

Faculty Senate

December 14, 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

November 9, 2022

Unanimous consent requested

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

Faculty Resources for Student Support and Advocacy Services

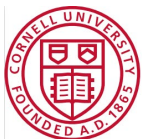
Julie Edwards, Director, Skorton Center for Health Initiatives

FACULTY SENATE MEETING

December 14, 2022

Julie Edwards, MHA

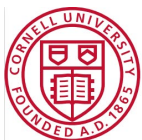
Marla Love, Ph.D.



Cornell University



FACULTY TRAININGS

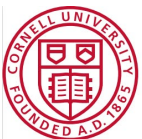
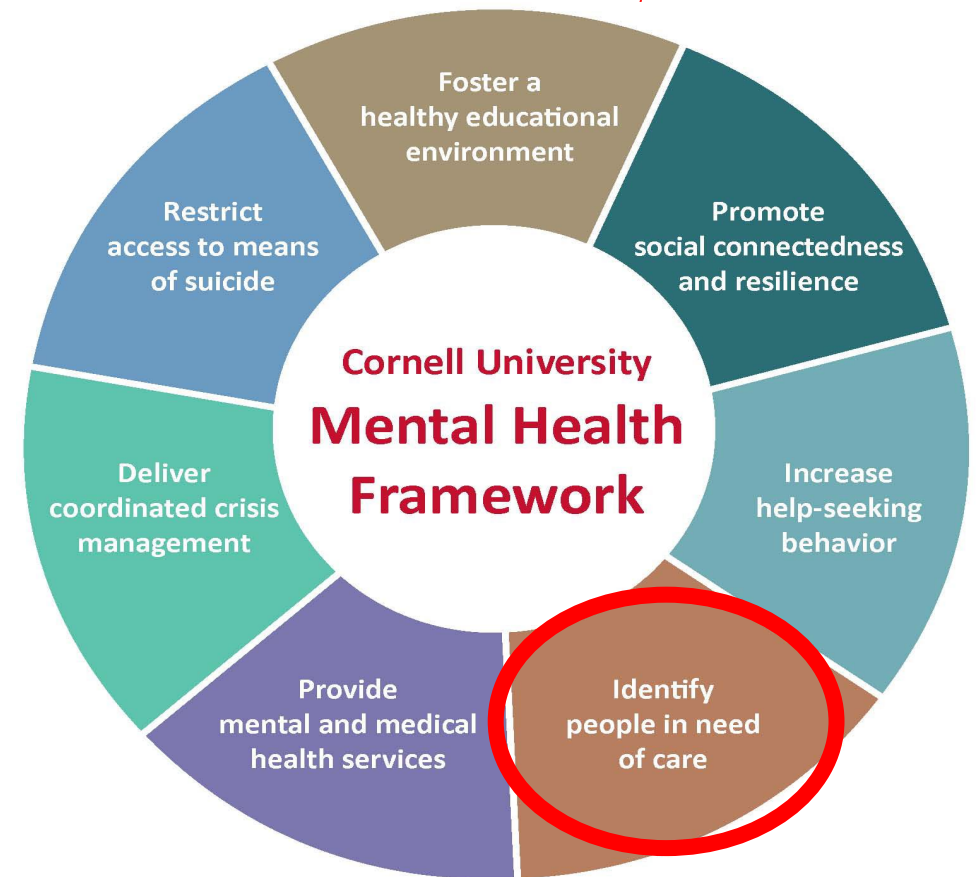


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NOTICE AND RESPOND: ASSISTING STUDENTS IN DISTRESS

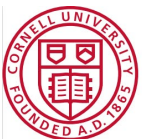
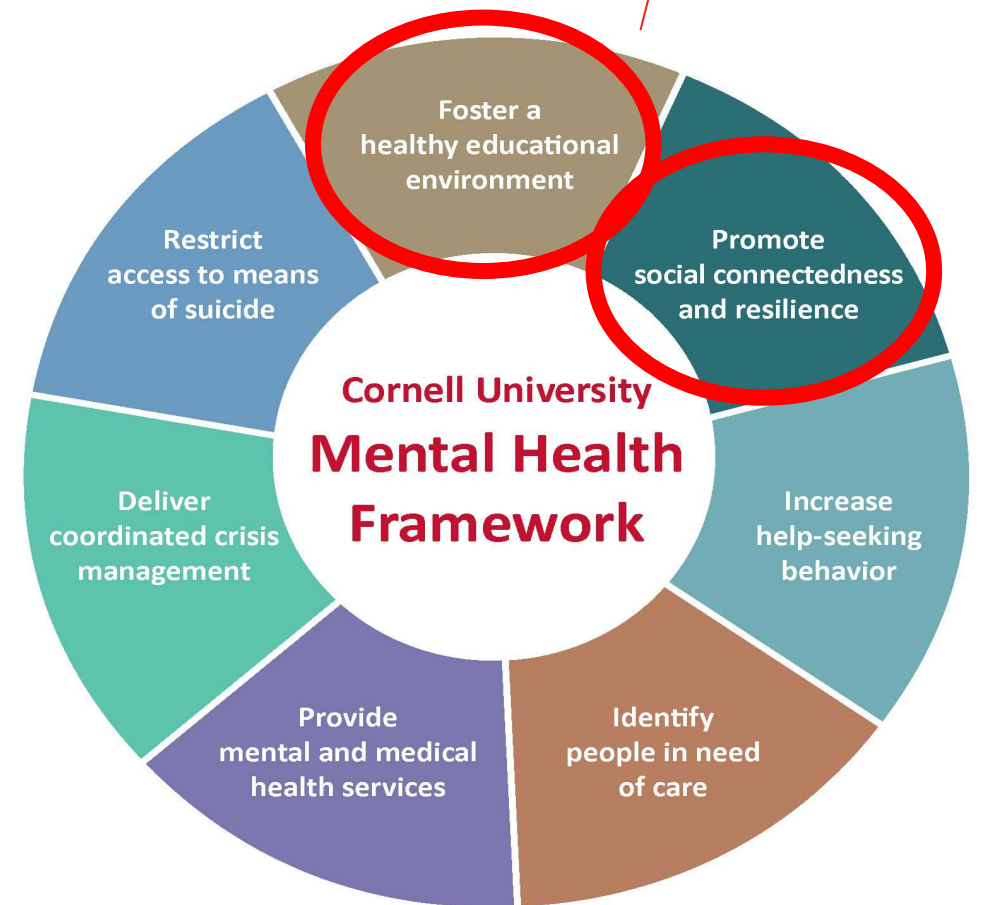
- Provide a brief overview of Cornell student mental health
- Review signs and levels of distress you might notice in a student
- Note what you can say and do to support a student experiencing distress, including how to make a “warm hand-off” to an appropriate resource
- Highlight campus, local, and national resources



Cornell University

WELL-BEING IN SCHOLARLY ENVIRONMENTS (WISE)

- Provide a brief overview of Cornell student mental health
- Discuss relationship between well-being and academic success
- Review well-being promoting teaching and advising practices
- Discuss in small groups: ways to work with all students in the classroom
- Debrief in large group



Mental Health at Cornell

Resources for student & campus well-being

Self Care ▾

Get Involved ▾

FACULTY RESOURCES

Staff & Faculty



This page offers information to help staff and faculty members support the student experience and themselves.

Help supporting students

Emergencies and urgent situations: Call 911 or the [Cornell Police](#) at 607-255-1111. You can also call Cornell Health at 607-255-5155 for consultation (when Cornell Health is closed, an [on-call health care provider](#) will return your call within 30 minutes).

If you're concerned about a student, please don't delay in offering support, or consulting with someone who can help. Learn to recognize and respond to signs of distress that can indicate a student may be experiencing a mental health challenge or crisis, or contemplating harm to self or others. The following services can help you:

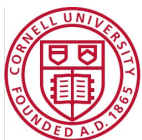
Mentalhealth.cornell.edu/ staff-faculty

dedicated to student health and well-being. This [PowerPoint file](#) (CU Net ID required) contains images to promote:

to boost student resilience and help them

find a better fit of mental health tips and resources on the Mental Health at Cornell website

Developed by the [Skorton Center for Health and Well-Being](#) at Cornell Health.



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Student of Concern Referral Form

Students experiencing non-crisis physical, psychological, or safety concerns should be referred to

Student Support and Advocacy Services via

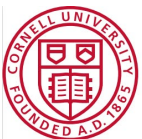
<https://cornell.guardianconduct.com/incident-reporting/new>

(select Student of Concern in the Report Type drop-down menu).



CONCERNING BEHAVIOR EXAMPLES

- Trouble fitting in and adjusting to college - making friends.
- Evidence of self-injurious behavior.
- Substance intoxication or high-risk substance dependence.
- Aggressive speech, action, and mannerisms.
- Suicidal ideations.
- Erratic behaviors that disrupt the mission and/or normal proceedings of the University, students, staff, or facility.
- Significant changes in academic performance.
- Weapons.



Senate Q&A

Faculty Update on Student Conduct and Community Standards

Christina Liang, Director of the Office of Student Conduct and Community Standards

Karen Vicks, Hearing Panel Chair for the Office of Student Conduct and Community Standards



Faculty Senate Meeting | December 14, 2022

**Updates About the
New Student Conduct Process**

Christina Liang and Karen Vicks
Office of Student Conduct and Community Standards

The Office of Student Conduct and Community Standards (OSCCS) replaced the Office of the Judicial Administrator (OJA) on **July 1, 2021**.

The Student Code of Conduct and related Procedures went into effect on **August 2, 2021**.



- Create an educational and restorative student experience
- Through community standards and personal development





The OSCCS Team

**The new Code
creates opportunities
to do the following:**

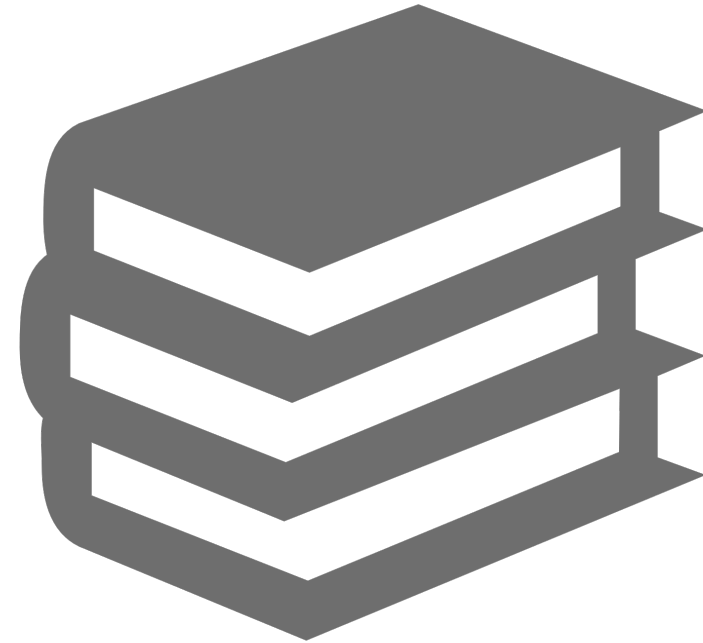
- Facilitate prevention-based workshops/trainings
- Depart from a formal and punitive conduct process
- Use equitable and educational sanctions that involves student input
- Provide robust training for the University Hearing and Review Panel

Excerpts from Student Reflective Exercises

- *“This experience has taught me to always **consider** the reasons that I am making decisions, and to then **weigh the risks and rewards** and the compromises that I am making for my goals and why I am making them. In the future, I will put **my opportunity for success** first and weigh any decisions that I make with **informed ideas** about my own motivations and consequences.”*
- *“By hearing the **interpersonal effects** of my poor decision, as opposed to just the minimal financial dent it caused, I come away with a **greater sense of responsibility** for how I **support my community**.”*
- *“This is very important, and I will make sure I make a **positive impact** on my community and **make up for** the actions that I did in the past.”*

Themes from our 1st year

- Many reports involve behaviors consistent with what we see in college environments
- Riskier behavior compared to pre-COVID-19
- Rise in reports of cyber bullying/harassment behavior
- More reports in newer residential communities



Consider joining the [University Hearing and Review Panel](#)



What is the **University Hearing and Review Panel?**



Part of a 55-person cohort (15 STA; 15 FAC; 25 STU)



Resolve Formal Complaints reported to OSCCS



Participate in PADE-approved monthly trainings



2-year staggered terms



1 faculty is selected to serve as Review Panel Chair for appeals

An Excellent Opportunity for Faculty

- Promote our community values and expectations
- Collaborate with students and staff outside of the classroom
- Be part of a creative and transformational approach to addressing student behavior
- Live and active practice restorative justice
- Gain valuable training on current student issues
- **Be on the lookout for a call for interested faculty!**

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Senate Q&A

S.C. Johnson College of Business Tenure Clock Harmonization

Suzanne Shu, Dean of Faculty and Research for S.C. Johnson College of Business

Faculty Senate

Tenure Clock Harmonization: A Proposal

Suzanne Shu | December 14, 2022

Dyson
Nolan
Johnson



Cornell
SC Johnson College of Business

Background

In 2012, the Johnson Graduate School of Management successfully petitioned the Faculty Senate to extend the tenure clock for appointments at JGSM to an “eight year” clock. The key rationale was the fact that key competitors had longer and/or were extending clocks.

Currently, JGSM uses an 8-year tenure clock (4+4 contracts), while Nolan and Dyson follow the University’s 6-year clock (3+3 contracts)

	Years since initial appointment							
	1	2	3	4	5	6	7	8
Dyson and Nolan			Reapp			Tenure		
JGSM				Reapp				Tenure

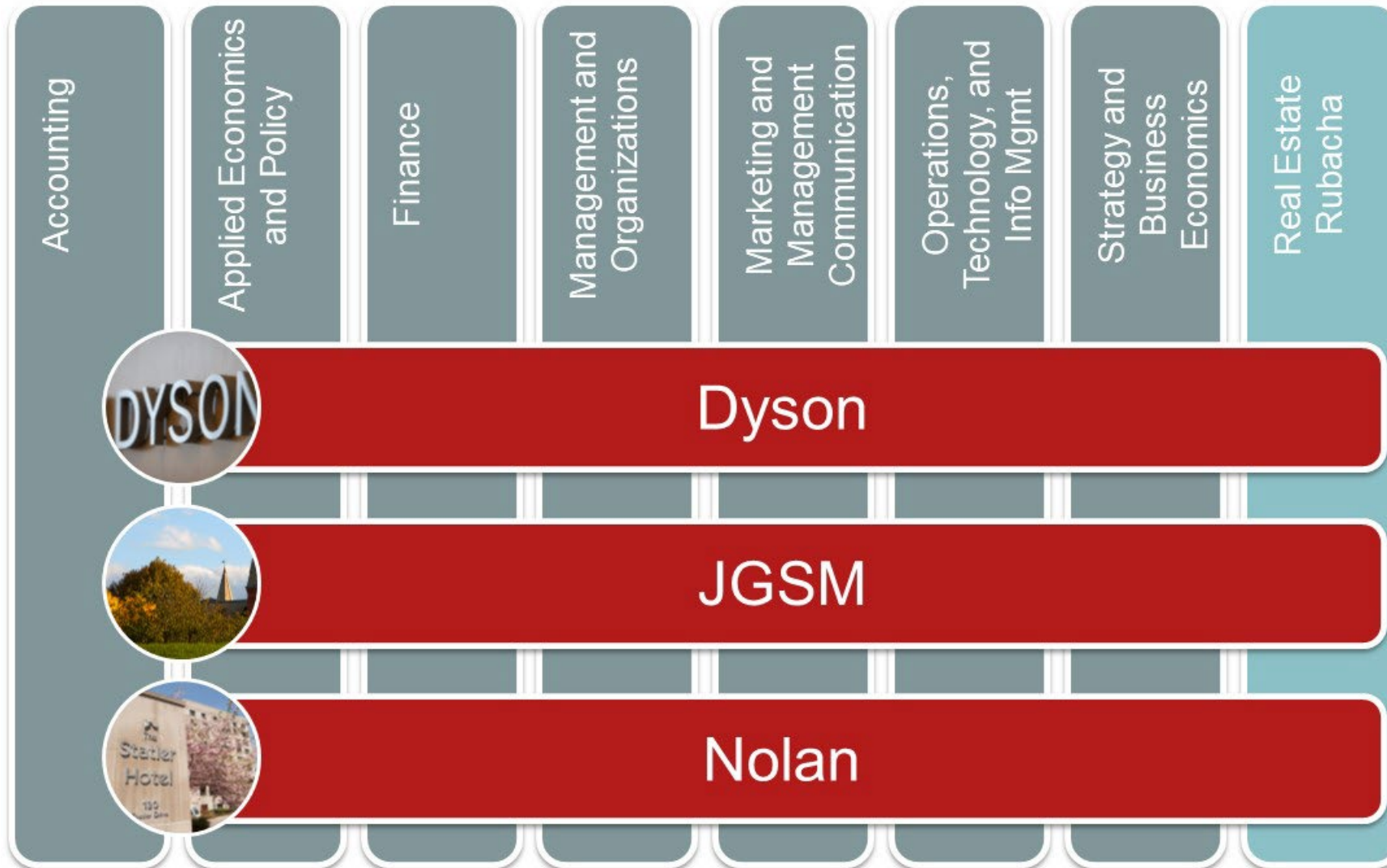
Why Now?

In October 2021, a Task Force recommended changes to the processes & structures of the SC Johnson College of Business (SCJCB)

The Provost endorsed the nearly 40 recommendations, including harmonizing the tenure clocks across Schools within the College

One significant change: restructuring faculty to sit within disciplinary Areas rather than within Schools

SC Johnson College of Business



Faculty are aligned by research discipline into 1 of 8 **Areas**

Students are organized into degree programs within our three **Schools**, taught by faculty from across all Areas

Tenure Harmonization Proposal

In December 2021, Dean Karolyi appointed a Committee to resolve the differences in tenure clocks and ensure candidates in the same area are treated similarly

- Tenured faculty members chaired by Professor Sachin Gupta (JGSM)
 - Arnab Basu (Dyson, 6), Steve Carvell (Nolan, 6), Helen Chun (Nolan, 6), Jura Liaukonyte (Dyson, 6), Beta Mannix (JGSM, 8), and Kristi Rennekamp (JGSM, 8)
- Considered tenure clock options of either 6 years or 8 years
- Sought input from faculty through town halls, meetings, surveys
- Gathered input on peer schools (b-schools, hospitality, ag econ)
- Analyzed historical data on tenure cases in Dyson, JGSM and Nolan
- Delivered recommendations to faculty via comprehensive report on April 30

Vote of faculty held in September following Provost's Council meeting. Presentations also made to Academic Deans, AFPSF, and UFC.

Peer Business Schools

	University	B-School tenure clock	How compares to University?	Reappointment year	Promotion to Associate without tenure?
1	Chicago	9	Longer	4 years	Yes (always)
2	Harvard	8	Not sure	4 years	Yes (always)
3	Yale	9	Longer	3 & 6 years	Yes (at 6)
4	NYU Stern	8	Same	6 years	Yes (always)
5	Columbia	7	Same	Before 5 years	Yes
6	Duke Fuqua	8	Same	4 years	Yes
7	MIT	7	Same	4 years	Yes (separately)
8	Michigan	7	Longer	4 years	Yes but rare
9	Northwestern	7	Same	4 years	Yes
10	Stanford	7	Same	4 years	Yes (always)
11	Dartmouth Tuck	7	Not sure	4 years	Yes (always)
12	UC Berkeley	6	Same	3 years	No
13	UVA Darden	7	Same	4 years	Yes but rare
14	U Penn Wharton	6	Same	3 years	No

Recommendations

- Recommendation 1: The SC Johnson College of Business should move to an **eight-year tenure clock** for all three schools and for all areas.
- Recommendation 2: A substantive midterm review should be conducted that allows for three possible outcomes:
 - i) **promotion to associate professor without tenure**,
 - ii) reappointment as assistant professor,
 - iii) denied reappointment.

No specific recommendations made on midterm review timing (4 or 5 years) nor on whether outside letters sought for reappointment

Key Considerations for 8 yrs

1. Quality of tenured faculty vote. **Pro**. More information is better.
2. Research motivation of pre-tenure faculty. **Pro**. Especially toward recruiting/retaining women faculty members.
3. Retention of high-performing faculty. **Pro & Con**. Longer clock elevates poaching risk, unless offset by positive midterm review and/or earlier promotion.
4. Retaining underperforming faculty for longer. **Pro & Con**. Con is offset by a more substantive midterm review - makes it easier to let go.
5. Hiring rookie faculty. **Pro, it appears from faculty survey.**
6. Hiring experienced assistant professors. **Pro**. Opens up pool of assistant professors with shorter clocks who are performing well but uncertainty averse
7. Signaling quality to the market. **Pro**. Positive signal choosing 8-year clock for Dyson/Nolan to match key peers outweighs likely strong negative signal to move JGSM back to 6-year.

Results of Faculty Vote

- 105 out of 149 faculty in college responded (70% response rate). Sample composition is representative of population by area and school subgroups
- Vote on 8 year clock:
 - 83 of 105 voted Yes (79%); 20 voted No (19%); remainder voted to Abstain (2%)
 - Approval by School: Dyson 76%, Johnson 93%, Nolan 61%
- Vote on timing of midterm review:
 - 54 of 105 voted for midterm review after 4 years (51%)
 - By School: Dyson 44%, Johnson 64%, Nolan 43%
 - 45 of 105 voted for midterm review after 5 years (43%)
 - Remainder voted to Abstain (6%)

S.C. Johnson College of Business Tenure Clock Harmonization

Tracy Stokol, Academic Freedom and Professional Status of the Faculty Committee,
Population Medicine and Diagnostic Sciences

Academic Freedom and Professional Status of the Faculty

- 8-year tenure clock for the Johnson School of Business approved by the Faculty Senate a decade ago
- 8-year tenure clock is longer than the rest of the University
- Important to
 - provide uniform expectations for tenure
 - standardize the tenure clock within the college, whether it be 6- or 8-year
 - majority of college faculty prefer 8-year clock, especially new faculty
- Option of early promotion to Associate Professor without tenure

Senate Q&A

Senate Announcements and Updates

Eve De Rosa, Dean of Faculty, Chair of the University Faculty Committee; Psychology
Chelsea Specht, Associate Dean of Faculty, Chair of the Nominations and Elections
Committee; Plant Biology

Senate Announcement

- Cynthia (Cindy) Robinson is retiring
 - 40.4 years at Cornell
 - 13 years in the Office of the Dean of Faculty supporting the Cornell Academics & Professor's Emeriti (CAPE)
 - 2021 President's Awards for Employee Excellence – Gamechanger



Senate Announcements and Updates

- Presidential Task Force on Undergraduate Admissions , Cornell Chronicle, 6 Dec 2022
- 9 faculty members and counting
 - 2 University Faculty Committee members (1 Senator and 1 non-Senator)
 - 1 Chair of the Faculty Senate Admissions Advisory Group
- 6 colleges and schools
 - College of Agriculture and Life Sciences (CALS), College of Arts and Sciences (CAS), Bowers College of Computing and Information Science (CIS), College of Engineering (CoE), S.C. Johnson College of Business (CoB), Brooks School of Public Policy (SPP)

Senate Announcements and Updates

- **Pending resolutions**

- Academic Freedom in Cornell Programs in China and Other Parts of the Global Hubs System
- Need for MD gynecologist on Cornell Health Center staff
 - Resolution has passed SA, GPSA and under consideration at the UA

- **Anticipated resolutions**

- Reactivation of the Research Scientist title for contract-based Researchers outside of the Research Division
- Faculty Committee on Athletics and Physical Education – whether to eliminate the swim test requirement
- Address representation, equity, and inclusion for Research-Teaching-Extension (RTE) faculty

Senate Q&A

Good of the Order

Carl Frank, Physics

Resolution on Academic Freedom in Cornell Programs in China and Other Parts of the Global Hubs System.

Whereas, Cornell University has been rapidly expanding academic programs in China and other nations with authoritarian regimes;

Whereas, China has strongly suppressed and punished political dissent among its citizens, both at home and abroad;

Resolved, the Faculty Senate of Cornell University strongly condemns political, social, and cultural repression in the People's Republic of China;

Resolved, the Faculty Senate of Cornell University affirms that the rights guaranteed to all members of the Cornell community under the [Cornell Policy Statement on Academic Freedom and Freedom of Speech and Expression](#) apply to all who study and teach in classes and programs sponsored by Cornell University;

Resolved, that the central administration of Cornell University should take all necessary steps to ensure that academic freedom and freedom of speech is protected throughout the Global Hubs system.

Senators Co-sponsoring the resolution:

Richard Bensel

Risa Lieberwitz

Michael Nussbaum

Carl Franck

Vilma Santiago-Irizarry

and growing!

Please contact us to cosponsor (all faculty are most welcome)

See

Faculty Senate/Actions and
Archives/Pending Matters for
the resolution and link

Please leave your comments there

To be taken up at the next senate meeting



CORNELL UNIVERSITY FACULTY SENATE



Good of the Order

Adjournment