

Faculty Senate

May 18, 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

May 4, 2022

Unanimous consent requested

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

Senate Announcements and Updates

Eve De Rosa, Dean of Faculty, Psychology

Faculty Election Results

Associate Dean of Faculty; 2022-2025:

Chelsea Specht, Plant Biology

Faculty Trustee; 2022-2026:

David Lee, Applied Economics and Management,

University Faculty Committee; 2022-2025:

Debbie Cherney, Animal Science

Sarah Besky, Industrial and Labor Relations

Johannes Lehmann, Global Development

Nominations and Elections Committee; 2022-2025

Kenneth Roberts, Government

Senators-at-Large; 2022-2025

Elisha Cohn, Literatures in English

Allison Chartchyan, Earth and Atmospheric Sciences

Andy Horbal, Library – Access Services

Resolution 181

Prospective Part-Time Bachelor's Degree Program for Non-Traditional Students

Passed: May 17, 2022

Vote results: 68 Yes, 14 No, and 7 Abstain; **41 DNV**

Posted: April 15, 2022; Revised 4/27/2022; Revised 5/3/2022

Sponsor: University Faculty Committee

Original Proposal: 12/8/2021

Committee Reports: 2/9/2022 and 3/9/2022

Faculty Forum: 3/30/2022

Senate Discussions: 4/20/2022 and 5/4/2022

Pending Matters:

Discussion today; Electronic vote post-meeting

Posthumous Academic Awards Policy

Resolution: 5/6/2022

Resolution Regarding the Award of Honors and Distinctions to Cornell's Undergraduate Students

Revised version: 5/6/2022

Senate Discussions: 12/8/2021; 4/20/2022

Increasing the Transparency and Effectiveness of Faculty Senate Proceedings

Revised version: 3/20/2022

Senate Discussions: 4/20/2022; 5/18/2022

Faculty Forum: 5/11/2022

Office of the Dean of Faculty



COMMUNITY: Staff Appreciation Street Fair

Office of the Dean of Faculty

Dean of Faculty

Eve De Rosa
(Elected)

Associate Dean of Faculty

Neema Kudva
(Elected)

Executive Staff Assistant

Jill Short

Staff Assistant

C.A. Shugarts

University Faculty Committee

Liaison and sets the agenda for Senate meetings
9 Members (Elected)

Nominations and Elections Committee

Staffs the Senate committees and faculty elections
9 Members (6 Elected)

Faculty Senate

160 Senators

12 Senate Committees

AD WHITE AFPSF CAPP EPC FACAPE FACTA FCPR FPC LIBRARY MUSIC ROTC LECTURES

Faculty Volunteer Engine

New Legislation

- **ACADEMIC:**
 - Prospective Part-time Bachelor's Degree for Non-Traditional Students
 - Consultation with the Faculty Senate with respect to Global Hubs
 - Rights and Responsibilities of the Faculty Senate with Respect to Collaborative Agreements with Other Academic Institutions and Corporations
- **FACULTY:**
 - External Review Selection Process in Tenure; No Contact Lists in Tenure Cases
 - ILR to adopt Professor of Practice and Research Professor titles
 - Faculty Discretion to Teach On-line If Students Are infected or Where Classroom Conditions Make Social Distancing Impossible
 - Adopting University Policies for Reasonable Accommodations for Faculty, Instructors, Staff, and Students During the Pandemic
- **WELL-BEING:**
 - Inclusion and Prioritization of a New Natatorium in the 'Do the Greatest Good' Capital Campaign [Negotiating with Ithaca College and transportation as short-term solution]

Pending Legislation

- **ACADEMIC:**
 - Posthumous Academic Awards*
 - Cross-College Superdepartments: Guideposts for academic excellence for tenure and cultural integration
- **STUDENT:**
 - Award of Honors to Cornell's Undergraduate Students*
 - Elimination of the Swim Test Requirements
 - Academic Integrity across Colleges
- **FACULTY:**
 - Increasing the Transparency and Effectiveness of Faculty Senate Proceedings*
 - *Research, Teaching, Extension* - workplace climate and inclusion, titles, career development, grievance procedures, and Emerita/us status and its associate benefits
 - Visibility of the Chair's letter to the Dean in tenure cases

Additional Topics

- **VISITORS**
 - President Pollack
 - Vice President Varner
- **ACADEMIC**
 - New Departments and Superdepartments
- **STUDENT**
 - Cornell Academic Materials Program
 - Admissions Ad hoc Committee [slides appended at end of this slide deck and annual report]
- **WELL-BEING**
 - Public Safety
 - Faculty Anti-racism efforts across campus [Provost's annual report on this work]
- **COMPLIANCE**
 - NYSED Credit Hour Compliance
 - Research Administration Support System - Institutional Review Board
 - New External contracts addendum

Responsiveness and Improved Responsiveness

PLANNED

September 22

October 13

November 10

December 8

February 9

March 9

April 20

May 4

UNPLANNED

August 31 – Listening session; Fall Re-opening COVID-19

September 9 – Senate meeting; Fall Re-opening COVID-19

November 17 – Listening session; Public Safety Threats to the community

March 30 – Faculty Forum; Part-Time Bachelor's Degree

May 11 – Faculty Forum; Transparency and effectiveness of the Faculty Senate

May 18 – Senate meeting; Complete Business for 2021-2022

- University Faculty Committee initial Ideas for improving:

- **New Senator Orientation** with *Organization and Procedures of the University Faculty* and Parliamentary Procedures
- Introduction of the University Faculty Committee and monthly discussions with the Senate
- More space for discussion and questions **within a Senate meeting** [no snippets]
- Faculty Fora to focus on topics that need more discussion **between Senate meetings**
- More regular meetings for the Nominations and Elections committee
- Build trust with university administration through consultation with the Senate

Office of the Dean of Faculty

2019-2021



Dean of Faculty
Charlie Van Loan



Associate Dean of Faculty
Neema Kudva

Thank you

A RESOLUTION TO HONOR NEEMA KUDVA FOR HER SERVICE AS ASSOCIATE DEAN OF THE FACULTY

- *Whereas*, Professor Neema Kudva has served three years as Associate Dean of the Faculty; and
- *Whereas*, the Office of the Dean of the University Faculty works for thousands of faculty; and
- *Whereas*, Professor Kudva has served the University Faculty with great dedication in representing the interests of faculty to the administration, the Board of Trustees, and the broader University community; shepherding countless resolutions to the Senate floor, and being available to faculty, students and others to help resolve various challenges that arose during the last three years most of which were overwhelmed with covid-19 concerns; and
- *Whereas*, Professor Kudva brought to the job unique perspectives of diversity, inclusion and student life; and
- *Whereas*, Professor Kudva, as Chair of the Nominations and Elections Senate Committee, has likely invited almost every faculty member at the University to join Senate Committees; and
- *Be it resolved* that the Faculty Senate on behalf of all the faculty extends its sincere gratitude and heartfelt thanks to Professor Neema Kudva for the valuable service she has rendered during the past three years as Associate Dean

Senate Discussion

Pending Resolution: Posthumous Academic Award

Rationale and Resolution

Lisa Nishii, Vice Provost for Undergraduate Education; Industrial and Labor Relations

Two Posthumous Awards

- This resolution seeks to establish two posthumous academic awards, a degree and a certificate, for students enrolled at Cornell University who died before completing their degree requirements
- Establishing university-wide criteria and processes for conferring both posthumous awards creates a consistent approach across academic units

Posthumous Degrees – Rationale

- Posthumous degrees are commonplace among other colleges and universities, including our Ivy peers
- They provide solace to grieving families and recognize and commemorate the deceased student's engagement at Cornell

Posthumous Certificate – Rationale

- To accomplish these same goals, a posthumous certificate should be available to students enrolled at Cornell who are not eligible for posthumous degrees

Basic Details of the Awards

- Posthumous degrees would be awarded at the Bachelor's, Master's, and Doctoral levels
- The posthumous certificate would indicate a student's enrollment period at Cornell
- Posthumous awards must be approved by the college/school dean
- The specifications of both awards would be based upon standards and procedures that align with recognized national best practices and adhere to New York State Department of Education requirements

Resolution

Be it resolved that Cornell University will establish two posthumous awards, a degree and a certificate;

Be it further resolved that the Office of the University Registrar will operationalize and publish both awards, and in consultation with the college deans, will set the terms and conditions such as award eligibility criteria and processes for requesting and conferring such awards.

Senate Discussion

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

Lisa Nishii, Vice Provost for Undergraduate Education; Industrial and Labor Relations



The resolution has 3 interconnected parts

- 1) Scholarship-based honors, or honors for academic activities beyond GPA alone (e.g., GPA + senior thesis/project)
- 2) Dean's lists
- 3) Honors based on GPA-only



Honors for academic activities beyond GPA alone

- *Whereas* in addition to Latin honors and dean's list, across Cornell's undergraduate colleges and schools, there are eight other types of honors and distinctions awarded with various titles; a few are based solely upon GPA, but most are based upon GPA as well as performance in an academic activity such as research or an honors thesis, with some awarded at the level of the degree versus others at the level of the major;
- *Whereas* at all the other Ivies, awards for an academic activity such as an honors thesis are conferred as distinctions or honors, at the department level, not as Latin honors;



Dean's Lists

- *Whereas* because dean's list is awarded repeatedly, it continuously promotes the centrality of high grades, thereby increasing student academic stress and encouraging students to have a grade-centric approach to their education;
- *Whereas*, unlike Latin honors, the majority of other Ivies do not have dean's list, so there is no concern that eliminating its award would put our students at a lesser footing vis-à-vis students at the other Ivies;



Degree-level honors based on GPA (Latin Honors)

- *Whereas* there is inconsistency across Cornell's colleges and schools in the conferral of honors based on GPA, including (a) whether they are awarded (all colleges/schools except AAP and ILR confer GPA-based honors); (b) what they are called; and (c) the eligibility criteria; and this enormous disparity is unintended, confusing to both students, and people who read Cornell transcripts, and inequitable;
- *Whereas* the divergent approaches to the award of GPA-based honors should be replaced with a single approach so that all colleges and schools would confer Latin honors on the bases of the same percentiles at the degree level;
- *Whereas* currently across Cornell's undergraduate colleges and schools, such GPA-only honors are awarded at the level of the degree;
- *Whereas* all of the other Ivies except for Princeton confer Latin honors at the degree level, based solely upon GPA, and five of the other Ivies use percentiles;



The interconnected recommendations

- *Be it resolved* that colleges and schools continue to award distinctions at level of the degree (college- or school-level) or major based upon academic activities they choose or a combination of GPA and academic activities (but not GPA-alone, which shall be conferred as degree Latin Honors); but the nomenclature used across colleges and schools be aligned through a single naming convention: Honors, High Honors, and Highest Honors;
- *Be it further resolved* that dean's list be eliminated;
- *Be it finally resolved* that the current divergent approaches to the award of Latin honors be replaced with a single approach so that all colleges and schools confer Latin honors based on percentiles in the colleges and schools, as follows: *Summa cum laude* – top 5%, *Magna cum laude* – next 10%, and *Cum laude* – next 15%.

Senate Discussion

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

Faculty Forum, May 11, 2022




FALL SEMESTER

~~Resolved, the University Faculty Committee (UFC) is asked to open its meetings to all Faculty Senators in which the UFC creates its recommendation for the agenda of the Faculty Senate;~~

Resolved, the UFC is asked to publish its recommendation for the agenda of the Faculty Senate on the morning of the Friday before the Faculty Senate meeting;

~~Resolved, the agenda must be formally approved by the Faculty Senate before the meeting begins, at which time amendments changing the agenda will be in order;~~

Resolved, the Nominations and Elections Committee shall nominate members of ad hoc committees, the Dean of Faculty shall submit such nominations to the Faculty Senate for approval, and the Faculty Senate can add, subtract, or substitute its own nominations for the list submitted by the Dean of Faculty.

 Strikeout of original language
 New language
 Original language

SPRING SEMESTER

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.

Senate Discussion



CORNELL UNIVERSITY FACULTY SENATE



Good of the Order

Adjournment

#IAMYOURSENATOR

Report of the Admissions Committee

A New Committee of the Faculty Senate

- Membership
 - Alan Mathios (Chair)
 - David Lee
 - Kendra Bischoff
 - Valerie Aymer (will be leaving Committee)
- Meetings (All Meetings Included John Burdick (VP))
 - May 25th 2021
 - November 16th 2021
 - May 25th 2022

May 25th Meeting – Discuss Charge and Agenda Setting

- Charge:

The Admissions Advisory Group (AAG) is a faculty group that works with the Vice Provost for Enrollments (VPE) and college admissions leaders to ensure that Cornell's evolving admissions policies are equitable, fair, and remain consistent with our long-term commitment to academic excellence and diversity.

AAG members do not take responsibility for directing admissions or participating in the reading of applications. Their job is to maximize the two-way flow of ideas and proposals between the Senate and the VPE group.

Topics Discussed at May 25th Meeting

- Introductions
- Review with Jon the Charge to the Committee
- Expectations from both sides:
 - What would Jon hope the committee can do to support his mission.
 - Process for committee bringing issues to Jon
- Cooperative agenda setting (set out possible topics to cover over the next few years)
 - Holistic Admissions: role of standardized test scores; how balanced with other components (essay, AP scores, transcript, class rank (if any) etc.)?
 - Strategies for building a diverse class (including first generation)
 - Handling of admission preferences (veterans, legacies, athletes, etc.)
 - Marketing of Cornell and the specific College fit
 - Central/College Level Admissions Activities and Balancing These
 - Transfer Admissions (Guarantee Housing)
 - Financial Aid and its relationship to Yield and Diversity
 - Internal Transfers
 - Community College pipeline

Topics Discussed at November 16th Meeting

- Update from John Burdick included:
- Overview, Summary and Reflection on Last Admission Cycle and any information on early decision numbers for current cycle
- Perspective on managing the dramatic increase in applications
- Background on Financial Aid and Timing of Informing Students of their Financial Aid Packages Prior to Commitment Decision Dates
- Background on standardized test requirements (test optional, etc.) and thoughts about future approach.

Discussion Summary of November 16th

Significant Delays in Financial Aid Packaging was a Focus of Our Discussion and the Implications for URM Yield

Many unfilled positions in Financial Aid Office partly responsible

Will be restructuring Financial Aid Office and adding resources

Did not anticipate similar problems once this occurs

See follow-up article in Cornell Daily Sun:

<https://cornellsun.com/2022/04/13/financial-aid-office-undergoes-restructuring-fills-vacancies-to-address-concerns-and-complaints/>

Discussion Summary of November 16 Meeting

- Some Colleges were Test Optional and Others Not
 - Summary of Admission Outcome (Acceptances) Differences by applicants that submitted test scores versus those that did not for test optional colleges
 - No differences were reported - with possible exception of College of Human Ecology
- In future meetings request data in advance and have this guide conversation