

Faculty Senate

February 15, 2023

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

December 14, 2022

Unanimous consent requested

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

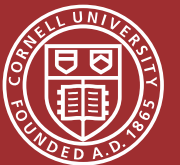
Senate Announcements and Updates

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

ILR PROPOSED DEPARTMENT MERGER AND NAME CHANGE

Wednesday, February 15, 2023

Alex Colvin, ILR Dean



Proposed Department Merger

- **Current departments:**

- *Labor Relations, Law, and History (16 faculty)*
- *International and Comparative Labor (6 faculty with primary appointments, 4 cross-appointed faculty)*

- **Proposed new merged department:**

- *Global Labor and Work (22 faculty with primary appointments, 4 cross appointed)*



Reasons for Merger

- Overlap between departments in areas of academic expertise
 - *Increasing numbers of faculty with both domestic and international research*
 - *Broader faculty voice in hiring, promotion, and curricular decision-making*
- Strengthening Cornell's position as having the world's leading department focused on labor and employment relations
- Extensive faculty discussions and vote to approve merger (20 yes, 2 abstain)
- Named *Global Labor and Work* to reflect global ambitions of the department and to capture its multi-disciplinary nature
 - *Unanimous department and school faculty votes in favor of new name*



Impacts of Merger

- No new administrative costs anticipated:
 - *ILR School commitment of three new faculty hires to support department*
- No implications for degree names or requirements due to single ILR School BS major
- Existing integration of doctoral education between merging departments
- Proposal in preparation for new MS concentration for students interested in labor policy and research careers to be based in new department



Senate Announcements and Updates

- **Three Votes:** Link sent **9AM Feb 16 and vote ends on 9AM March 2, 2023**
 - SCJCoB Tenure Clock Harmonization
 - Medical Gynecologist at Cornell Health
 - Academic Freedom in the Global Hubs
- Research Teaching Extension Faculty Updates
 - **We have RTE constituent**
 - Will send list to RTE School and College Senators
 - **Reapportionment to add RTE Senators**
 - Research Division and School of Continuing Education
 - **RTE Task Force resolution** for March Faculty Senate meeting
 - Will share with RTE Senators and then RTE Faculty for sponsorship

Senate Announcements and Updates

- Additional content for the March Senate meeting:
 - Chair of the Faculty Senate Admissions Advisory Group, will **update** the Senate on the progress of **the Presidential Task Force on Undergraduate Admissions** in the March Faculty Senate meeting
 - Faculty Advisory Committee on Athletics and Physical Education (FACAPE) **swim test resolution** will be presented to the Senate in March Faculty Senate meeting
- April Senate meeting:
 - Reactivation of the **Research Scientist title** for contract-based Researchers outside of the Research Divisions

Senate Q&A

Faculty Senate

Tenure Clock Harmonization: Proposed Resolution

Suzanne Shu | February 15, 2023

Dyson
Nolan
Johnson



Cornell
SC Johnson College of Business

Background

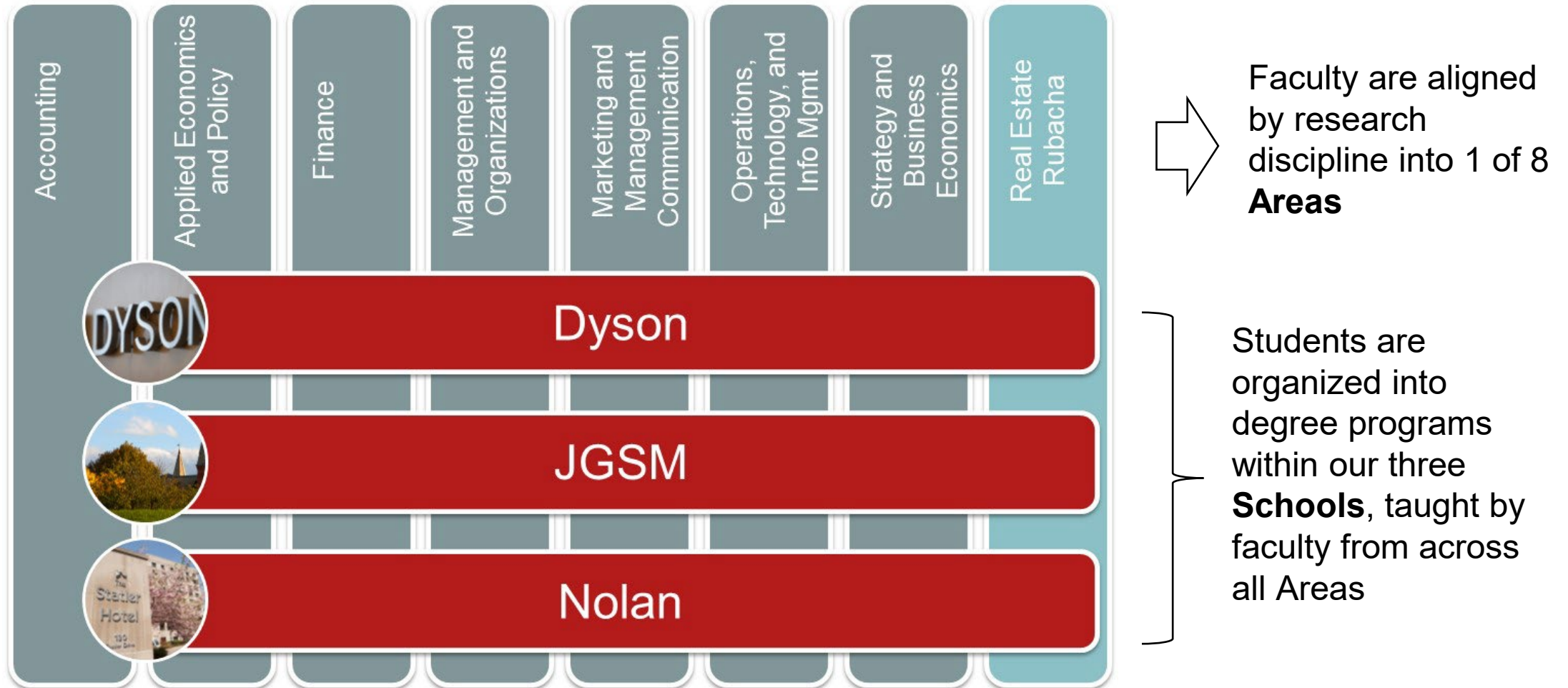
In 2012, the Johnson Graduate School of Management successfully petitioned the Faculty Senate to extend the tenure clock for appointments at JGSM to an “eight year” clock. The key rationale was the fact that key competitors had longer and/or were extending clocks.

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

SC Johnson College of Business Structure

In 2022, the College was restructured to move faculty from Schools to Areas; all faculty recruitment and promotion now happens within these Areas



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

Tenure Harmonization Resolution

- Harmonizes tenure process for similar faculty within the same area
- Allows faculty recruitment and tenure timeline on par with other top business schools
- Endorsed in 2021 Taskforce report and by Provost
- Supported by majority of faculty in College of Business, including majorities in all three Schools
- Presented for feedback at:
 - Provost Staff Council
 - University Academic Deans meeting
 - Committee on the Academic Freedom and Professional Status of the Faculty
 - December 2022 Faculty Senate meeting

Senate Q&A

Requesting that the University Provide Funds for an MD Gynecologist at Cornell Health

Originator: Arielle Johnson, Graduate Student, SIPS-Plant Biology
Passed: Graduate and Professional Student Assembly
Student Assembly
Employee Assembly

Be it therefore resolved, that the University secure funding and develop a projected timeline for hiring an MD gynecologist who can treat the most common gynecological issues faced by the Cornell student population, and

Be it further resolved, that the University provide regular updates on the hiring process to the GPSA and SA, and

Be it finally resolved, that the University adequately communicate all gynecological services, including those provided by the MD gynecologist, that are available at Cornell Health to the student body.

Senate Q&A

Academic Freedom in the Global Hubs

Eve De Rosa, Dean of Faculty, Chair of the University Faculty Committee; Psychology
Senator Richard Bensel, History

Background for New Senators on Global Hubs

- 2012 - President Skorton Position Paper *“Bringing Cornell to the World and the World to Cornell”*
 - Convened **Task Force on Internationalization** in response to President Skorton’s call “for Cornell to reassert global leadership in academics, research, and engagement.”
 - Internationalization defined as “a commitment confirmed through actions, to infuse international and comparative perspectives into teaching, research, and engagement.”
- 2013 – Vice Provost of International Affairs, Fredrik Logevall, call to action for “**Global Cornell**”
 - 2015 – convened **Cornell Global Presence and Partnership Task Force**
 - Foster student engagement, Einaudi Center, international partnerships, grants, and establish Internationalization Council (IC)

Background for New Senators on Global Hubs

- [Global Hubs](#) established based on faculty partnerships to increase opportunities for Cornell undergraduates to directly engage with student peers at Global Hub partner institutions
 - Reciprocal relationship - students from Hubs partners can study on exchange for a semester or year at one of Cornell's 15 colleges and schools.
- Faculty Senate Resolutions 2020-2022:
 - [Resolution 161](#): Resolution regarding joint or dual degree programs involving other academic institutions
 - [Resolution 174](#): Resolution on Specifying the Rights and Responsibilities of the Faculty Senate with Respect to Collaborative Agreements with Other Academic Institutions and Corporations
 - [Resolution 179](#): Consultation with the Faculty Senate with respect to Global Hubs

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 ([Cornell Policy Statement on Academic Freedom and Freedom of Speech and Expression | Dean of Faculty](#)) 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:

**Richard Bense
Risa Lieberwitz
Michael Nussbaum
Vilma Santiago-Irizarry
William Miller
Courtney Roby
Buz Barstow
Harold Hodes
Courtney Roby**

- **Background for the Resolution on Academic Freedom in Cornell Programs in China and Other Parts of the Global Hubs System**

- -

- Cornell's involvement in China is extensive. According to Wendy Wolford, Cornell's Vice Provost for International Affairs, this includes "25 active agreements with Chinese institutions" involving Cornell University in research and teaching. Under the Cornell Global Hubs system such agreements are likely to increase. Given the repressive actions by the People's Republic of China (PRC) and other authoritarian governments, Cornell's expanding international institutional agreements raise concerns about how to protect academic freedom in all Cornell programs.
- On Cornell's Ithaca campus, more than 2,200 students are from the PRC. These constitute about 9 percent of all students at Cornell and many of them, particularly in the professional graduate programs, pay full tuition. Given the PRC's suppression and punishment of political dissent at home and abroad, concerns about academic freedom apply to students or other individuals who are studying in the U.S. and in China.
- It is incumbent on Cornell, therefore, to take actions to protect academic freedom in its relations with institutions in the PRC. This includes avoiding or suspending agreements with institutions that do not respect academic freedom. Cornell faculty governance has an essential role in protecting academic freedom. Yet, only one of the 25 agreements with institutions in the PRC has ever come before the Faculty Senate for a vote and, after the Senate rejected it, was nonetheless implemented by the central administration. The other 24 agreements have never come before the Faculty Senate for discussion and a vote. Moreover, the Global Hubs system has never come before the Faculty Senate for a vote.

- This call for faculty governance is far more than symbolic. In October 2018, Cornell faculty were central to Cornell's decision to suspend the Cornell ILR/Renmin University research and exchange program due to violations of students' academic freedom, which included Renmin University's punishment of student activists calling for labor rights and Renmin's complicity in detaining students against their will.
- Financial considerations are not a valid justification for engaging in relationships with an institutional partner that is directly responsible for or complicit in academic freedom or human rights violations. Unfortunately, however, as noted by the New York Times (Oct. 28, 2018), "The decision [to suspend the Cornell ILR/Renmin program] was a rare rebuke of China's increasingly strict limits on human rights. Many American universities, seeking money and a global presence, have compromised on free speech values in forging partnerships with Chinese schools."
- It is also appropriate for Cornell to stand for human rights by condemning political, social, and cultural repression in the PRC. The Cornell administration recently issued a condemnation of Russia's actions in Ukraine, with President Pollack's statement, on March 2, 2022, condemning "Russia's deplorable and unprovoked invasion of the sovereign nation of Ukraine..." [Statement of President Martha E. Pollack on War in Ukraine | Cornell Chronicle](#). However, President Pollack has yet to issue such a statement concerning the PRC's human rights violations, including those against the Uyghurs in Xinjiang, which the U.S. has described as genocide.
- As Cornell expands its international programs, faculty governance remains essential to protecting academic freedom. The proposed Faculty Senate resolution calls on the Cornell central administration to make every effort to ensure that academic freedom and freedom of speech are protected throughout the Global Hubs system. In addition, even if the central administration believes that it cannot publicly criticize political and civil repression and human rights violations in the PRC, through this proposed resolution, we in the Faculty Senate can and should take a stand.

Senate Q&A

Good of the Order



CORNELL UNIVERSITY FACULTY SENATE



#IAMYOURSENATOR

DoF

Good of the Order

Adjournment