faculty shall submit such nominations to the Faculty Senate for its approval or rejection.

Response

Eve De Rosa, Dean of Faculty, Psychology

Representation

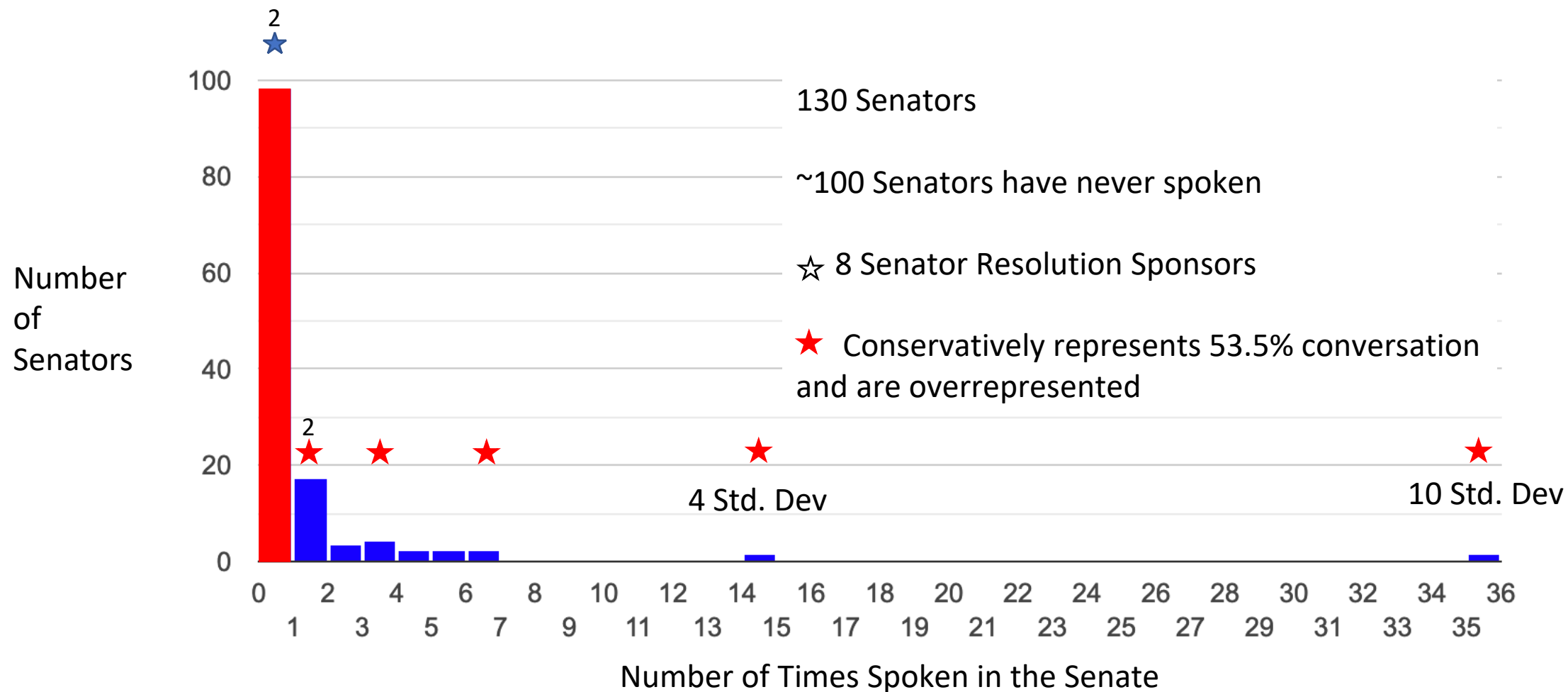
University-wide Executive Committee of the Faculty Senate

- Dean of Faculty, Associate Dean of Faculty, the University Faculty Committee, and the Nominations and Elections Committee
 - University-wide election of ~2800 faculty members with University Voting Rights
 - Good representation across Colleges
 - Senators and Non-Senators
 - These positions afforded these responsibilities from 1865

University-wide Representation of the Faculty Senate

- 130 Senators
 - 3 Campuses – Ithaca, Geneva, and Tech
 - 13 Colleges and Schools
 - ~80 Departments

Change Culture of the Senate to Encourage Broad Participation



Are these procedures the correct tools to improve effectiveness?

- **Agree with Shared Governance and Effectiveness of the Senate**
 - Are these procedures going to improve Shared Governance?
 - Are these procedures going to improve the effectiveness and reputation of the Faculty Senate?
- These procedures will allow **currently overrepresented minority of Senators to have a disproportionate representation on the agenda**
 - Need a body that fully contributes to our discussions or minority voices will be amplified
- **Office of the Dean of Faculty currently brings all topics discussed by the UFC to the Senate through the Dean of Faculty and agenda, and supporting documents, shared Friday before**
- **University-wide elected Nominations and Elections Committee nominees are brought to the Senate every September for approval**

Senate Discussion



CORNELL UNIVERSITY FACULTY SENATE



Good of the Order

Adjournment

#IAMYOURSENATOR