

Faculty Senate

November 12, 2025

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

Gayogóhó:nq' Land Acknowledgement

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

This land acknowledgment has been reviewed and approved by the traditional Gayogóhó:nq' leadership.

Rules of Engagement

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

Order: Zoom first, Floor next, Back to Zoom, Back to Floor, etc.

CHAT

Want to attend to statements on the floor; set to everyone

Do not want to disadvantage in-person attendees

Limit chat to sharing resources with each other, published ‘as is’ publicly on DoF website

RECORDING

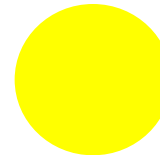
Started at 3:30PM, Video, audio, and chat posted publicly after the meeting

THREE MICROPHONES

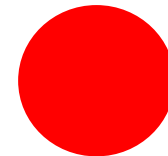
To ensure all perspectives are fairly represented and discussed



Comments in favor



Neither in favor or opposition



Comments in opposition

Approval of Zoom Transcription Minutes

October 22, 2025

Unanimous consent requested

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

Introduction to Future of American University

Ariel Avgar, Labor Relations, Law, and History, Co-Chair

Pheobe Sengers, Information Science and Science and Technology Studies, Co-Chair

Praveen Sethupathy, Biomedical Sciences, Co-Chair

Adam T. Smith, Anthropology, Co-Chair



Provost's Committee on the Future of the American University (FAU)

Faculty Senate

November 12, 2025

FAU Co-Chairs

Ariel Avgar (ILR)

Phoebe Sengers (Bowers)

Praveen Sethupathy (CVM)

Adam T. Smith (A&S)



The Future of the American University (FAU)

FAU Charge

- Carefully examine this consequential moment in the history of higher education and envision the long-term future of Cornell as an American university
- Charge: <https://provost.cornell.edu/initiatives/future-of-the-american-university/>
- Committee membership: 18 faculty across 10 different colleges/schools

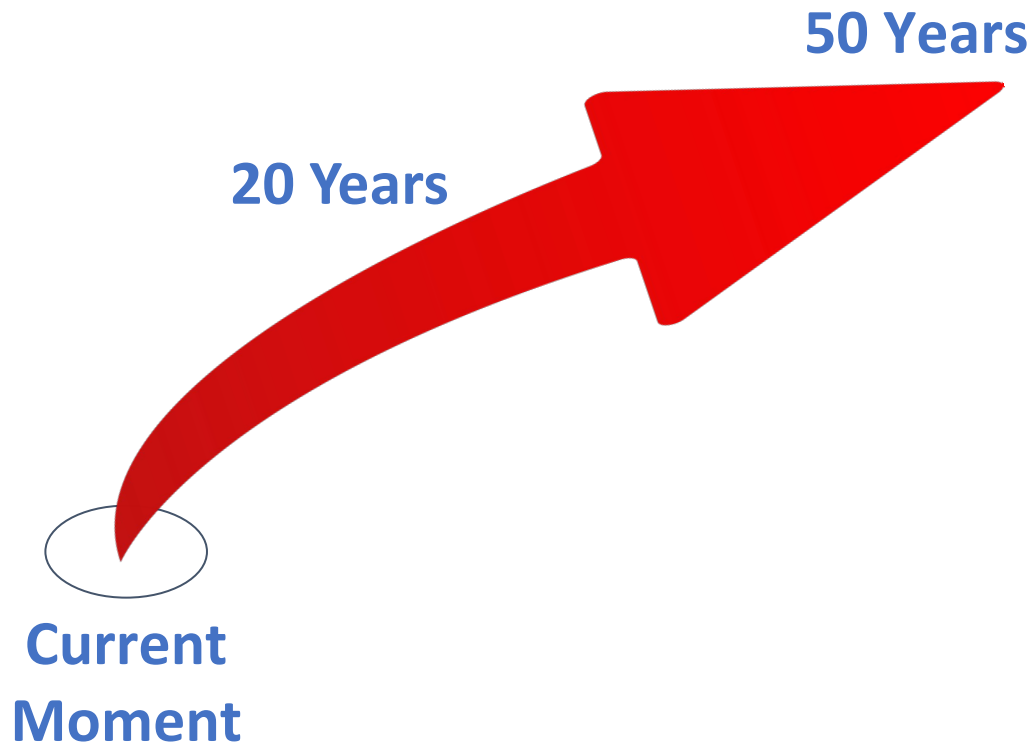
Other Ongoing Inquiries

- Task Force on Institutional Voice
- Resilient Cornell
- Cornell AI Initiative



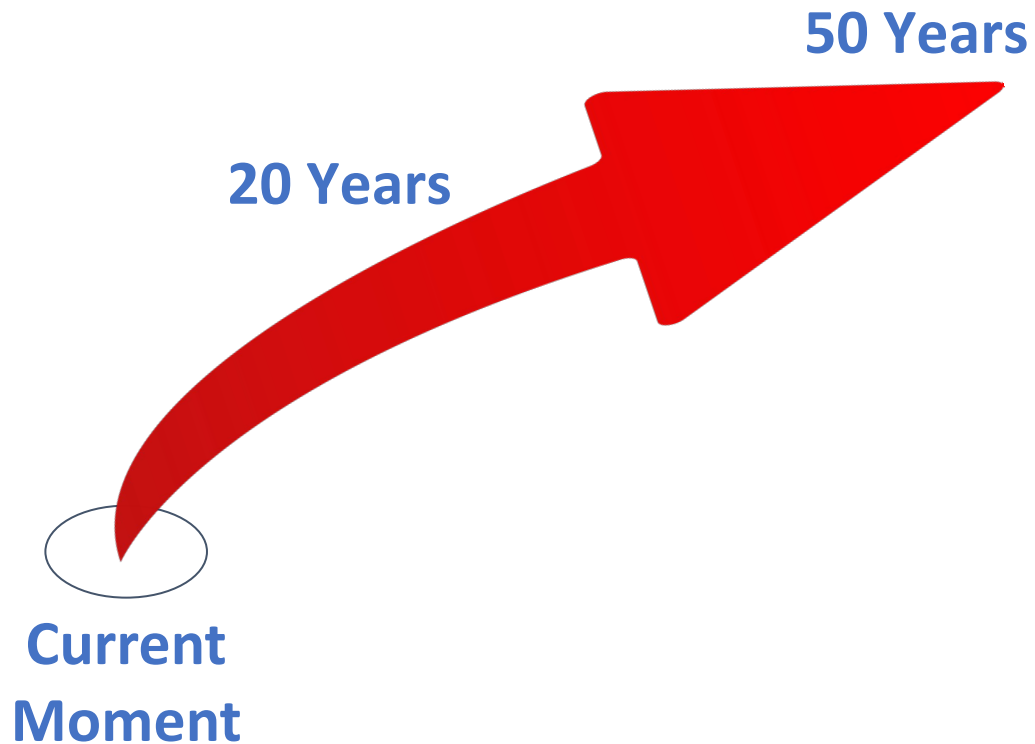
The Future of the American University (FAU)

The Time Horizon

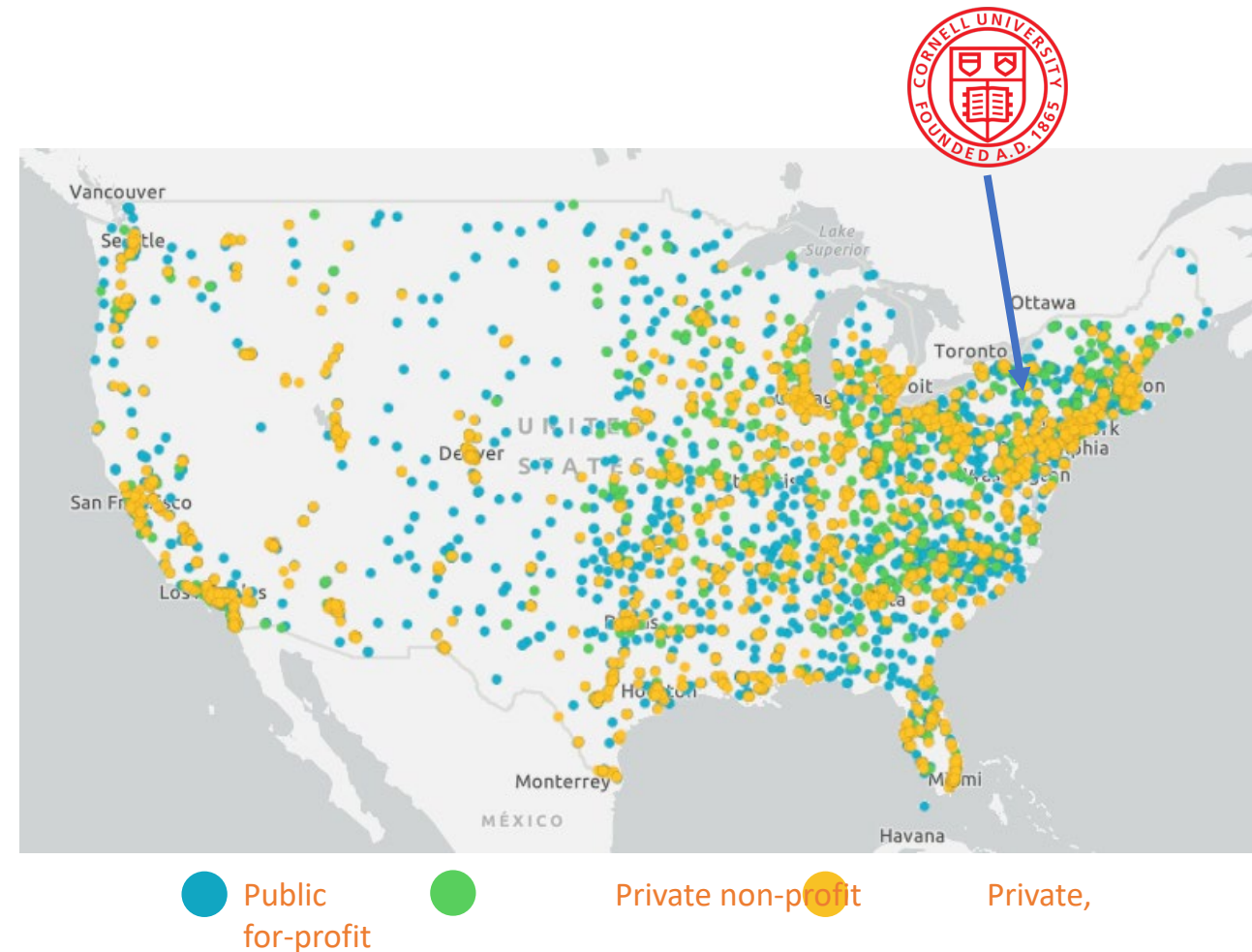


The Future of the American University (FAU)

The Time Horizon



The Geographic Horizon



Issues facing the University

Loss of public trust

- Educational mission: cost & debt vs. access, ideological bias
- Research conduct: research integrity, viewpoint diversity
- Social engagement: elitism / share the wealth
- Ways forward: (Re)New connections

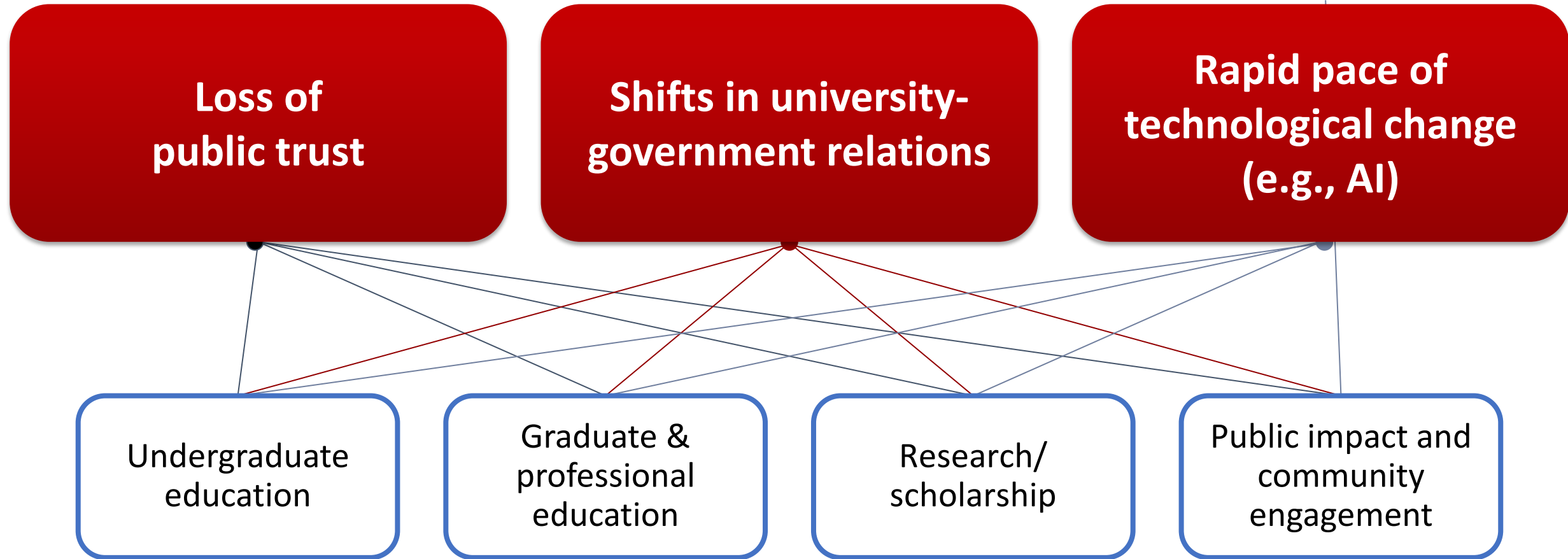
Shifts in university-government relations

- Roots of the current university-government model
- Mutual expectations between universities, the public, & the government
- Core pressure points in the current model
- Emerging principles and questions

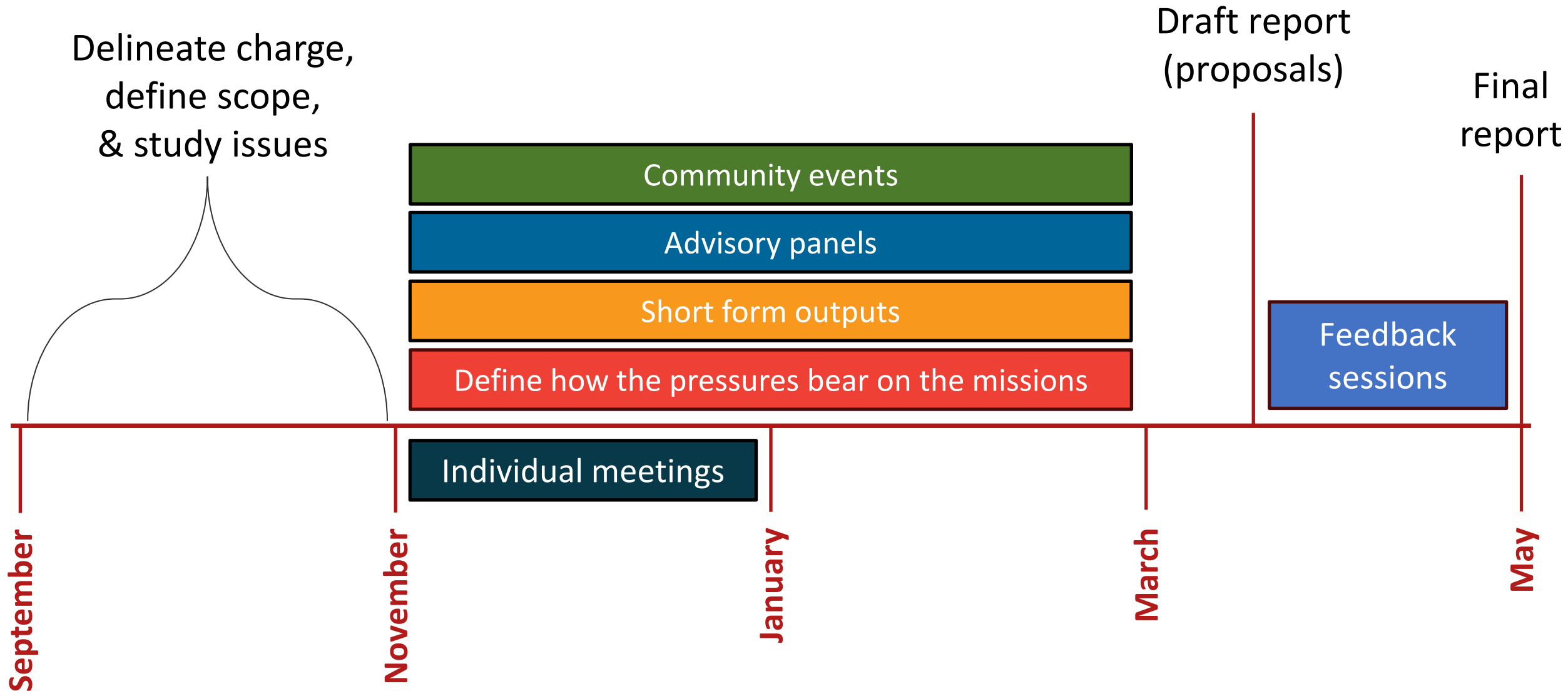
Rapid pace of technological change (e.g., AI)

- Resilience in the face of unpredictability
- Challenges of digital-first era: attention span, mental health, social interaction, cognition, etc.
- Identify core skills/orientations
- Driver vs recipient of change

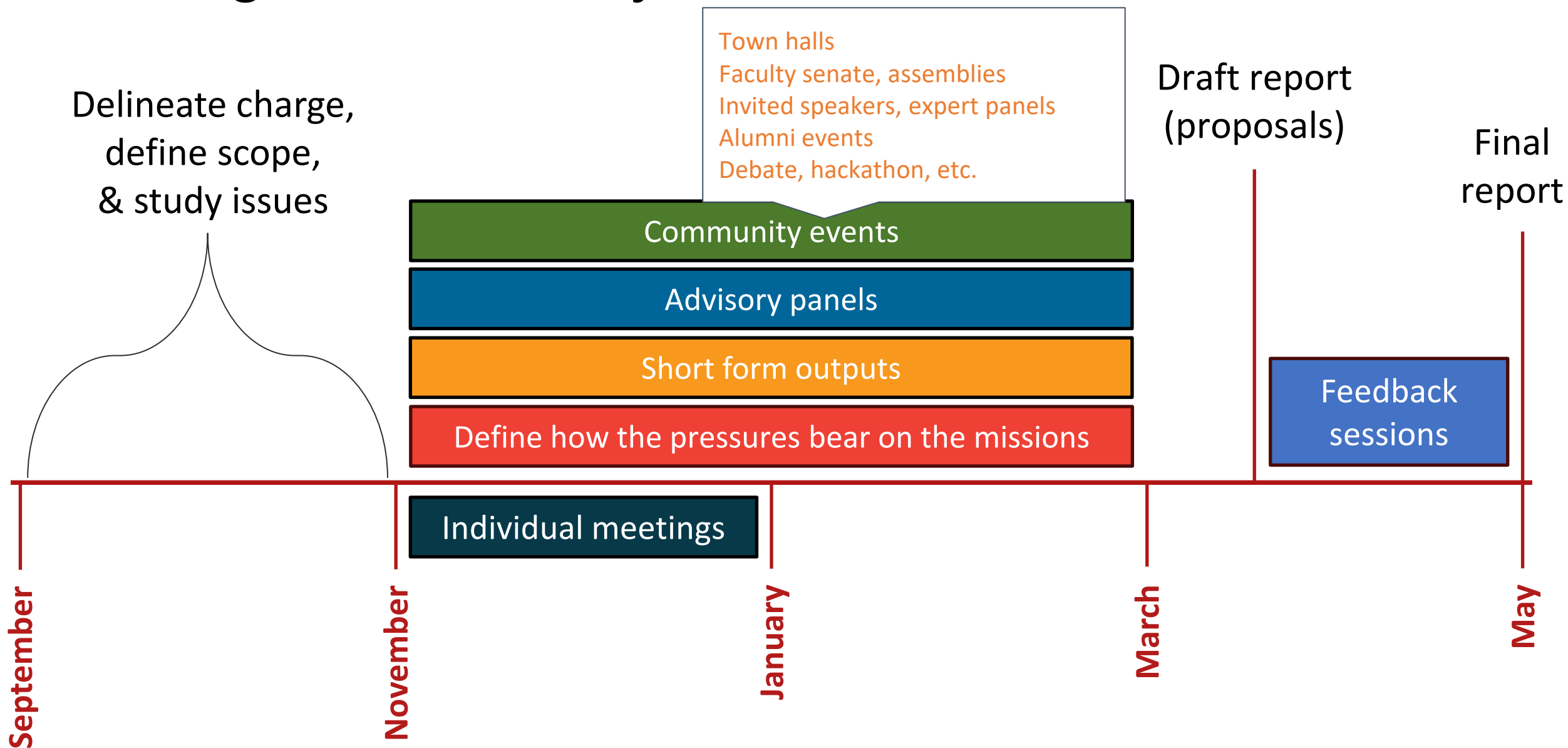
How the **Issues** facing the university bear on the key university **Missions**



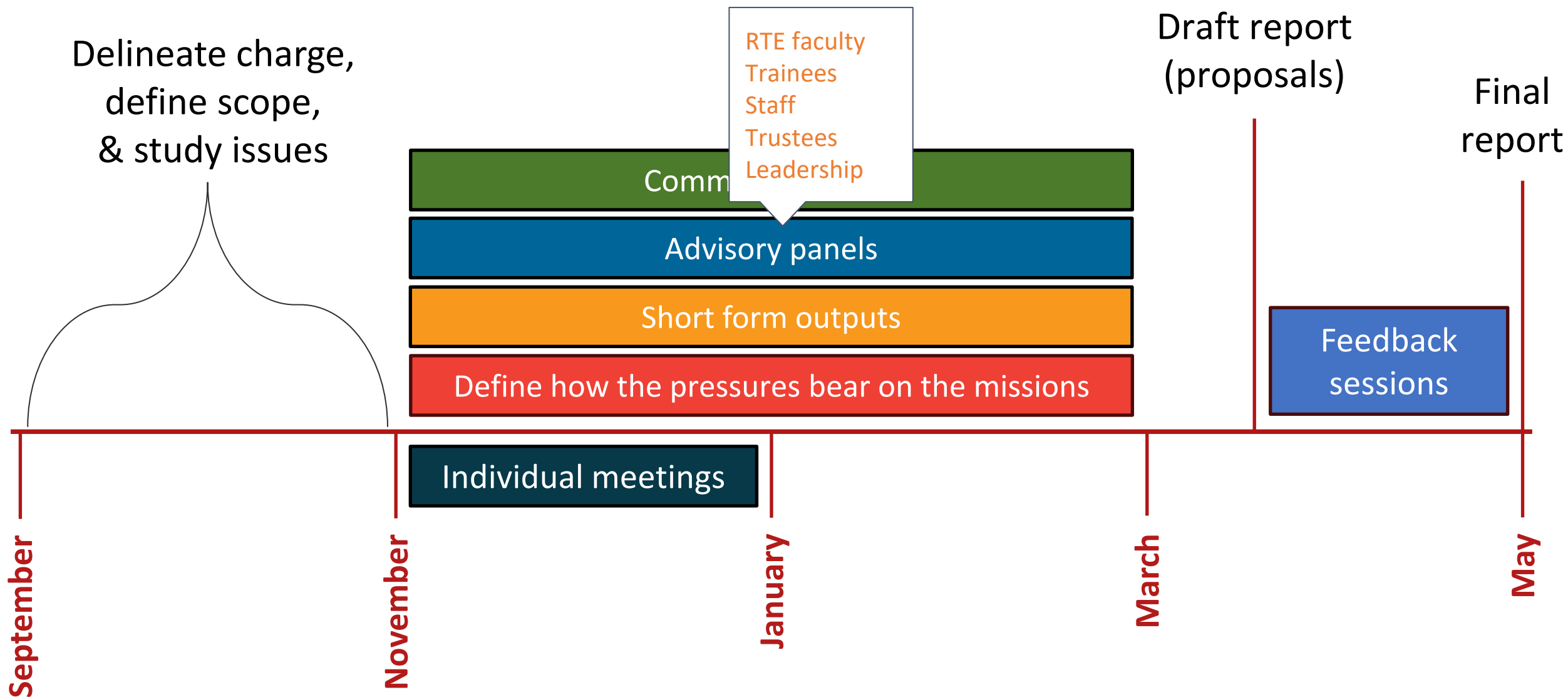
Curating a community conversation



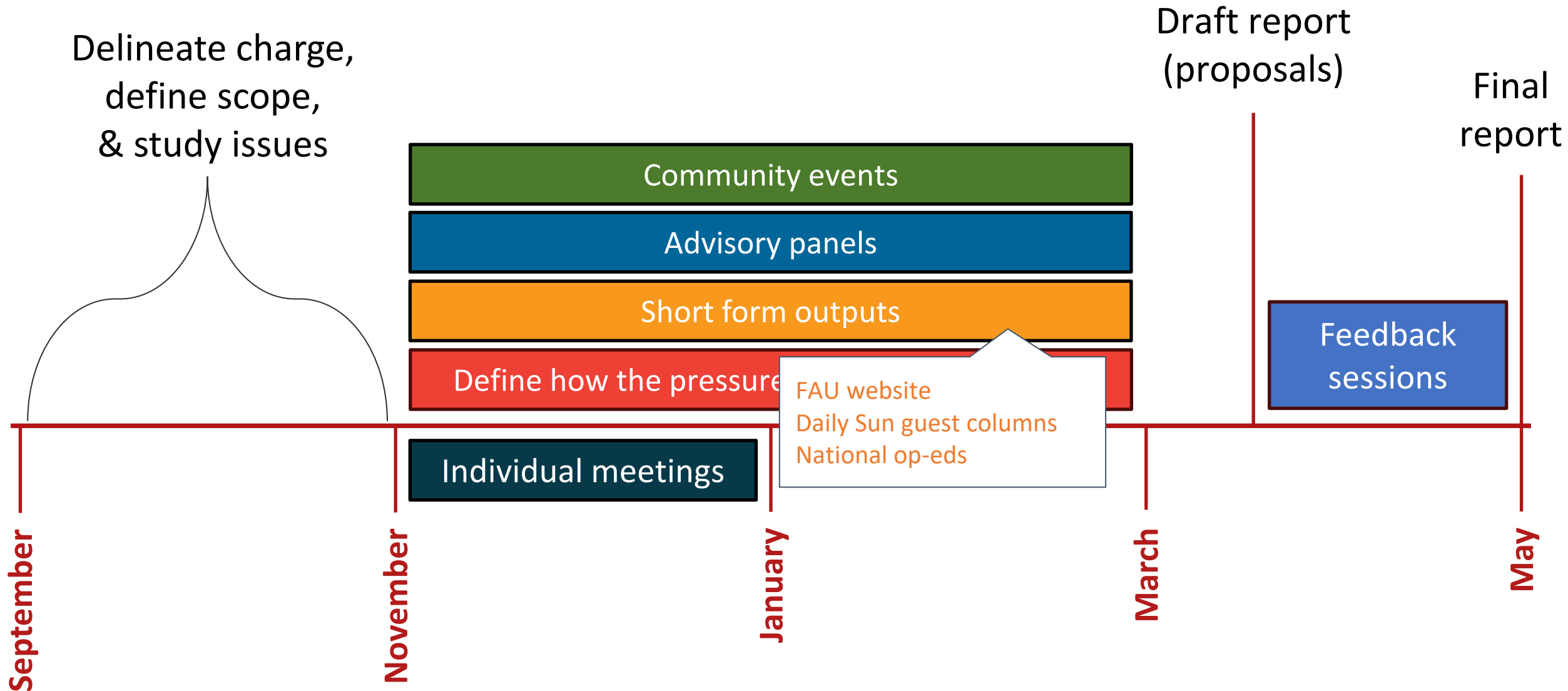
Curating a community conversation



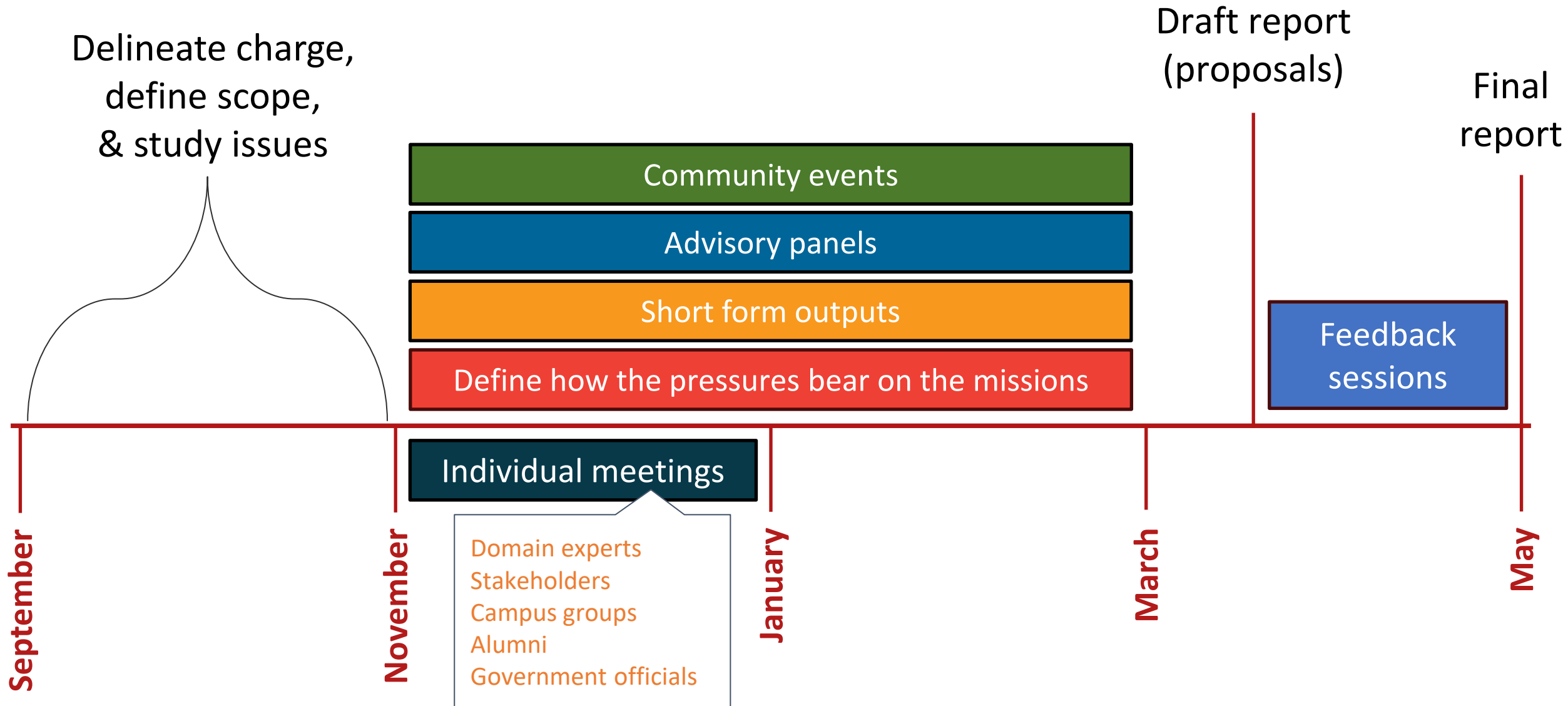
Curating a community conversation



Curating a community conversation



Curating a community conversation



How to get involved

- Town halls, forthcoming survey, and other outreach
- Fall events
 - Nov. 4: Braver Angels-style debate: “Does AI do more harm than good in higher education?”
 - Nov. 18 @ 5:30 (Lewis Aud. Goldwin Smith): John Tomasi on “The University at a Crossroads and How We Can Build Cultures of Open Inquiry”
 - Nov. 19 @ 3:30 Faculty Forum (Zoom)
 - Dec 1 @ 9:00 Faculty Town Hall (Zoom)
- Register for updates with the QR code
- Talk to us: fau@cornell.edu



Motion to vote on Teaching Professor Proposal

Derk Pereboom, Senior Associate Dean for Arts and Sciences, Philosophy

Nancy Wells, Senior Associate Dean for Human Ecology, Human-Centered Design

Dan Fletcher, College General Committee, Veterinary Medicine, Clinical Sciences

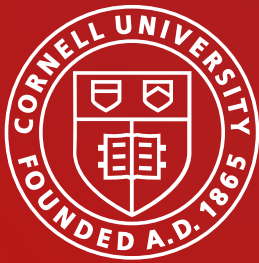
Teaching Professor Proposal: Arts & Sciences

Derk Pereboom, Senior Associate Dean for Arts and Sciences, Philosophy

Teaching Professor Proposal: Human Ecology

Nancy Wells, Senior Associate Dean for Human Ecology, Human-Centered Design

Cornell Human Ecology



College of Human Ecology

Teaching Professor proposal

Faculty Senate: 12 November 2025

Presented by: Nancy Wells, Sr. Assoc. Dean

Aims -- CHE's Teaching Professor Titles

1. **Recognize** intellectual contributions and excellence in undergraduate education among RTE teaching faculty
2. **Recruit + retain** the best possible non-tenure track teaching faculty.
3. **Address perceived disparity** between “Lecturer” and other titles (e.g., “Research Professor,” “Professor of Practice.”)

CHE's Use of Teaching Professor titles

- Substantive **Teaching** responsibilities in degree programs, primarily at undergraduate level.
- **Broader impact** – contribute to College and unit mission (e.g., career advising, pedagogical innovation).
- **Service** – contribute to teaching-related service (e.g., curriculum development, management of degree programs).

Numbers

- The number of RTE teaching faculty, R, with University Voting Rights shall not exceed 30% of the total number of teaching faculty.

$$R / (R+TT) \leq 30\%$$

CHE's Process / Timeline

1. Teaching Professor **Proposal drafted** May-August 2025
 - Discussions among College leadership
 - Shared with department / unit chairs for review.
2. **Comment Period**: Proposal shared with the CHE community September 2025
3. RTE teaching faculty and TT **faculty voted** 10-27 October 2025

CHE's Vote Results: Teaching Professor titles

RTE-Teaching Faculty summary

14 RTE teaching faculty total

13 total votes

12 in favor, 1 opposed, 0 abstain

→ 93% of RTE-Teaching faculty voted on the proposal

→ Of those who voted, 92% voted in favor

TT Faculty vote summary

66 TT faculty total

50 TT votes

40 in favor, 8 opposed, 2 abstain

→ 76% of TT faculty voted on the proposal

→ Of the TT who voted, 80% voted in favor

Teaching Professor Proposal: Veterinary Medicine

Dan Fletcher, College General Committee, Veterinary Medicine, Clinical Sciences

Teaching Professor Vote Results - CVM

Dan Fletcher
CVM General Committee Chair

Teaching Professor Title - Goals

- Recruit and retain outstanding faculty with a primary focus on teaching
- Enrich the student experience
- Stay competitive with our peer institutions

Teaching Professor Title - Function

- High level of professional expertise in their field
- Substantially contribute to the educational mission
- Expectations at higher ranks (Associate and Full)
 - Pedagogical innovation
 - Curriculum development
 - Leadership and management of programs

RTE Titles – a Simplified View

- There is a great deal of overlap
- RTE tracks are differentiated by *primary* focus
 - Clinical Professors – see patients or work in diagnostic capacity
 - Research Professors – discovery
 - Professor of Practice – have been in industry, field or practice settings and come to Cornell to teach
 - Teaching Professor – full-time, long-term focused on teaching
 - Lecturers / Senior Lectures – heavy teaching load but may not be full-time or long-term
- Sum of RTE positions $\leq$ 45% of all faculty positions in the college

Teaching Professor Title – Vote Results

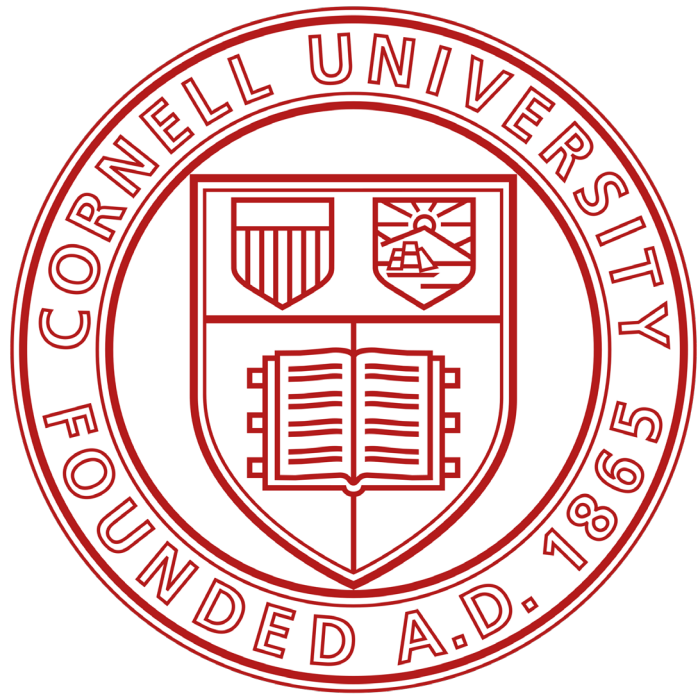
	Tenure Track Faculty (total=142)			RTE Faculty (total=120)		
	Vote total	% of TT Faculty	% of TT Faculty Voting	Vote total	% of RTE Faculty	% of RTE Faculty Voting
In Favor	94	66.2%	87.9%	93	77.5%	97.9%
Threshold for adoption		50%	67%		50%	67%
Against/ Abstain	9	10%		2	2%	
Abstain	4			2		

Senate Q&A

Task Force for Institutional Voice

Avery August, Deputy Provost, Immunology

Jens Ohlin, Dean, Law School



Presidential Task Force on Institutional Voice

Avery August (co-chair)

Deputy Provost & Professor of Immunology, College of Veterinary Medicine

Jens Ohlin (co-chair)

Allan R. Tessler Dean of Cornell Law School and Professor of Law

Charge



Examine how the mission of the university as an academic enterprise does or not influence whether and when the institution exercises its voice.



Discuss the implications of the university speaking institutionally regarding a range of matters — and how that institutional voice impacts the individual voices of Cornell's community members.



Make recommendations regarding the principles and best practices that should guide university decisions about when to speak publicly, and regarding what matters.



Make recommendations regarding procedures or best practices for who and how such statements should be made at the leadership level.



Discuss the process for exercising institutional voice at levels below university leadership, e.g. at the level of colleges, departments, centers, academic sub-units, and other faculty, staff, or student groups. Make recommendations regarding how members of our community should guide these collective decisions.

Task Force Faculty Members

Milton Curry, professor of architecture and senior associate dean for strategic initiatives and engagement, College of Architecture, Art, and Planning

Kate Griffith, the Jean McKelvey-Alice Grant Professor of Labor-Management Relations and senior associate dean for academic affairs, diversity, and faculty development, School of Industrial and Labor Relations

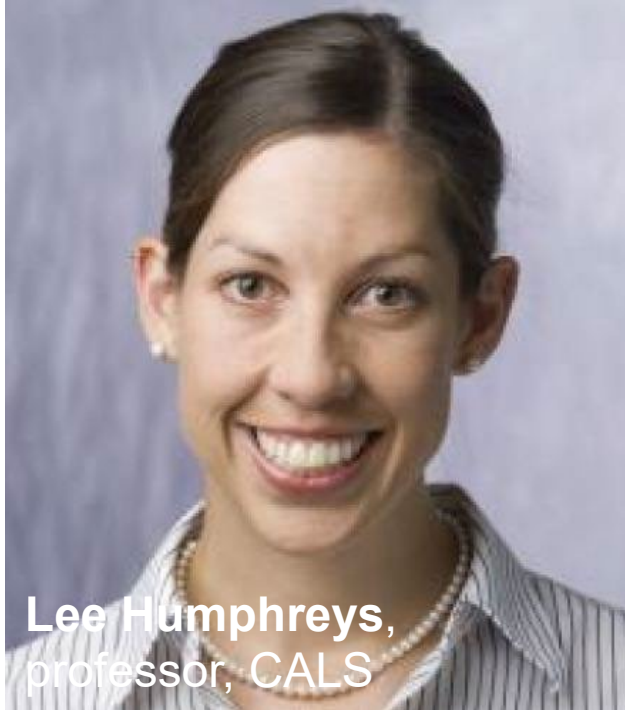
Lee Humphreys, professor and chair, Department of Communication, College of Agriculture and Life Sciences

Lori Khatchadourian, associate professor, Department of Near Eastern Studies, College of Arts and Sciences

Sarah Kreps, the John L. Wetherill Professor in the Department of Government, adjunct professor of law, and Director of the Brooks School Tech Policy Institute

Taha Merghoub, the Margaret and Herman Sokol Professor of Oncology Research and Deputy Director of the Meyer Cancer Center, Weill Cornell Medicine

Mert Sabuncu, professor, School of Electrical and Computer Engineering, College of Engineering, and professor, Cornell Tech



Lee Humphreys,
professor, CALS



Sarah Kreps,
professor, Brooks School



Lori Khatchadourian,
associate professor, CAS



Taha Merghoub,
professor, WCM



Milton Curry,
professor, AAP



Mert Sabuncu,
professor, CornellTech



Kate Griffith,
professor, ILR



Task Force Process

- Formed April 2025
- Task force included 9 faculty members from Ithaca, Cornell Tech, and WCM
- Feedback from 150+ faculty, staff, and students via six listening sessions and from 252 respondents via a questionnaire or email
- Studied peer institution policies and consulted with external experts
- Draft recommendations shared via community message October 8
- Next steps include presentations to Faculty Senate and the University, Employee, Student, and Graduate and Professional Student Assemblies, WCM Faculty Councils
- Feedback via form or email from community until November 14
- Issue final report
- Report will outline a recommendations and principles, not a codified policy

Executive Summary

What is institutional restraint? A thoughtful and nuanced appreciation of Cornell's mission, a need to carefully tailor its voice to that mission, and reasonable circumspection and prudence in exercising institutional voice in other contexts.

When should the university speak? On matters germane to core mission, values, and functions, with prudence and guided by principles of institutional restraint.

Who speaks for the university? The president and provost.

What is the role of other leadership in the university? The president/provost may delegate the responsibility to vice-president for university relations or similar position, and chairs of BOT and BOF are authorized to speak on behalf of governing board.

What is the role of deans, chairs, departments? Deans speak for themselves in their scholarly capacity, or in exceptional situations, their college or school. Any collective statements by chairs and departments should pertain to, and be informed by, the faculty group's domain of scholarly expertise.

Starting with First Principles: Cornell's Mission

The principles guiding Cornell's expression of its institutional voice should be rooted in the university's *core mission, values, and functions*.

Cornell's mission is to “discover, preserve and disseminate knowledge, to educate the next generation of global citizens, and to promote a culture of broad inquiry throughout and beyond the Cornell community.”

Through this mission, Cornell aims to “enhance the lives and livelihoods of students, the people of New York and others around the world.” Cornell remains guided by the words, legacy, and philosophy of its founders, Ezra Cornell and A.D. White, and their capacious interpretation of a program of higher education for “any person, any study.”

Institutional Voice Should be Limited to Cornell's Mission

In deciding when the institution should exercise its voice, the University's core mission, values, and functions should be front and center. This includes matters related not just to Cornell's specific mission but also to higher education generally e.g., academic freedom, freedom of inquiry, and access to education that are inextricably linked to Cornell's mission. The use of institutional voice in support of this mission is appropriate but should be used with prudence and guided by principles of institutional restraint.

It is not the place of the university or its leaders to speak about matters not germane to Cornell's mission.

On matters beyond the scope of the university's mission, the individual voices of the university's constituencies rise to the surface as they appropriately exercise their freedom to speak. A robust exchange of ideas and opinions through free expression and academic freedom is the best way to ensure open dialogue and mutual respect within the university community. At all times, these individuals speak for themselves, not for Cornell.

The Concept of Institutional Restraint

This mission-centric conception of institutional voice need not entail that the institution must remain silent when its ability to execute its mission is compromised. The university is entitled to protect its interests; neutrality with regard to itself is logically incoherent.

What is required by a principle of institutional restraint is a thoughtful and nuanced appreciation of Cornell's mission, a need to carefully tailor its voice to that mission, and reasonable circumspection and prudence in exercising that voice.

When institutional restraint does not apply because a topic falls squarely within the core mission of the university, speech is permitted but not required. There are many reasons why discretion, rather than speech, may be strategically preferable for the institution and its academic values.

Specific Criteria for Exercising Institutional Voice

- a) The issue directly affects the university's core mission, values, or functions in ways that are easily communicated to the university community; or
- b) The issue directly affects the background conditions that make possible the academic enterprise at Cornell or in higher education generally, for example, our nation's democratic system, the rule of law, freedom of speech, or freedom of thought, and thereby impacts the university's ability to make its contributions to the common good through its research, teaching, clinical care, or engagement.

Who Speaks for the University

Only the president and provost* speak for the university, though at times the president and provost may delegate this responsibility to additional officers, most notably a vice-president for university relations or similar position. Leaders below them do not speak for the university unless specifically delegated to do so by the president or provost.

In addition, the chairs of the Board of Trustees or Weill Cornell Medicine Board of Fellows are authorized to speak on behalf of their governing boards.

In exercising this institutional voice on behalf of the university, the president, provost, and other leaders should follow the principles of restraint outlined in this document.

The Role of Deans

The deans do not speak for the university, as this responsibility is reserved for the president, provost, and governing board chairs.

Instead, the deans can only speak for themselves in their scholarly capacity, or in exceptional situations, their college or school. In deciding when to exercise this voice, deans should follow the principles of restraint outlined in this document and only speak for their college and school when necessary to advance the academic unit's mission.

Although expressions of scholarly expertise fall within the zone of academic freedom, deans should be mindful of the possibility that even scholarly discussions can intersect with sensitive matters of political concern. When in doubt, deans should exercise restraint in their communications and should always clarify whether they are speaking on behalf of their school or college or whether they are speaking for themselves as independent scholars.

Academic Departments and Other Sub-Units

Departments and other academic sub-units should be guided by the same principles of restraint. Statements by academic departments on matters unconnected to the department's educational mission may crowd out the voices of individual members of the community.

In situations where a department believes that its voice is both necessary and appropriate to fulfill its academic mission, and satisfies the criteria of restraint, several conditions should be satisfied before it issues any communication. Faculty acting collectively within their academic units should determine an appropriate and transparent procedure for exercising their collective voice.

The department should seriously consider whether its communicative objectives could be accomplished by releasing a letter with individual signatories, rather than a collective statement from the department.

Questions/comments?

tfiv@cornell.edu

Senate Discussion

**Resolution Concerning Overuse of Temporary Suspensions,
Excessive Delays that Violate Due Process in the Conduct
of Disciplinary Hearings, and the Need for Reform of the
Student Code of Conduct Procedures**

Senator Tracy McNulty, Comparative Literature

Senator Chris Schaffer, Biomedical Engineering

Resolution Concerning Overuse of Temporary Suspensions: Sponsors

Faculty Senators

Oumar Ba
Sandra Babcock
Richard Bensel
Anne Marie Brady
Michelle Trillium Crow
Laurent Dubreuil
Tobi Hines
Harold Hodes
Tracy McNulty
Chris Monroe
Paul Ortiz
Iris Packman
Hayden Pelliccia
Maria Gonzalez Pendas
Itziar Rodriguez de Rivera
Chris B. Schaffer
Noah Tamarkin
Andrew Yen

Other Faculty

Begum Adalet
Marcelo Aguiar
Chloe Ahmann
Esra Akcan
Catherine Appert
Aishvarya Arora
David Bateman
Amiel Bize
Cynthia Bowman
Kate Bronfenbrenner
E. Wayles Brown
Derek Chang
Julia Haeyoon Chang
Reyna S Cohen
Raymond B. Craib
Iftikhar Dadi
Ileen DeVault
Shimon Edelman
Matthew Evangelista
Darlene Evans
Elise Finielz

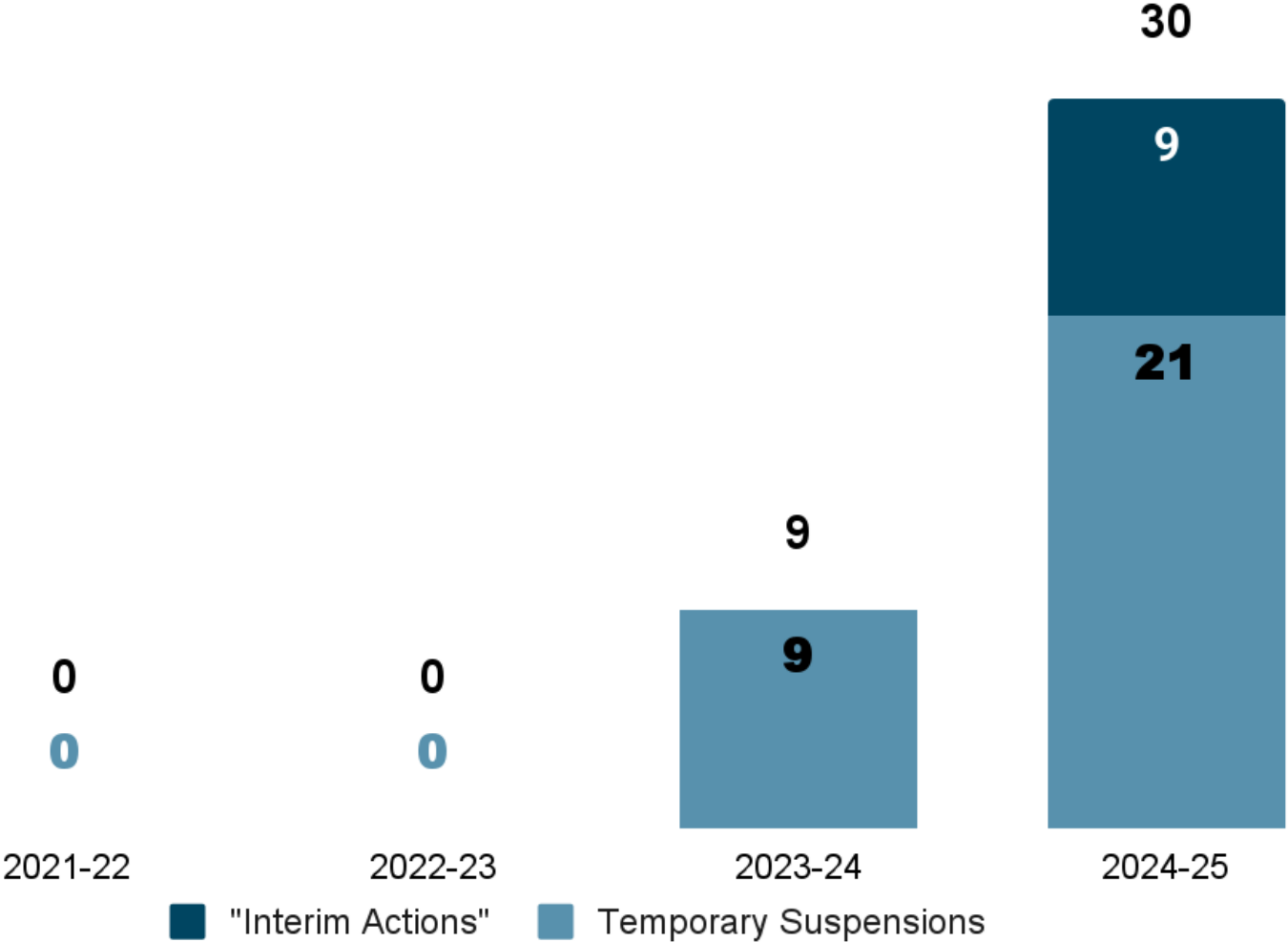
Paul A. Fleming
Jason Frank
Arnika Fuhrmann
Maria Christina Garcia
Shannon Gleeson
Seema Golestaneh
Maria Gonzalez Pendas
Dan Hirschman
Saida Hodzic
Juliana Hu Pegue
Kurt Anders Jordan
Caroline Levine
David Levitsky
Risa L. Lieberwitz
Alexander Livingston
Corinna Loeckenhoff
Kathleen Long
Tamara Loos
Beth Lyon
Joseph Margulies

Eselle McKee
Natalie Melas
Marilyn Migiel
Julia Mizutani
Justine Modica
Paul Nadasdy
Juno Salazar Parreñas
Natasha Raheja
Ken Roberts
Kristin Roebuck
Nerissa Russell
Paul Sawyer
Chantal Thomas
Lindsay Thomas
Claudia Verhoeven
KC Wagner
Rachel Weil
Marina Welker
Brad Zukovic

“Resolution Concerning **Overuse** of Temporary Suspensions, Excessive Delays that **Violate Due Process** in the Conduct of Disciplinary Hearings, and the Need for Reform of the Student Code of Conduct Procedures”

- Student Code of Conduct Procedures allow temporary suspensions only when “immediate action is **necessary to protect** the Complainant or the University community,” and stipulates that “since the underlying allegation of prohibited conduct has not yet been adjudicated on the merits,” they “**may be imposed only when available less restrictive measures are reasonably deemed insufficient**”

OSCCS Student Temporary Suspensions



The “typical” temporarily suspended student

~80%

Not charged with violent or
destructive conduct

~95%

No prior conduct record

Appeal: temporary suspension factors

- a. Whether the Respondent has a history of violent behavior or is a repeat offender;
- b. Whether the incident represents escalation in unlawful conduct;
- c. Whether there are facts indicating a risk that the Respondent will commit additional acts of interpersonal misconduct or violence; and
- d. Whether there represents reasonable basis of concern for retaliatory acts;
- e. Whether there exists reasonable basis for concern over possible harm to the health or safety of others involved or the campus community generally;
- f. Whether the Respondent used a weapon or force;

Appeal outcomes

~80% fail

to lift or modify a temporary suspension

- “The six factors you highlight in your appeal are not the only factors relevant to the analysis, nor must they be equally weighted or detailed. The fact that certain factors were inapplicable to your case does not mean the determination lacked good cause.” - then-Provost Kotlikoff

Incident Details:

On [REDACTED] Christina Liang and Anthony Bellamy received an email from Ryan Lombardi regarding a social media post made by [REDACTED]. The email:

Tony & Christina,

Please see the attached [REDACTED]

Please let me know if you need anything else from me.

Ryan

-
See attached photo of social media post



Review of Temporary Suspension Decision

Office of Student Conduct and Community Standards <studentco
to [REDACTED]

Please see the attached review decision from Vice President Lombardi. |

Alternate resolution

- Requires acceptance of responsibility and specific commitment to not disrupt university activities
- Many accept these deals in order to end temporary suspensions
- Can weeks or months to finalize

~90%

of cases end with:

- no full investigation
- no interview with respondent
- no hearing

Investigation/Hearing

246 Days

Average length between temporary suspension and hearing
outcome

Hearing outcomes for temporarily suspended students

Alleged Code violation	Temporary suspension type	Days before hearing outcome	Academic semesters missed	Found NOT responsible for any violent Code violation	Found NOT responsible for <u>any</u> Code violation
Private social media post	Full	129	1	✓	✓
Protest	Full	283	2	✓	✓
Roommate dispute	Full	287	2	✓	✓
Roommate dispute	Full	287	2	✓	
Total		986	7	4/4	3/4

Resolution Concerning Overuse of Temporary Suspensions

This resolution calls for four things:

1. Reform of the Campus Code of Conduct
2. Pause reform process underway now with administration-selected committee
3. Have shared governance bodies nominate faculty, student, employee members to new review committee
4. Encourage new committee to focus on:
 - a. Use and purpose of temporary suspensions
 - b. Independence of adjudication and appeal from university administration
 - c. Increased use of restorative justice approaches

Cornell Committee on Expressive Activity: Process

- Administration-selected committee released “interim” expressive activities policy; widespread concerns were raised
- Faculty Senate passed Resolution 194, calling for a pause to allow Senate to review and comment
- Administration responded with CCEA committee
 - Comprised of 19 faculty, staff, students, with nominations from shared governance bodies
 - Weekly/bi-weekly meetings from May to November 2024
 - 28 campus listening sessions plus topical meetings
 - Reviewed multiple rounds of solicited written feedback before and after initial draft
 - Presented committee report to Cornell shared governance bodies
- CCEA policy adopted by University and now governing expressive activity

Cornell Committee on Expressive Activity: Substance

CCEA commented directly on use of temporary suspensions:

Recommendation to modify OSCCS procedures to narrow use of temporary suspension

- Clarifying the purpose of a temporary suspension
- Narrowing when temporary suspensions are used
- **Sharing evidence**
- Considering hardships to suspended community members
- Clarifying and publicizing the appeal process for a temporary suspension
- **Independent review for appeals adjudication**
- Voluntary cessation and suspended suspensions

Senate Q&A

Senate Announcements and Updates

Eve De Rosa, Dean of Faculty, Chair of the University Faculty Committee; Psychology
Adam T. Smith, Associate Dean of Faculty, Chair of the Nominations and Elections
Committee; Anthropology

Senate Announcements and Updates

- **Proposed resolution condemning the cancellation of Professor Eric Cheyfitz's classes and threats of further severe disciplinary action**
 - Y=40; N=54; A=21; DNV = 20
- **Cornell reached an agreement with the federal government**
- **Pop-up Faculty Soup continues to be a success! Next one will be:**
 - November 18, 2025 from 11:30-1:30PM in Atkinson Hall, Room 121. Free!
- **Faculty Forum on November 19, 2025 to discuss the Future of American University**
 - **3:30-4:30PM**
 - This will be Zoom only and exclusively for Faculty Senators; Invite forthcoming

Senate Q&A

Good of the Order [5 minutes]

- **Senator Ariana Kim, Music**
- **Senator William Katt, Molecular Medicine**
- **Senator J. Nathan Matias, Communication, & Bryan Sykes, Public Policy**



Good of the Order



CORNELL UNIVERSITY FACULTY SENATE



Adjournment

#IAMYOURSENATOR