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
Gayogohó:nq’ Land Acknowledgement

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

This land acknowledgment has been reviewed and approved by the traditional Gayogohó:nq’ leadership.
<table>
<thead>
<tr>
<th>HYBRID FORMAT</th>
<th>In-person and remote attendance</th>
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<tr>
<td>ZOOM CAPTIONING</td>
<td>Choose “Live Transcription” in the Zoom menu</td>
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<td>TO SPEAK</td>
<td>2 minutes to pose a question or make a statement</td>
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<td>Identify yourself: First name, Last name and Department</td>
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<td>CHAT</td>
<td>Want to attend to statements on the floor; set to everyone</td>
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<td>Do not want to disadvantage in-person attendees; 2 minutes</td>
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<td>Please limit chat to sharing resources with each other</td>
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<td>RECORDING</td>
<td>Started at 3:30PM</td>
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<td>Audio and chat will be posted on agenda webpage after meeting</td>
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Approval of Zoom Transcription Minutes

February 15, 2023

Unanimous consent requested
Raise hand (in-person or remote) for corrections only
Brief Introduction
Cornell University Library in Action

Elaine L Westbrooks, Carl A Kroch University Librarian

March 8, 2023
We Preserve Cornell History
About 11 P.M. Mr. Lincoln came in, from spending the evening abroad, and stopped a few minutes in the Parlor. During 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 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 any important ceremon of Inauguration tomorrow, and I am all well, hope to see you tomorrow, and I am all well, hope to see you.

Mr. Frick, who is the Marshall in Chief, informs me that he has no apprehension of a disturbance, but he says Gen Scott, will feel some alarm, as he has not been 300 miles 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 March had been lovely, warm to be uncomfortable, this evening it is cooler.

I shall leave him for N.Y. about the middle of the week. Love to all.

Yours Affectionately,

Mary Ann

E. Cornell
We build collections that advance the curriculum and help researchers create new knowledge
E-Journals & Databases
Look forward, women, share, ally, and prove
that you can do the work that men must do.

Forget the strife, remember those who strived,
and the sacrifice of those who died.

Now, and hereafter, let us love and serve,
and let us live as our fathers did.

They came from sea and sea, from every side,
and the stars of your mothers and your fathers.

The faces of some were stern, and some were grey,
but all were irradiated by the light of love.
We Teach and Facilitate Scholarship with Specialized Services
Empowering Students Through Literacy

- Information Literacy
- Data Literacy
- Maker Literacy
- Media Literacy
We Inspire Discovery
We are the Cornerstone of Democracy
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
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

- Wiley: $4B
- Elsevier: $10B
- Springer Nature: $4B
- Taylor & Francis: $1B
- SAGE: $450M
2017 Profit Margins

- Reed Elsevier, STM: 37.0%
- JPMorgan Chase: 31.5%
- Apple: 26.6%
- Alphabet: 23.6%
- Meredith Corp.: 18.0%
- Walmart: 4.7%
- Amazon: 2.3%
Price Inflation of Academic Books and Journals Compared to Overall US Inflation, 2007-2013
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
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.
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
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
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
    o President Pollack will provide introductory remarks and Provost Kotlikoff will highlight recent progress on key academic initiatives and challenges going forward.
    o There will be an opportunity to submit questions during the webinar as well.
    o URL: https://cornell.zoom.us/j/95036769770?pwd=UmtxeGVZM2tyYnhsMTNkMlZ1VWFkdz09
    o Meeting ID: 950 3676 9770
    o 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

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<thead>
<tr>
<th>College</th>
<th>Proposal</th>
<th>Resolution</th>
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<td>CALS</td>
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<td>AAP</td>
<td>Proposal</td>
<td>Resolution 114</td>
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## Research Professor

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<th>College</th>
<th>Proposal</th>
<th>Resolution</th>
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<td>ILR</td>
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<td>Resolution 175</td>
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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**

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<td>TT Faculty</td>
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<td>8</td>
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<tr>
<td>RTE Faculty</td>
<td>14</td>
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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

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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:

\[
\#\text{PoP} \leq 25\% \#\text{TT} \quad \#\text{RP} \leq 10\% \#\text{TT}
\]

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.”
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.
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
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.

UNIONIZING ON UNIVERSITY CAMPUSES

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
Good of the Order
Adjournment