

Faculty Senate

February 11, 2026

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.

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

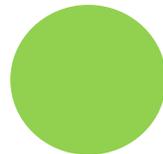
Limit chat to sharing resources with each other, published ‘as is’ publicly on DoF website

RECORDING

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

THREE MICROPHONES

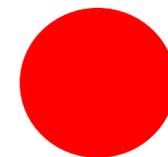
To ensure all perspectives are fairly represented and discussed



Comments in favor



Neither in favor or opposition



Comments in opposition

Approval of Zoom Transcription Minutes

December 10, 2025 and January 21, 2026

Unanimous consent requested

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

Proposed resolutions:

Formation of an Ad Hoc Committee to Review Policy 6.4

Creation of a Disciplinary Case Reporting Tool

Request an Annual Report on Academic Freedom

Senator Bryan Sykes, Brooks School of Public Policy

Senator J. Nathan Matias, Communication

Three Resolutions to Strengthen Shared Governance & Academic Freedom

1. Resolution to Create an Ad Hoc Committee to Review Cornell Policy 6.4, Faculty Handbook Section 6.6, and the Duties of the Cornell Office of Civil Rights Faculty Co-Investigator
2. Resolution to Create a Disciplinary Case Reporting and Attestation Tool
3. Resolution to Request an Annual University Report on Academic Freedom

Discordant Beliefs and Interpretations About Cornell Policies & Procedures

- Unclear and ambiguous policy language
- Different legal standards applied
- Points of administrative discretion
- Critical information gaps
- Increasing concerns about academic freedom
- Loss of shared values and trust



Image source: *Cornellians: "Cloudy Skies, Bright Smiles: Commencement 2025 in Photos"*.

Institutional Purpose:

1. Resolve ambiguity in policies
2. Improve the state of information available to the Senate and Cornell community

Community Purpose:

Re-affirm commitments, drawing from university **core values & policies**

1. Freedom to teach and to learn
2. Due process
3. Shared governance

Resolution to Create an Ad Hoc Committee

Purpose

- To review Cornell Policy 6.4, Faculty Handbook Section 6.6, and the Duties of the Cornell Office of Civil Rights (COCR) Faculty Co-Investigator

Objective

- To produce a Policy Report that reviews and evaluates points of similarity and difference in how COCR and AFPSF investigate complaints, define and interpret statutory language, evaluate evidence, and issue decisions

Resolution to Create an Ad Hoc Committee, cont.

Goals of the Committee's Policy Report

- To examine and recommend possible revisions to CUP 6.4 for
 - ambiguous language;
 - points of administrative discretion;
 - excess confidentiality that impairs or limits Faculty Senate deliberation on matters or resolutions;
 - different evidentiary and evaluation standards that can be assessed by independent legal experts;
 - the temporal ordering and review times of processes related to complaint investigations, resolutions, appeals, and imposed sanctions;
 - the role and duties of the faculty co-investigator in COCR

Resolution to Create a Disciplinary Case Reporting and Attestation Tool

Purpose

- To create a procedural reporting and attestation tool that can be used to inform Faculty Senate deliberations and resolutions as a part of shared governance, thereby closing existing information gaps

Objective & Goal

- This tool will inform the Senate about whether core elements, processes, and outcomes of disciplinary cases were followed, in a way that does not violate complainant and respondent confidentiality, for members of the AFPSF
- This tool will require committee members to attest that processes and procedures were followed and it will allow for the reporting of any irregularities.

Resolution to Request an Annual University Report on Academic Freedom

Purpose

- Strengthen trust in the university's processes without disclosing confidential information

Activities

- Publish an annual **university transparency report on academic freedom**
- disclose the **number of external requests and internal disciplinary proceedings** that involve the University Administration regarding faculty, student, and staff speech and behavior
- **include aggregate counts** of incidents by group (faculty, student, and staff) across types of protected action (speech, behavior, etc.) and stage of disciplinary proceedings (complaint, investigation, resolution, appeal, etc.).

Questions and Acknowledgments

- The ad hoc committee will **require a lot of work**, but it's worth it and is time sensitive
- We're reworking the attestation resolution to emphasize a **line of communication** with Senate
- A transparency report would require care on **privacy** and **liability**, but can grow trust

We're grateful to everyone who spoke with us, offered feedback/critique and supported the resolutions, including those who supported and who opposed previous resolutions

Senate Q&A

Ad Hoc Committee to Review Policy 6.4

Disciplinary Case Reporting Tool

Annual Report on Academic Freedom

Student Code of Conduct Review and Revision Update

Jenn Michael, AAP Student Experience
Ashleigh Newman, College of Veterinary Medicine

Student Code of Conduct Review and Revision Update

<https://www.youtube.com/watch?v=C5ty17HPRMw>

Senate Discussion

Sustainable Journal Access

Elaine Westbrook, Carl A. Kroch University Librarian and Vice Provost



Sustainable Journal Access

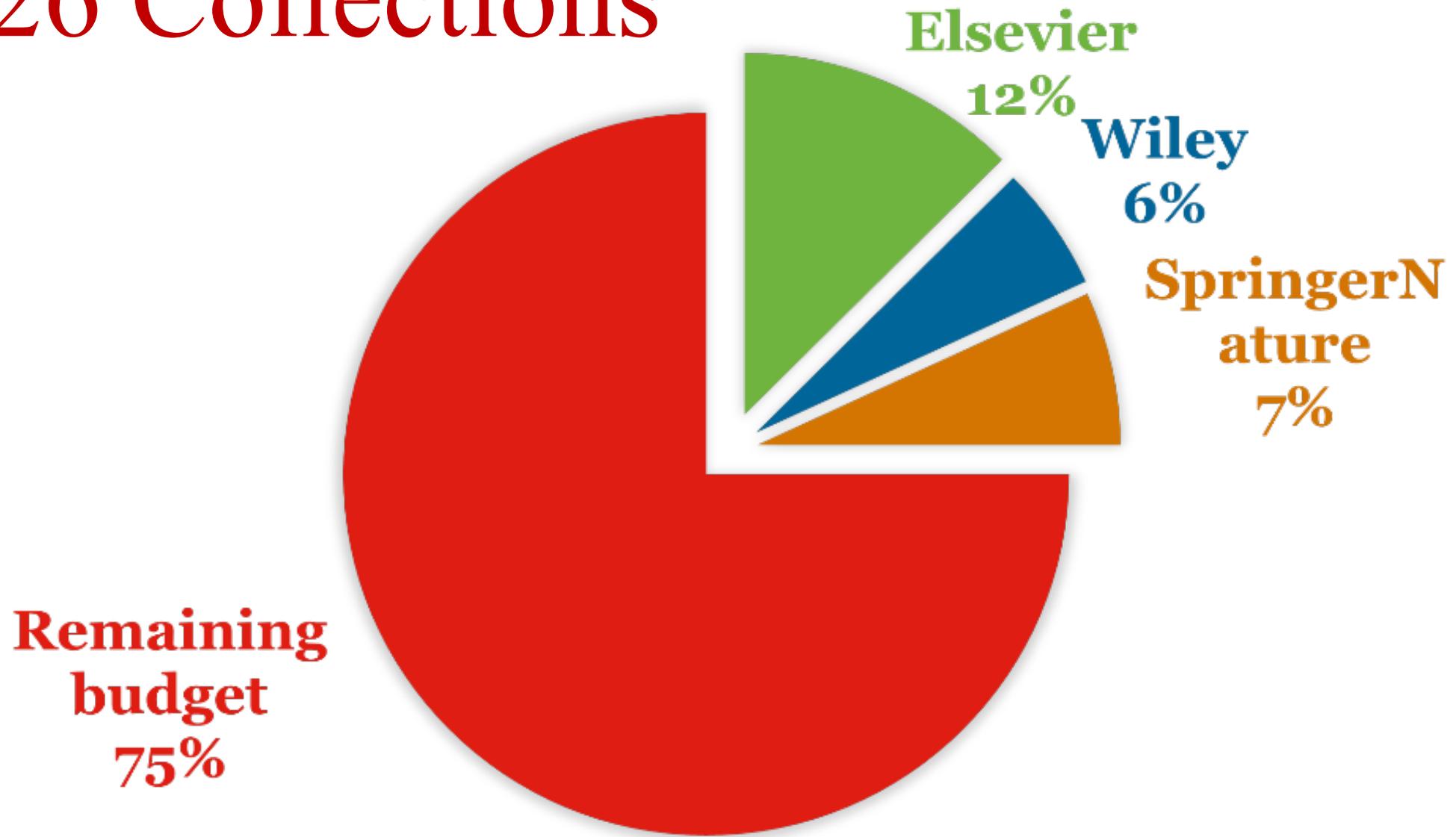
Unbundling Big Deals

Elaine L Westbrooks, Carl A Kroch University Librarian
Faculty Senate, February 11, 2026

How did we get here?

1. Budget Context: Higher ed crisis
2. Inflation of collections/flat budgets
3. Growth of collections
4. Unsustainable academic publishing environment

FY26 Collections



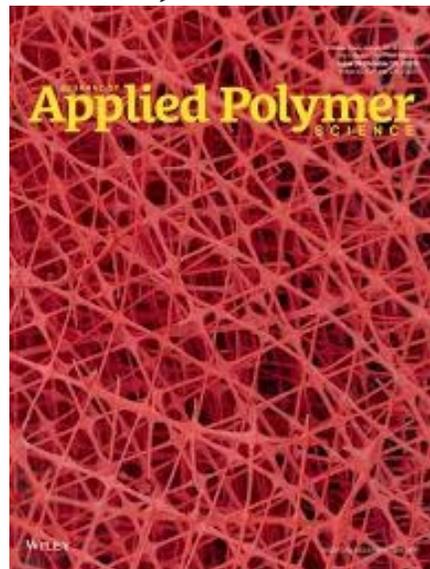
Reducing Wiley Subscriptions- January 2026

\$1.1 million/year, shared between Ithaca & Weill

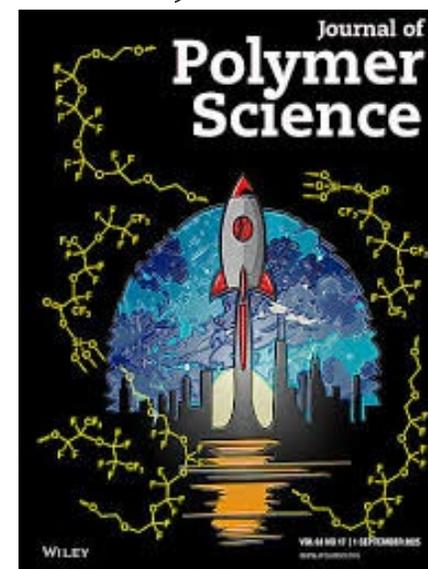
\$39,320.89



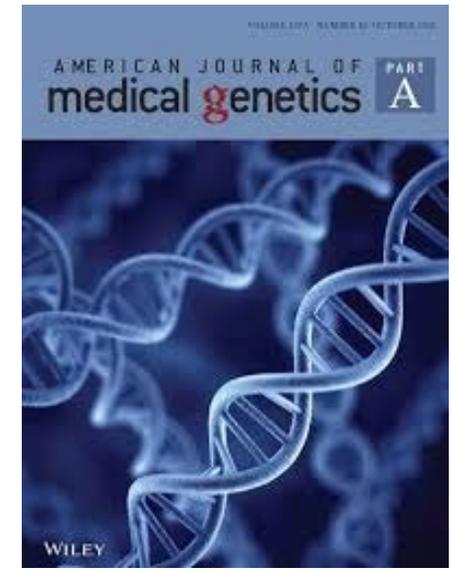
\$30,716.68



\$22,640.76



\$18,076.87



Unbundling Oxford University Press- Jan. 2026

\$350,000/year, shared between Ithaca & Weill

\$14,794.40



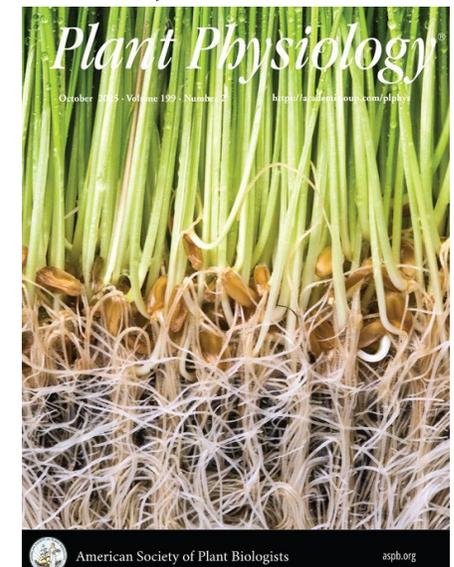
\$12,865.80



\$11,650.4



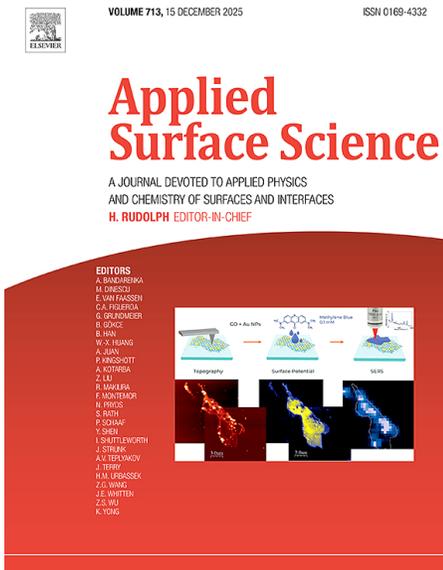
\$7,628.40



Unbundling Elsevier ScienceDirect- Jan 2027

\$3 million/year, shared between Ithaca and Weill

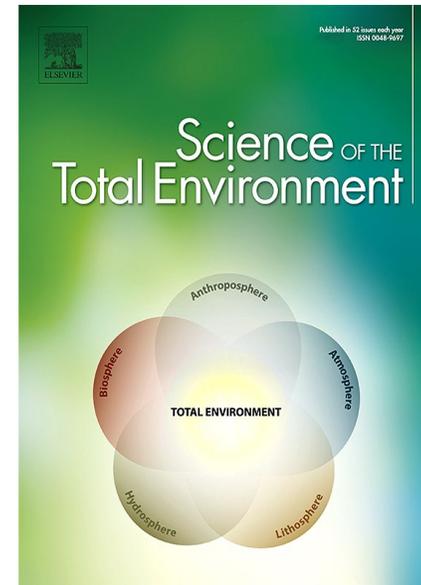
\$28,248



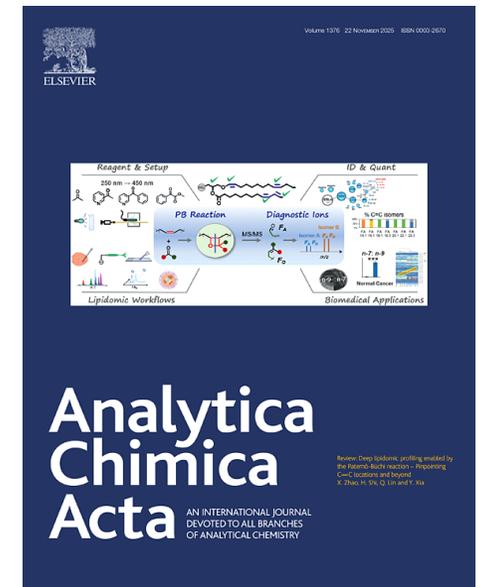
\$28,121



\$25,330



\$22,750



Journal Subscriptions

= Library subscriptions will be determined based on:

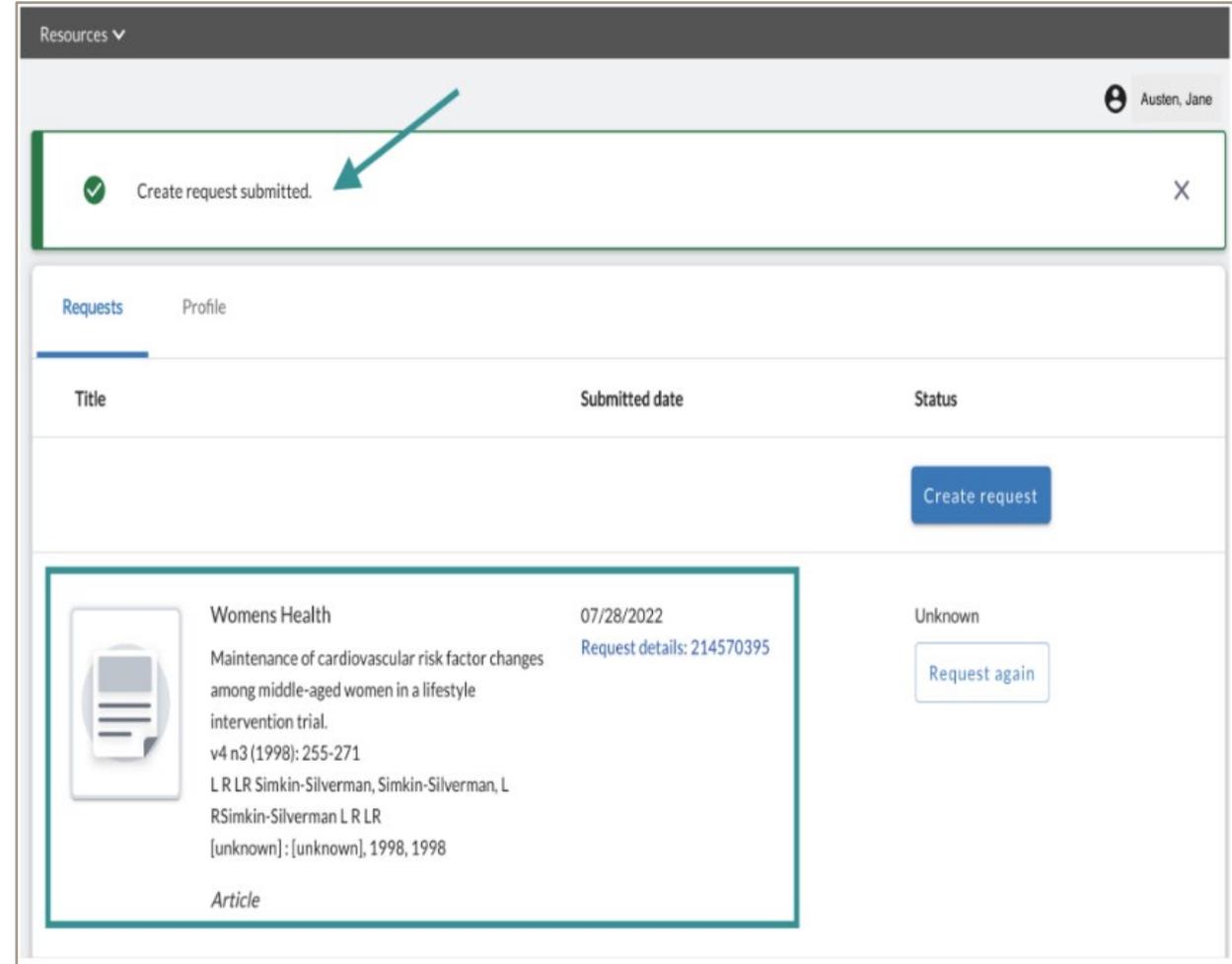
1. Budget
 2. Usage
 3. Cornell authorship data
 4. Engagement with campus stakeholders
 5. Negotiations with publishers
- Library will send Survey in fall to gather more data
 - Liaison librarians will engage departments

Getting you what you need

Average Time of delivery

Document Delivery: 2 days

Interlibrary Loan: 3.5 days



The screenshot shows a web interface for managing library requests. At the top, there is a navigation bar with "Resources" and a user profile for "Austen, Jane". A green notification banner at the top states "Create request submitted." with a green checkmark and a close button. Below this, there are tabs for "Requests" and "Profile". The "Requests" tab is active, displaying a table with columns for "Title", "Submitted date", and "Status". A "Create request" button is visible on the right side of the table. The first row in the table is highlighted with a green border and contains the following information:

Title	Submitted date	Status
 <p>Womens Health Maintenance of cardiovascular risk factor changes among middle-aged women in a lifestyle intervention trial. v4 n3 (1998): 255-271 L R LR Simkin-Silverman, Simkin-Silverman, L R Simkin-Silverman L R LR [unknown]: [unknown], 1998, 1998 <i>Article</i></p>	07/28/2022 Request details: 214570395	Unknown Request again

What can researchers do to help?

1. Retain your copyright on the articles you publish
2. Talk to your societies about its publishing activities
3. Advocate for price transparency and affordability
4. Work with the Library if you are interested in flipping journals to non-profit publishers, such as University Presses
5. Understand the intricacies of open access publishing

Updates & Contact Information

Elaine L Westbrooks, Carl A Kroch University
Librarian elw25@cornell.edu

Cornell Online Journal Transition
<https://library.cornell.edu/journal-transition>

Send Feedback: cul-unbundling@cornell.edu

Senate Q&A

Faculty Disclosure & Consent Form

Avery August, Deputy Provost, Microbiology and Immunology

Cornell University

Academic Appointment Disclosure and Consent Form

OFFICE OF THE
Deputy Provost

ACTION COLLABORATIVE

Action Collaborative on Preventing Sexual Harassment in Higher Education

Making higher education a place where everyone can work and learn without experiencing sexual harassment

The Action Collaborative brings together leaders from academic and research institutions and key stakeholders to collaboratively work toward and share targeted actions on addressing and preventing sexual harassment across all disciplines and among all people in higher education.

MEDIA ADVISORY

New Publications Examine the Use of Procedural Justice to Address Sexual Harassment, Describe Innovative Policies to Stop ‘Passing the Harasser’

Abuse and Harassment

Last update April 20, 2022

Cornell Action Collaborative

Representatives:

Lauren Branchini (OITIX/COCR)

Laura Rugless (OITIX)

Chris Schaffer, Professor, Biomedical Engineering

Carol Grumbach (Office of the Provost)



Cornell University

**Cornell University
Academic Appointment Disclosure and Consent Form**

As part of our evaluative process for academic roles, Cornell University asks candidates to disclose relevant information about their prior employment including whether they have been found to have violated employer policies related to or governing unlawful discrimination and harassment, academic and research misconduct, or financial misconduct.

Feedback process:

Deans, Associate Deans for Academic Affairs, Department Chairs
Academic HR
Office of General Counsel
Committee on Academic Freedom and Professional Status of the Faculty
University Faculty Committee

Academic Appointment Disclosure and Consent Form

As part of our evaluative process for academic roles, Cornell University asks candidates to disclose relevant information about their prior employment including whether they have been found to have violated employer policies related to or governing unlawful discrimination and harassment, academic and research misconduct, or financial misconduct.

Please complete this form and return it to the college Office of Human Resources. We will not be able to advance your candidacy until we received the completed form.

Have you been found to have violated any employer policies governing unlawful discrimination and harassment, academic and research misconduct, or financial misconduct at your current or prior academic institution?

No ___

Yes___ (The Office of the Deputy Provost or designee will follow up with you to understand the details)

Are you currently under investigation, or have any pending charges related to a potential violation of any employer policies governing unlawful discrimination and harassment, academic and research misconduct, financial misconduct, at your current or prior academic institution?

No ___

Yes___ (The Office of the Deputy Provost or designee will follow up with you to understand the details)

By signing this form, I acknowledge that providing incomplete or inaccurate information on this form may make me ineligible for appointment at Cornell. I also give Cornell permission to seek information about the above matters and other employment related inquiries from my current and prior employers.

Process:

Consistent with Cornell's practice, appointment to any tenured, tenure-track, and RTE positions requires candidates to disclose relevant information about their prior employment including whether they have been found to have violated employer policies related to unlawful discrimination and harassment, academic and research misconduct, or financial misconduct.

1. The department sends an email to the finalists to be invited for on campus interviews, asking each to 1) complete the disclosure and consent form attached to the message and 2) send the completed form to the designated college HR lead by a specific deadline (within 2-3 business days maximum, to expedite process).

2. Designated college HR lead reviews responses. If no affirmative disclosures are received, the HR lead notifies search chair to proceed with inviting finalists to campus. If an affirmative disclosure is received, the college HR lead notifies ACADHR/COOCR of affirmative disclosure.

3. ACADHR/COOCR communicates affirmative disclosure to the deputy provost or designee, who will then consult with appropriate offices as necessary and arrange outreach to the candidate's previous institution.

4. ACADHR/COOCR will follow up with college dean/associate dean to discuss next steps.

5. Offer letters for all academic roles should now include language: "This offer is contingent on successful completion of background information verification."

Questions?

OFFICE OF THE
Deputy Provost

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

VOTING RESULTS

- **Collaborative Scholarship - Resolution 210**
 - 86 Yes; 9 No; 7 Abstain; **DNV = 31**
- **Retirement Advisory Council**
 - Cornell Academics & Professors Emeriti (CAPE) and Melissa Rooklidge
 - 12 retired faculty – Research-Teaching-Extension and Tenure-Track Faculty
 - Recently retired to 15+ years
 - Across disciplines and colleges/schools
 - Select a person for a confidential and personalized conversation about retirement planning

Senate Announcements and Updates

- **March meeting**
 - 3 faculty governance resolutions from today will hopefully come for a vote
 - President Kotlikoff planned visit to share the State of the University
 - Introduction of Vice President for University Relations, Kyle Kimball
 - Updates from the Academic Integrity Working Group
 - Updates from the Extension Professor Titles Working Group
- **Pop-up Faculty Soup continues to be a success!**
- 11:30AM – 1:30PM each month
- No Faculty Soup in the Regent Lounge of the Statler Hotel on Pop-up days
 - **March 3** – CIS 250; New Computing and Information Science building
 - **April 15** – AgriTech Campus; Free bus ride and lunch in Geneva, NY

Senate Q&A

Good of the Order

Emily Zinger, Southeast Asia Digital Librarian



Employees Helping Employees

Emily Zinger, emz42



*“Because of the CARE Fund,
I was able to relocate and
leave a dangerous situation”*

WHAT IS THE CARE FUND?

The CARE Fund provides grants to Cornell employees who have experienced a sudden financial hardship such as a natural disaster, a catastrophic illness, or domestic violence

As of 2022, the maximum award amount was increased to \$2,000



"The funds I received were essential in helping me after my house fire"

FOR EMPLOYEES, BY EMPLOYEES

The fund was created by the Employee Assembly in 2001 and is funded entirely by donations from staff, faculty, and other supporters



From 2010 through 2025, 405 employees across the University have received nearly \$520,000 in help from the fund

Since 2023, 1 faculty member has received \$1,835 in help from the fund



Each year, the total number of applications outpaces what our total donations can support

The result is a critical unmet need for emergency help in our community



“The funds I received helped me to transport my critically ill daughter to receive urgent care from some of the best doctors”

WHO CAN APPLY TO THE CARE FUND?

The fund is open to Cornell employees who hold a benefits-eligible full or part-time position. More information about eligibility can be found at hr.cornell.edu/carefund



"I am deeply grateful for the aid I received from my colleagues at Cornell"

2025 Overall Engagement Levels

Total work force = 11,426

Faculty and RTE - 3,025

Staff & Union - 8,401

Total Contributors to the Fund = 345, 3% of all employees

Faculty and RTE - 46, 1.5% of all faculty

2025 engagement was the lowest since before 2020



“The Emergency CARE Fund was a blessing. It made a major difference when I was struggling to get by!”

2025-2026 Engagement Goals

- 30% of all Employees
- 50% of all Faculty

At any level of contribution

To reach our goals in 2026

- 1466 additional faculty members across the university would contribute.



“The CARE Fund allowed me to focus on treatment and recovery with much less stress... I want to thank everyone who contributes”

You can help us achieve our Goal

Make a donation

Visit hr.cornell.edu/carefund/give-care-fund

- Make a recurring gift with automatic payroll deduction – super easy!
- Make a one-time gift through payroll deduction, PayPal, or check
- Donate your Cornell Appreciation Portal points

Spread the word about the CARE Fund to managers and colleagues



"The CARE Fund was a blessing. Now that we are getting back on our feet, I plan on giving to the fund so that someone else can feel what I felt. The help came through when it was needed most!"

Thank you for listening!

[Hr.cornell.edu/carefund](https://hr.cornell.edu/carefund)

Emily Zinger

emz42@cornell.edu





CORNELL UNIVERSITY FACULTY SENATE



#IAMYOURSENATOR