

Faculty Senate

March 8, 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:hó:nq' Land Acknowledgement

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

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

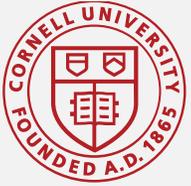
Audio and chat will be posted on agenda webpage after meeting

Approval of Zoom Transcription Minutes

February 15, 2023

Unanimous consent requested

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



CORNELL UNIVERSITY
Library

Brief Introduction Cornell University Library in Action

Elaine L Westbrooks, Carl A Kroch University Librarian

March 8, 2023



We Preserve Cornell History



held, a short time in the Parlor, which gave some hundreds the opportunity to be introduced, and shake hands with her. She is a short plump body, of a woman apparently from 40 to 45, fresh healthy looks, and plain becoming attire, I like her appearance, much better than I did Miss Lane, Mr Buchanan, since whose Old Maid Ship has presided at the White House the past four years.

About 11 P.M. Mr Lincoln, came in, from spending the evening abroad, and stopped a few minutes in the Parlor receiving the introduction of those present, and exchanging a pleasant word with each. This was the first time I had seen him since he left New York, and the first opportunity to shake hands with him. He looks much as the pictures represent him, and I was favorably impressed with his appearance.

Tomorrow, God willing, he will be installed as the head of the Government and I trust it may inaugurate a new era of honest, and patriotic administration of laws.

imposing and important ceremonies of inauguration tomorrow, and I trust all will pass off quietly, as the precautions seem to be ample to preserve the peace even, if other designs, still existed.

Mr French, who is to be Marshall in Chief, informed me that he had no apprehensions of a disturbance, but he said Gen Scott, still felt some apprehension, as he had rec^d over 300 letters of a hostile & threatening character, but he has got the Military so posted that he will probably chill any hostile spirit into submission, before it breaks out in acts of violence and disorder.

I have not seen Gen Scott, since I have been here, I shall see him tomorrow at the head of the procession.

The weather has been lovely, warm to be uncomfortable, this evening it is cooler.

I shall leave here for N.Y. about the middle of the week. I owe to all
Yours Affectionably
Mary Ann
E. Cornell

We build collections that advance the curriculum and help researchers create new knowledge



A grayscale photograph of a desk setup. In the foreground, a laptop keyboard is visible. To the right, a smartphone lies on the desk. Further right, an open notebook with a pen resting on it is shown. The background is slightly blurred, showing more of the desk and possibly a tablet or another device. A semi-transparent dark gray banner is overlaid across the middle of the image, containing the text 'E-Journals & Databases' in white, bold, sans-serif font.

E-Journals & Databases

THE AWAKENING



Look forward, women, always; utterly cast away

Forget the strife; remember those who strove—

How at the later call to come forth and unite,

They came from toil and wait, from leisure and ease,

The faces of some were stern, and some were gay,

We Teach and Facilitate Scholarship
with Specialized Services



Evidence Synthesis Service



Empowering Students Through Literacy



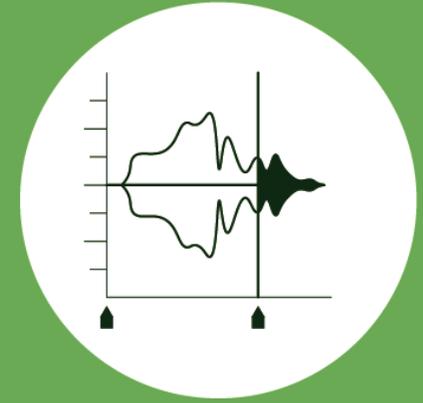
Information Literacy



Data Literacy



Maker Literacy

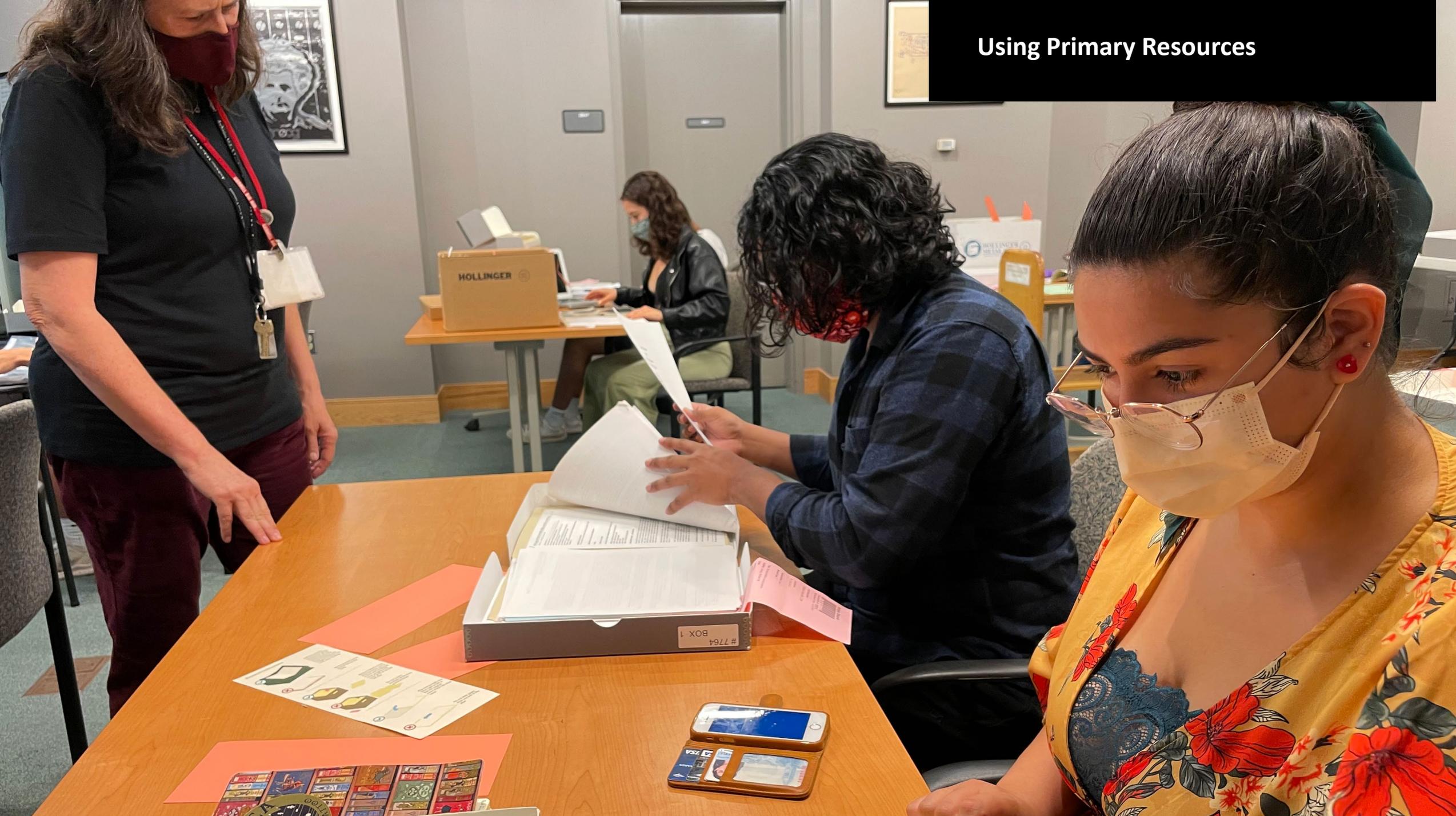


Media Literacy

We Inspire Discovery



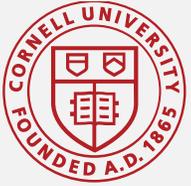
Using Primary Resources



We are the Cornerstone of
Democracy







CORNELL UNIVERSITY
Library

Ad Hoc Committee: Future of Scholarly Communications

Co-Chairs:

Elaine L Westbrooks, Carl A Kroch University Librarian

K. Max Zhang, Sibley School of Mechanical & Aerospace Engineering

March 8, 2023



Ad Hoc Committee Charge

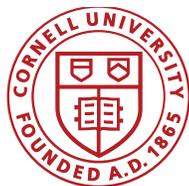
1. Assess the ramifications of the escalating costs of scholarly journals
2. Explore and identify inexpensive and fair open access publishing models
3. Address the challenges posed by new publication models,
4. Explore possibilities for coordination with other universities, whether through Faculty Library Boards or existing interinstitutional networks
5. Consider the appropriate role of the University as a funder of new scholarly methods, taking a leadership role in scholarly communications
6. Consider the role of the Library and University Press as collaborators in any new scholarly communication efforts
7. Report to the Faculty about for-profit academic publishers' move towards investing in data analytics, and the potential impacts on scholarship.



The careful consideration of sustainable, universal access to knowledge is an ethical and existential imperative for the University, its Faculty, and its students

[The ad hoc committee should] study the situation and **make recommendations to the University about “how we publish and disseminate reliable knowledge”**

Senate Faculty Library Board, 2018



CORNELL UNIVERSITY

Library

Outlining the Problems



Crux of the Problem

The production of scholarly content has expanded tremendously... and academic publishing has become big business, with control of the most profitable products of the academy slipping from academic institutions, university presses, and scholarly societies to a few large commercial publishing companies.

“Big 5” control over 50% of academic publishing

\$4B



\$10B



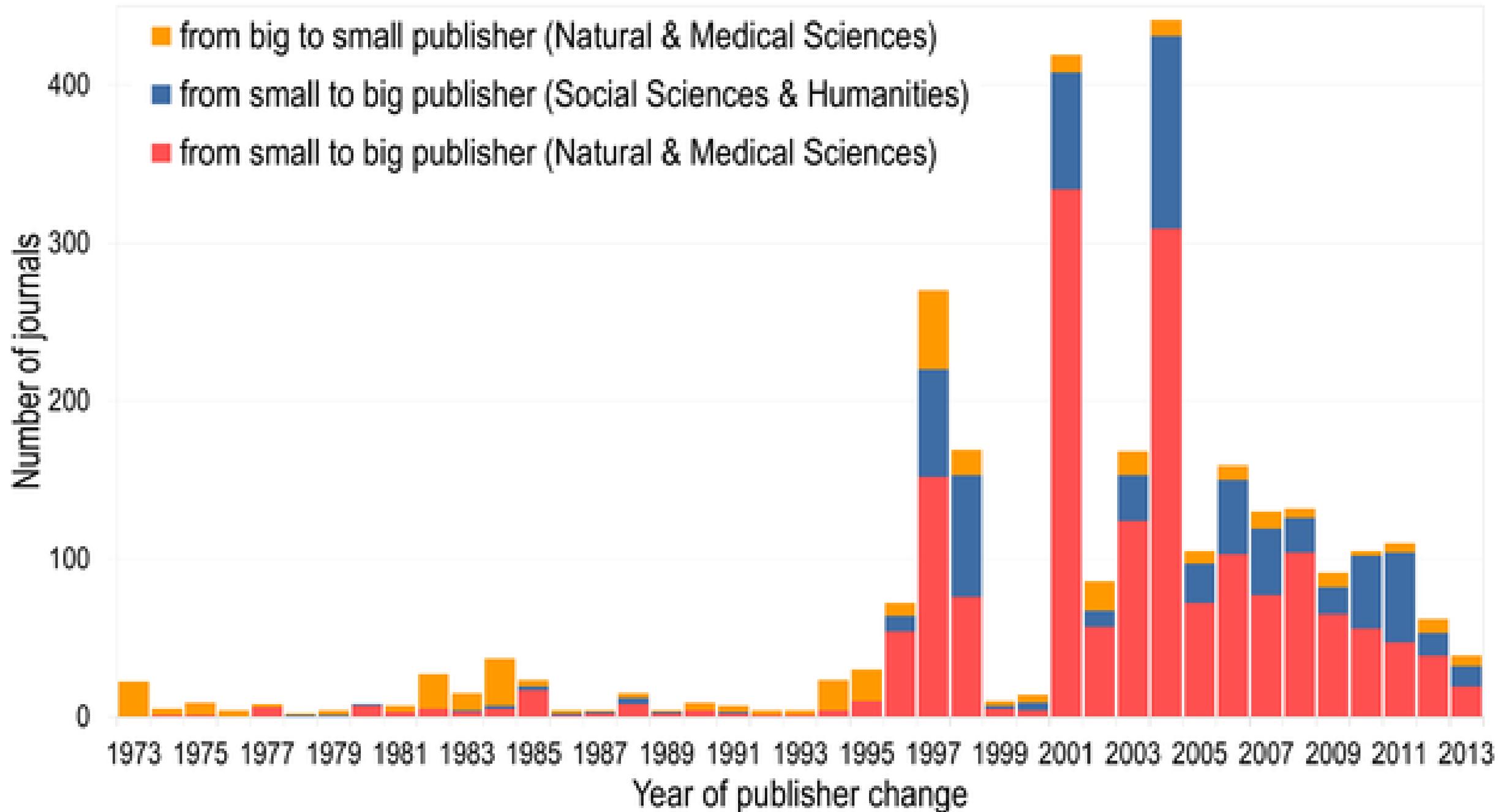
\$450M



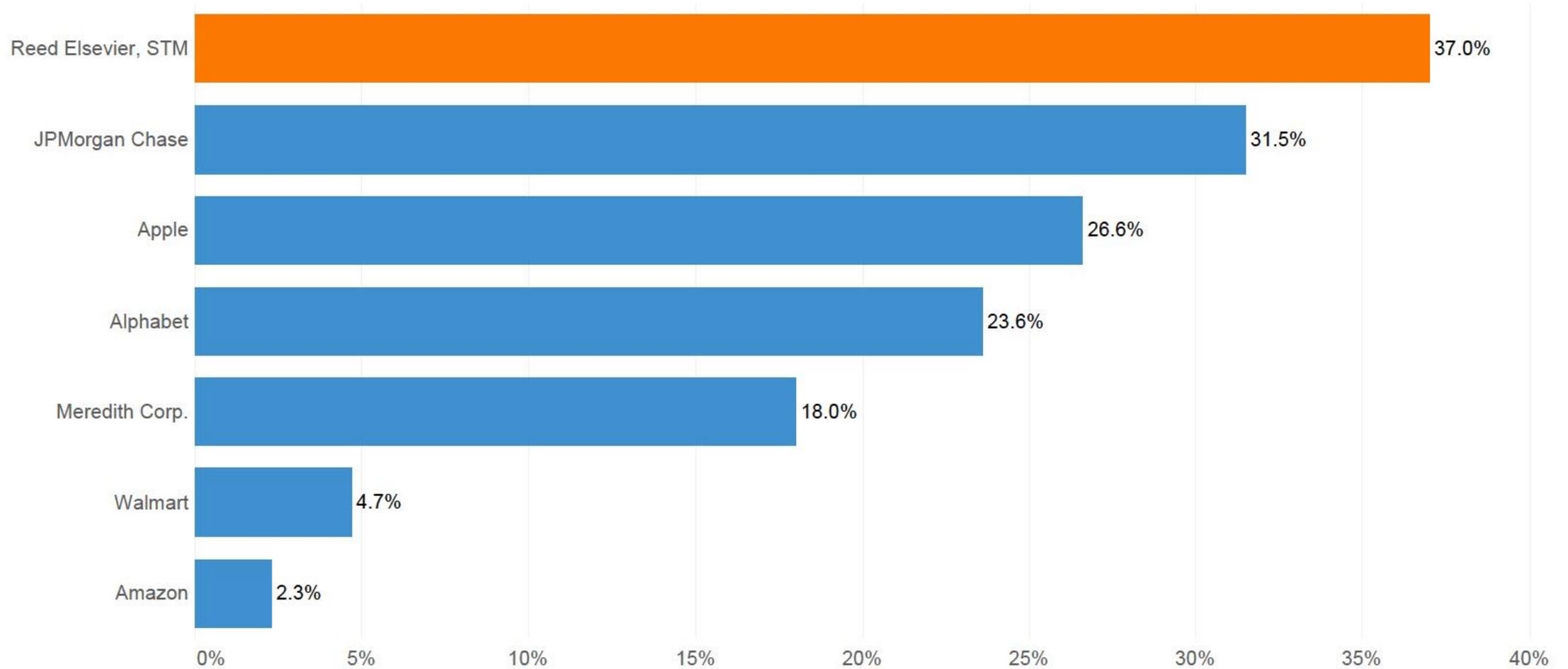
\$1B

SPRINGER NATURE

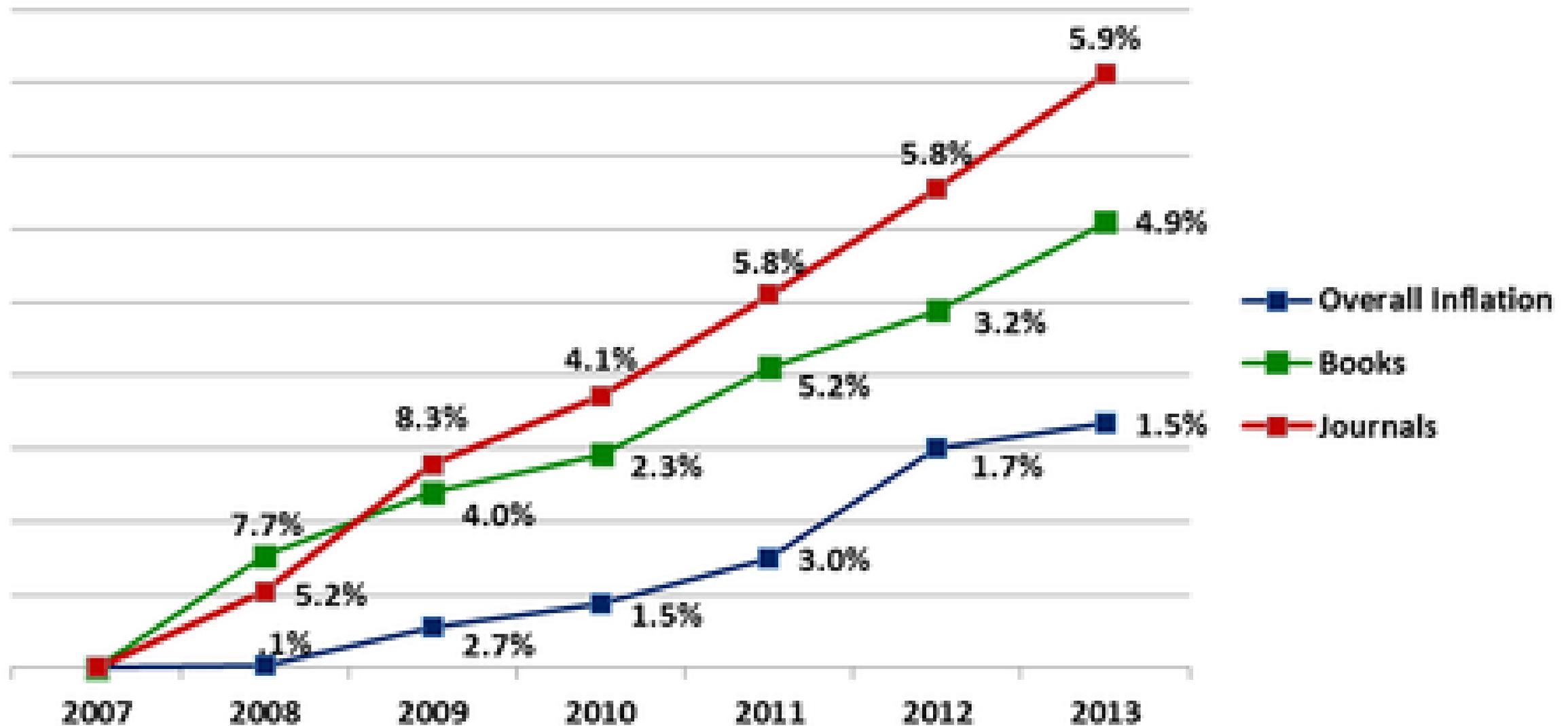
\$4B



2017 Profit Margins



Price Inflation of Academic Books and Journals Compared to Overall US Inflation, 2007-2013



System of Scholarly Publishing

Who does the work?



Researchers



Researchers



Researchers



Publishers



Libraries

Who pays?



NSF/NIH



University



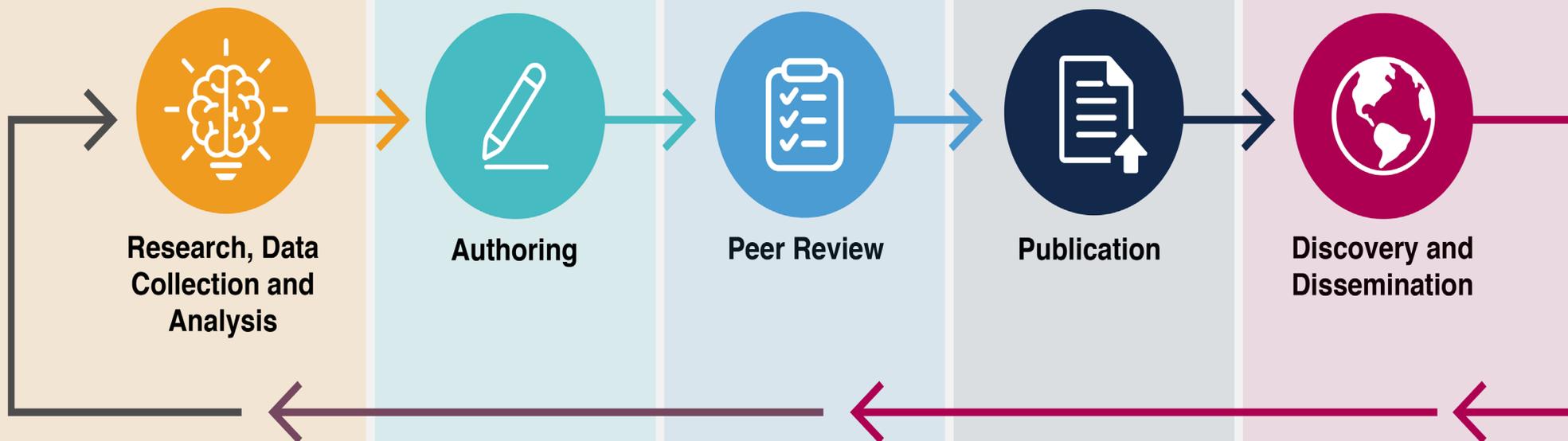
University



Publishers



University



Recommendations

The Library will:

1. Invest in projects, initiatives, partnerships, and infrastructure that move scholarly communications in the direction of sustainability, equity, and openness; and
2. Launch of a campaign to build awareness across the Cornell community around the challenges of the current scholarly communications system and their impact on the Library's ability to make essential resources available for Cornell researchers

Recommendations

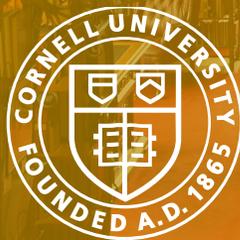
The Faculty will engage the Library:

- 1.To build more campus awareness around issues in scholarly communication:
- 2.Authors should, under most circumstances, retain the copyright for their own publications.
- 3.Researchers should embrace open access research

Conclusion

1. The scholarly communication ecosystem problems are wicked; not easily solvable
2. This is a problem for higher education
3. It is not sustainable for the library to pay exorbitant rates for e-journals
4. Solving this problem requires publishers, authors, university administrators, and librarians working together
5. Cornell can be the leader that takes risks and seeks out sustainable solutions

Questions?



CORNELL UNIVERSITY
Library

Presidential Task Force on Admissions

Alan Mathios, Task Force Member, Economics, Brooks School of Public Policy

Update to Faculty Senate on the Presidential Task Force on Undergraduate Admissions

Co-Chairs of Task Force

Avery August (Co-Chair)

Professor of microbiology and immunology in the College of Veterinary Medicine,
deputy provost and presidential adviser on diversity and equity

Kelly Cunningham (Co Chair)

Chief of Staff and Special Counsel to the President

Patrizia McBride (Co-Chair)

Professor of German Studies and senior associate dean for social sciences and
interdisciplinary programs in the College of Arts and Sciences

Additional Members of the Task Force

- Vicki Bogan - Professor of Applied Economics and Geller Family Faculty Fellow (Cornell SC Johnson College of Business)
- Jonathan Burdick - Vice Provost for Enrollment
- Scott Campbell - Executive Director of Admissions and Recruitment (College of Engineering)
- Lee Humphries - Professor and Chair of the Department of Communication (College of Agriculture and Life Sciences)
- Thorsten Joachims - Professor of Computer Science and Information Science (Cornell Ann S. Bowers College of Computing and Information Science)
- René Kizilcec - Assistant Professor of Information Science (Cornell Ann S. Bowers College of Computing and Information Science)
- Mark Lewis - The Maxwell M. Upson Professor of Engineering and Director of the School of Operations Research and Information Engineering (Cornell Engineering)
- Mike Lovenheim - The Donald C. Opatrny '74 Chair of the Department of Economics (Cornell Jeb E. Brooks School of Public Policy and ILR School)
- Alan Mathios - Professor of Economics (Cornell Jeb E. Brooks School of Public Policy)
- Lisa Nishi - Professor of Human Resource Studies (ILR School) and Vice Provost for Undergraduate Education
- Ravi Ramakrishna - Professor of Mathematics (College of Arts and Sciences)
- Kim Weeden – The Jan Rock Zubrow '77 Professor of the Social Sciences and Director of the Center for the Study of Inequality (College of Arts and Sciences)

Obligation to Review Admission Practices

The university has an obligation to regularly review its admissions practices to ensure that we achieve the kind of diversity that produces beneficial educational outcomes while complying with the current legal framework

Charge to the Task Force

Ensuring that the university has a diverse and exceptionally talented student body is critical to the advancement of the university's mission. Cornell University's origin story, as reflected in its founding principle of "any person . . . any study," is unique and distinctive in its commitment to broad-based and inclusive admissions practices. The 2022-2023 Presidential Task Force on Undergraduate Admissions is charged with developing and recommending a university-wide undergraduate admissions policy, as well as principles of practice to guide each of the colleges' undergraduate admitting offices.

Elaboration on this charge can be found at:

<https://president.cornell.edu/initiatives/presidential-task-force-on-undergraduate-admissions/>

Task Force Creates Three Subcommittees

- Sub-Committee #1 (Applicant Characteristics)
 - What applicant characteristics or indicators should be prioritized to craft a class that furthers the university's mission and yields the educational benefits of a diverse student body? How should these characteristics be determined and used as selection criteria?
- Sub-Committee #2 (Machine Learning)
 - What, if any, are the appropriate uses of data analytics and machine learning technology as a tool to enhance the holistic and individualized review of all applications?
- Sub-Committee #3 (Pipeline, Recruiting, Retention)
 - Which pipeline, recruitment, and retention programs should be prioritized across the individual undergraduate admitting units to generate the maximum impact on undergraduate student body diversity and the educational benefits that derive therefrom?

Input and Timeline

- Subcommittees Continue to Meet, Gather Information, and Report Back to Overall Committee
- Faculty can provide input to the committee by e-mailing: ptfua@cornell.edu
- President Pollack has Requested a Final Report by August 2023

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

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Committee; Plant Biology

Resolution 184

Academic Freedom in Cornell Programs in China and other parts of the Global Hubs System

Passed: March 2, 2023

Vote results: 65 Yes, 25 No, 21 Abstain **19 DNV**

Note to self:

Share Senate discussions with constituents **BEFORE** the vote

Reminder to update your constituents **AFTER** the vote

Posted: December 6, 2022; Revised February 12, 2023

Sponsor: 8 Senators

Senate Discussion: February 15, 2023

Resolution 185

S. C. Johnson College of Business Harmonization of Tenure Clock

Passed: March 2, 2023

Vote results: **84** Yes, **15** No, **12** Abstain, **19** DNV

Posted: December 6, 2022

Sponsor: University Faculty Committee

Academic Freedom and the Professional Status of the Faculty Committee Report:

December 14, 2022

Senate Discussions: December 14, 2022 and February 15, 2023

Resolution 186

Request the University provide funds for a gynecologist MD at Cornell Health

Passed: March 2, 2023

Vote results: 98 Yes, 9 No, 4 Abstain, 19 DNV

Posted: December 2022

Sponsor: University Faculty Committee

Senate Discussions: February 15, 2023

Senate Announcements and Updates

- **Research Teaching Extension Faculty Updates**
 - RTE Task Force resolution for April Faculty Senate meeting
 - RTE Senators have received their list of constituents
 - RTE (except Librarians) included in faculty work-life survey
 - RTE (including Librarians) included in the faculty salary improvement plan (SIP)
- **Nominations and Elections Committee Updates**
 - Worked monthly committee by committee since September to ensure representation across colleges and schools as well as disciplines, i.e., Physical Sciences, Life Sciences, Social Sciences, Humanities, & Arts
 - Assigned Senate Committee members almost complete
 - Elected Senate Committee members - nominees invited to run

Senate Announcements and Updates

- **Provost's Academic Update**

- Town Hall webinar with Q&A on **Thursday, March 16 from 4-5 p.m. EDT**
- President Pollack will provide introductory remarks and Provost Kotlikoff will highlight recent progress on key academic initiatives and challenges going forward.
- There will be an opportunity to submit questions during the webinar as well.
- URL: <https://cornell.zoom.us/j/95036769770?pwd=UmtxeGVZM2tyYnhsMTNkMlZ1VWFkdz09>
- Meeting ID: 950 3676 9770
- Passcode: 3476

- **President Pollack will be coming to the Senate in April**

- Share topics in the Senate meeting today or through e-mail to the Office

Senate Q&A

**Cornell Bowers College of Computing and Information
Science (CIS) resolution to use all ranks of the Professor of
Practice and Research Professor titles**

Charles Van Loan, Emeritus, Computer Science, CIS

Proposals to Authorize Use of the Titles
Professor of the Practice
and
Research Professor

Bowers CIS

Proposal Content

As required by the enabling legislation, the proposals include these sections:

A. Justification

B. Description of position.

C. Appointment/Renewal/Promotion Processes

D. Percentage limitation

E. Voting rights

F. Impact on the TT and RTE Faculties

We have freely used text from the college proposals that have already been approved by the Senate...

Prior Senate Approvals

Professor of the Practice

COE	Proposal Resolution 106
CALS	Proposal Resolution 111
CAS	Proposal Resolution 116
ILR	Proposal Resolution 176
CHE	Proposal Resolution 104
JGSM	Proposal Resolution 89 103
LAW	Proposal Resolution 108
AAP	Proposal Resolution 114

Research Professor

VET	Proposal Resolution 118
CHE	Proposal Resolution 119
CALS	Proposal Resolution 120
COE	Proposal Resolution 122
CAS	Proposal Resolution 132
ILR	Proposal Resolution 175

Rationale for Having RPs

1. If the track is properly managed, then it creates a well-defined research-related career path that will enhance the stature of the titleholder, their department, and the college.
2. We need the RP title to be fully competitive with our peers, many of whom have more attractive opportunities for researchers off the tenure track.

Research Professor Proposal

Tentative Bowers CIS Internal Vote

	Approve	Disapprove	Abstain	DNV
TT Faculty	85	0	2	8
RTE Faculty	14	0	0	2

Rationale for Having PoPs

1. PoPs can enrich the quality of education in each of our degree programs, especially at the undergraduate and masters level. (It is essential that our students be exposed to knowledge that is acquired outside of academia, i.e., knowledge based on actual experience and applications.)
2. The PoP title sends the message that the college values knowledge that is acquired outside of academia. This is critical if we want to recruit the best individuals.

Professor of the Practice Proposal

Tentative Bower CIS Internal Vote

	Approve	Disapprove	Abstain	DNV
TT Faculty	82	2	3	8
RTE Faculty	13	0	1	2

We briefly discuss aspects of our proposals that make them a bit different from earlier PoP and RP proposals that have come before the Senate.

Percentage Limit Computations

The “percentage limit” computations are based on the **SUM** of Bowers CIS appointments in Ithaca and Bowers CIS appointments at Cornell Tech and are as follows:

$$\#PoP \leq 25\% \#TT$$

$$\#RP \leq 10\% \#TT$$

The Bowers CIS Dean must approve all appointments.

The Cornell Tech Dean must approve all appointments that are situated at Cornell Tech.

Statement of Contributions-to-DEI

Regarding the submission of a statement of contributions to diversity, equity, and inclusion, for RP and PoP appointments we will follow the [guidelines](#) provided by the [Office of Faculty Diversity and Development](#) for tenure track hiring which are

“We invite applicants for tenure track and tenured faculty positions to provide a Statement of Contribution to Diversity, Equity and Inclusion.”

PoP: The Issue of Rank

From the proposal:

...we anticipate that most PoP appointments will be at the full level. Should there be an occasion to promote from the assistant or associate rank, then **there must be an appropriately heightened record of relevant, external professional experience.**

This could be achieved through outside consulting, startup creation, significant public service, or other activities that contribute to the external standing and connections of the candidate.

RP: The Issue of Rank

From the proposal:

To qualify for the title, research professors are also expected to have achieved significant stature in the scholarly discipline comparable to that of a tenure track faculty member of the same rank. **Having the potential to fulfill the expectations of a research professor will be essential for an appointment at the assistant RP level.** An individual who is appointed at the associate or full level needs to have already demonstrated a capacity for original work and an ability to attract outside funding.

Senate Q&A

Good of the Order



UNIONIZING ON UNIVERSITY CAMPUSES

UNION DAYS

SPEAKERS

- Julie Schmid** Executive Director, American Association of University Professors
Katy Habr Executive Board Vice Chair, Student Workers of Columbia
Emilie Lozier Co-chair, Northwestern University Graduate Workers
Ian Scott Bargaining Committee, Dartmouth Student Workers Collective

Wednesday, March 15

4:30-6 p.m. ET

105 Ives Hall and Zoom

In-person event, free and open to the public. Or, scan the QR code to join us virtually on Zoom. Reception will follow the event.



ILR Worker Institute

Co-sponsors: Peoples Organizing Collective Cornell, Graduate Labor Organization, ILR Graduate Student Association, ILR Office of Career Services, Cornell Law School, Center for the Study of Inequality, Cornell Law & Society Minor, Cornell Farmworker Program, Cornell AAUP Chapter



CORNELL UNIVERSITY FACULTY SENATE



Good of the Order

Adjournment