Online Faculty Senate
Jan 20, 2021

Stay muted unless you are called upon to speak.

Use ‘Raise Your Hand’ to request permission to speak. Stay muted until recognized. Once unmuted, you have 2 minutes to pose a question or make a statement.

You can submit online questions or comments via the Chat or Comments function. Be brief. Time permitting, questions/comments will be read to all participants.

‘Gallery View’ within Zoom allows you to see this slide and the participants.

Audio and Chat will be posted on the meeting webpage

Captioning is available on this zoom; available at ‘more’ in the zoom menu
Announcements

C. Van Loan
No data available.
We have identified three corners of the profession that are touched by the Internet where there seems to be an absence of publicized principles and guidance...
Developing an Online Harassment Response Protocol
How should we handle a threatening communication that targets a member of the faculty?

Outreach via Podcasts and Related Mechanisms
How should we advise and support faculty who are thinking about hosting a podcast that relates to their academic work?

Responding to Online Petitions
How should online petitions be interpreted when they call for a particular faculty action or inaction?
University Awards for Teaching and Advising

Two reasons why they are important:

1. It is important to recognize individuals who have demonstrated sustained levels of excellence.

2. It’s an occasion to codify just what we mean by “excellence in teaching” and “excellence in advising”.

Both reasons even more important during the pandemic.
The Processes Resume After a 1-Year Pause

Nominations for the **Weiss Awards** for Excellence in Undergraduate Education are being accepted. For tenured faculty. The nomination process starts with an intend-to-nominate email due March 1. Full nomination dossiers are due April 9.

Nominations for the newly established **Provost Award** for Teaching Excellence in Graduate and Professional Degree Programs are being accepted. All tenured, tenure-track, and RTE faculty eligible. Up to two awards annually. The nomination Process is streamlined. Due April 9.

Nominations for the **Kendall S. Carpenter Advising Award** for sustained and distinguished contributions to undergraduate advising are being accepted. Professorial faculty and senior lecturers are eligible. The nomination process. Dues March 10.
DoF, UFC, N&E, Senator-at-Large Elections

**Jan-Feb** Collect names for N&E consideration via deanoffaculty@cornell.edu

**Mid-March** DoF Candidate Debate in Senate

**Late March** Election

Extra steps are being taken to ensure that we have a diverse pool of candidates. (Similar effort in play for all the committees that connect to the Senate.)
Dean of Faculty

To be filled by a member of the University Faculty (including emeriti) 3-year term, renewable up to 5 years.

The Dean represents the interests of the faculty to the Trustees and the Administration as well as to students, employees, and alumni. Conversely, it is the responsibility of the Dean to ensure that the faculty is fully informed about campus issues and the concerns of each university constituency. Detailed Job Description
Faculty Elections Cont’d

University Faculty Committee

2 vacancies to be filled by a member of the University Faculty (including emeriti), 3 year appointment, [details](#)

Nominations and Elections Committee

3 vacancies to be filled by members of the University Faculty (including emeriti), 3-year appointment, [details](#).

Senator-at-Large

4 vacancies (3 for assistant professors, 1 for tenured faculty), 3-year appointment
Faculty of CIS → Ann S. Bowers College of CIS

The name is in recognition of Ann Bower’s generosity, service, and professional accomplishments. More

She is the fourth most generous donor to the Ithaca Campus ever, over $100M.

CIS Faculty Vote on the name change:

Yes  = 96
No   = 0
DNV  = 8
Background

FCIS was formed in 1999, essentially by making the Department of Computer Science a separate administrative unit outside of the College of Engineering with its own Dean.

Since then it has become a 3-department unit: (Computer Science, Information Science, Statistics and Data Science) with a large number of undergraduate majors. More
CIS Runs Majors for Various Admitting Colleges

<table>
<thead>
<tr>
<th></th>
<th>Students Enrolled</th>
<th>CIS Majors</th>
<th>CS Majors</th>
<th>IS Majors</th>
<th>SDS Majors</th>
</tr>
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<tbody>
<tr>
<td>Arts and Sciences</td>
<td>4478</td>
<td>774</td>
<td>465</td>
<td>224</td>
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<td>Engineering</td>
<td>3125</td>
<td>805</td>
<td>745</td>
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<td>203</td>
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<td>14743</td>
<td>1793</td>
<td>1210</td>
<td>498</td>
<td>85</td>
</tr>
</tbody>
</table>

Keep in mind: Double majors and unaffiliated students, e.g., freshman in certain colleges. Joint with CALS
What Changes?

No change in how any CIS-run degree program is managed.

No change in the handling of tenure cases:

CS: CIS Dean + Engineering Assoc Dean
IS: CIS Dean + Arts Senior Assoc Dean
SDS: CIS Dean + Arts Senior Assoc Dean

No change in how tuition dollars are distributed via the “60-40” budget model. (The budget model still allocates well over $15M to those colleges that enroll the 1700+ CIS majors.)
Senate Engagement Issues

The gift is contingent on the renaming and required confidentiality, but there are no other requirements or changes to current academic procedures or policies associated with this gift. The new college will not become an admitting unit associated with this gift, although that possibility is open in the future if the university so decides. Finally, while CIS goes from a “Faculty” to a “College,” there are no changes in academic focus or other cross college issues involved.

For all these reasons the UFC unanimously agreed that it was fine to simply announce this transition in naming without formal Senate engagement. The UFC also reaffirmed the importance of the Senate being involved in any decision that would lead to CIS becoming an admitting college.

-- Dec 17 email to Senate from the Provost and the DoF
Discussion of Announcement Items
Proposed University Statement on Academic Freedom and Freedom of Speech and Expression

Risa L. Lieberwitz
Professor of Labor and Employment Law

Charles Van Loan
Dean of Faculty
Background

1. This (12/1/20) revision of the free speech text was presented at the Dec 2 Senate. (slides).

2. The Academic Freedom and Professional Status of the Faculty (AFPSF) Committee was supportive. Some concerns posted on the DoF Website

3. A vote to adopt the revision at the Dec 16 Senate was postponed in light of these proposed amendments developed by Professor Risa Lieberwitz.
Background

4. Professor Lieberwitz, General Counsel Madelyn Wessel, and the AFPSF worked to produce this mutually acceptable (1/14/21) revision of the free speech text. The AFPSF vote was 10-to-0 in support of this revision. This side-by-side comparison highlights the differences between the (12/1/20) and (1/14/21) revisions.

5. If approved by the Senate, the proposed text will be sent to the Trustees who will most likely act on it at their Jan. 28 meeting. If not approved then we will continue to live with the 1960 text that is currently in play.
Do we have a motion to discuss the (12/1/20) free speech text resolution?

Second?
To discuss the (1/14/21) version we must remove from consideration the (12/1/20) version...
The AFPSF wishes to withdraw this resolution, which if it was approved, would indicate Senate support for (12/1/2020) version of the free speech text.

Is there an objection?

If none, the resolution is withdrawn.

If there is an objection and it is seconded, then we will vote on the motion to withdraw the resolution.
Is there a motion to consider this **substitute resolution** (also sponsored by the AFPSF) which, if approved, would indicate Senate support for this **(1/14/21) version** of the free speech text?

Second?
Wanted reassurance that Cornell would apply the protections in relevant actions.

Wanted confirmation that Cornell community = faculty + students + staff.

Wanted reassurance that the President must have a strong justification for exercising authority to intervene in campus rights of expression and assembly. President must act promptly to explain the reasons for intervening and the plan for restoring rights in a way that reaffirms the importance of shared governance.

The term “protected status” needs to be made more clear and inclusive in describing harassment covered by Cornell policies and procedures.
Change to the Formal Title of the Document

Cornell University is committed to fundamental principles of academic freedom and rights of free expression. Cornell University respects and is committed to fundamental principles of academic freedom and rights of freedom of speech and expression as set forth in the following Statement and in other Cornell policies. Freedoms to engage in research and scholarship, to teach and to learn, to express oneself and to be heard, and to assemble and to protest peacefully and lawfully, are essential to the function of the University as an educational institution.
Responsible enjoyment and exercise of these rights includes respect for the rights of all. Infringement upon the rights of others, including the rights to speak and to be heard, or interference with the peaceful and lawful use and enjoyment of University premises, facilities, and programs, violate this principle. Though the necessity is rare, the University has long affirmed the President’s authority and duty to protect the community and maintain public order where imminent threats to health and safety require it. However, any intervention by the President or the President’s designee in campus rights of expression and assembly shall be reported promptly to the Cornell community, including the elected campus governance bodies, with an explanation of the bases for the actions taken and the plan for restoring, as expeditiously as possible, any rights of expression and assembly that may have been restricted.
The University is committed to protecting academic freedom and to creating a learning, living, and working environment free of discrimination, harassment, and sexual and related misconduct. Based on the protections afforded by academic freedom, speech and other expression in the context of instruction or research will not be considered prohibited conduct unless this speech or expression meets the definition of discrimination, harassment, and sexual and related misconduct under Cornell policy or protected-status harassment under Cornell policies and procedures, and also meets one or both of the following criteria: a reasonable person in the setting would find it to be abusive or humiliating toward a specific person or specific persons, or it persists despite the reasonable objection of the specific person or persons targeted by the speech.
Discussion
Is there a motion to vote on this substitute resolution (also sponsored by the AFPSF) which, if approved, would indicate Senate support for this (1/14/21) version of the free speech text?

Second?
Do you support this substitute resolution which, if approved, would indicate Senate support for this (1/14/21) version of the free speech text?

Vote Via Chat: Yes / No / Abstain
Working Group C

A Proposed Antiracism Center

Draft Report
Working Group – C
Center for Antiracist, Just, and Equitable Futures

Amina Kilpatrick
Govn & Econ. ‘21
Anuli Ononye
FGSS, Govt. ‘22
Student Advocate
College Scholar
Carol Boyce Davies
English, Africana
Conor Hodges
History, Govt. ‘21
College Scholar
Charlie Van Loan
DoF, co-chair
Deborah Starr
Near East. Studies
Jewish Am. Studies
Ed Baptist
History
Jamila Michener
Government
Jolene Rickard
Art, History of Art
AIISP
Jessica Diaz Rodriguez
English, PhD Student
Jenniviv Bansah
Hotel Admin. ‘23
Youssef Aziz
Sociology, Psych ‘22

Karim Aly Kassam
Nat. Resources
AIISP
Liz Davis-Frost
Public Admin.
MPA ‘21
Student-Elected Trustee
Neema Kudva
City & Reg. Planning
ADoF, co-chair
Parveen Sethupathy
Biomedical Sciences
Radwa Saad
Africana
PhD Student
Shelley Wong
English
Asian Am. Studies
Sherrell Farmer
ILR ‘22
Uchenna Chukwukere
Mol. Biology and Chemistry ‘21
Vilma Santiago-Irizarry
Anthropology
Latino/a Studies

Jenniviv Bansah
Hotel Admin. ‘23
Youssef Aziz
Sociology, Psych ‘22

Timeline

July  President Pollack’s **Directive**
Aug-Oct  DoF and ADoF Groundwork
Nov-Dec  **WF-C, WG-S, WG-S** are formed and deliberate
Dec 16  Draft recommendations from WG-S and WG-F presented
Jan 20  Draft recommendations from WG-C presented
Feb-Mar  The WG’s and Senate refine the recommendations
April  Final recommendations delivered to President Pollack
From the President’s Directive

Amplification of Cornell’s existing scholarship on anti-racism, through the creation of an Anti-Racism Center that further strengthens our research and education on systems and structures that perpetuate racism and inequality, and on policies and interventions that break that cycle. Cornell already has outstanding academic units and faculty that address these critical issues,...
What We Have At Cornell

Africana Studies and Research Center
American Indian and Indigenous Studies
American Studies
Asian American Studies
Atkinson Center for Sustainability
Cornell Farmworkers Program
Cornell Center for the Study of Inequality
Cornell Center for Health Equity
Cornell Center for Social Sciences
Cornell Prison Education Program
Cornell Public Health
Cornell Worker Institute

Einaudi Center for International Studies
Feminist, Gender, and Sexuality Studies
Institute for Comparative Modernities
Jewish Studies
Latina/o Studies
Lesbian, Gay, Bisexual, & Transgender Studies
Near Eastern Studies
Nutrition Science
Polson Institute for Global Development
Program in Ethics and Public Life
Society for the Humanities
What Will Be the “Environmental Impact” on Neighboring Centers and Programs?

The impact will be positive if there is collaboration and the creation of new opportunities.

It will be negative if the proposed center simply intensifies the competition for a fixed pool of resources.
Some of What’s Out There

Berkeley Center for Race and Gender
Boston U Center for Antiracist Research
Brown Center for the Study of Race and Ethnicity in America
Chicago Center for the Study of Race, Politics, and Culture
Columbia Center for the Study of Ethnicity and Race
Dartmouth Consortium in the Studies of Race, Migration, and Sexuality
Duke Center for Truth, Racial Healing, and Transformation
Harvard Initiative for Institutional Anti-Racism and Accountability
Johns Hopkins Center for Health Disparities Solutions
Johns Hopkins Hard Histories at Hopkins
Princeton Ida B. Wells Just Data Lab
Rutgers Institute for the Study of Global Racial Justice
Stanford Center for Comparative Studies in Race and Ethnicity
U Penn Center for the Study of Ethnicity, Race, and Immigration
USC Race and Equity Center
Yale Center for the Study of Race, Indigeneity, and Transnational Migration
Reminders

Berkeley  Center for Race and Gender
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Truth → We need reliable knowledge about race and indigeneity.
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**Princeton Ida B. Wells Just Data Lab**
Rutgers Just Data \(\rightarrow\) This is an issue for the sciences
Stanford Center for Comparative Studies in Race and Ethnicity
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**Johns Hopkins** Hard Histories at Hopkins

Princeton
Rutgers Institute for the Study of Global Racial Justice
Stanford Center for Comparative Studies in Race and Ethnicity
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**Hard ➔ Whoever thought this was supposed to be easy?**
We understand “racism” in the U.S. to include the many interlocking and mutually constitutive forms of racisms directed at Black American, Indigenous, LatinX, Asian American, and other historically marginalized peoples on whom impacts still persist in the context of settler colonialism. We accept as well that Black Women and Women of Color in general experience racism in ways which intersect with institutional sexism.
By “anti” we signal the necessity of proactive opposition.

Use of the prefix foregrounds an intellectual, political, and moral imperative to oppose the hierarchical structuring of social relations that are predicated on ideologies of white supremacy.
The WG-C Vision

We envision a Center that will focus our attention on a just and equitable future, while acknowledging that our lives and their meanings are inscribed in violent pasts of colonization, dispossession, enslavement, exclusion, and racialization.

The Center must be a permanent, institutionally-supported unit that responds to instantiations of racism brought to the fore by current events while at the same time being a constant, unrelenting advocate for racial equality and healing.
Proposed Name

The Center for Antiracist, Just, and Equitable Futures

We fully understand that a more appropriate name may emerge as discussions unfold.
On Academic Activity...

An Annual Focal Theme
  A Visiting Faculty Fellows Program
  A Visiting Professor-of-the-Practice Program
  A Cornell Faculty Fellows Program

A Pipeline-to-the-Academy Program
  Pre-Doctoral
  Post-Doctoral

Various Grantmaking Programs
Sample Focal Themes

- Technologies of Racism and Liberation
- Internet Access and Race
- Afro-Asian Connections
- Environmental Justice
- Public Health and Race
- Language Hierarchies and Race
- Settler Colonialization and White Supremacy in the Americas
- Comparative Entanglements: Blackness and Indigeneity
On Collaboration...

Partners

Core Programs
The University Library
Various Policy-Related Units

Infrastructure that Promotes

Outside Funding Opportunities
Student and Faculty BIPOC Engagement
External Engagement
On Advocacy ...

For BIPOC faculty and students, working to increase research opportunities across campus and making sure that these opportunities are fully visible across our highly decentralized university.

For full BIPOC representation in all academic units and decision-making bodies.
The Center’s activism should have two components

An education-driven component that prompts students and faculty to examine the extent of their personal antiracist behavior.

A research-driven component that prompts those on the outside who create policy to make changes based on new understandings of structural racism and bias.
On the Center’s Take on the Land Grant Mission...

“As New York state’s land-grant institution, Cornell University is charged with advancing the lives and livelihoods of ALL the state’s citizens through ANTIRACIST teaching, research and public service.”
The governance structure of the Center must reflect its mission, goals, and its academic and activist orientation.

It must itself be a model for an antiracist, just, and equitable future.
Discussion

You can post comments here on Working Group C’s draft report.