

Faculty Senate

October 9, 2024

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

September 11, 2024

Unanimous consent requested

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

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

- **Road Trip!**
 - **CornellTech** – Wednesday, October 23, 2024
 - 8AM – 8PM: Private bus, lunch, campus tour, Faculty Forum with Tech faculty, private bus
 - **Please R.S.V.P. by Friday, October 11, 2024**
 - AgriTech – April 23, 2025
- **Academic Integrity Working Group**
 - First meeting will be on October 21, 2024, and then will meet monthly
 - Send feedback
- **Academic Freedom in the classroom resolution presented by Senator Risa Lieberwitz, ILR School**
 - Because of timeliness of the topic put on as an addition to the agenda **for discussion only**
 - Senators will have time to digest and discuss with their constituents
 - Send potential amendments to the Office of the Dean of Faculty by **November 1, 2024**
 - Will be on the agenda as a motion in the November meeting

Part-time Bachelor's Degree for Non-Traditional Students

October 28, 2024

Provost Working Group produced proposal

2021-2022 Faculty Senate Calendar

December 8; February 9; March 9; Faculty Forum; May 4

2022-2023 Faculty Senate Calendar

Hired Dean Loeffelholz, School of Continuing Education

2023-2024 Faculty Senate Calendar

Introduced herself September 13; Updates February 14; Updates April 10

Part-time Bachelor's Degree for Non-Traditional Students

Feedback on the proposal

Academic Freedom and Professional Status of Faculty (AFPSF); American Indian and Indigenous Studies Program
Committee on Academic Programs & Policies (CAPP); Educational Policy Committee (EPC)

Resolution Prospective Part-time Bachelor's Degree for Non-Traditional Students

UFC Resolution: April 20; Revised: April 27; Revised: May 3 in 2022

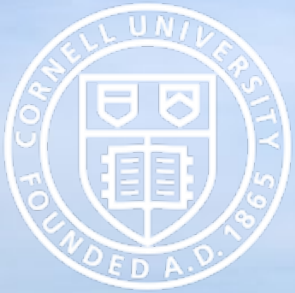
Faculty Senate Approval May 17, 2022: *Be it further resolved that the Provost, at the conclusion of the program planning process, solicit the approval from the Faculty Senate*

Senate Q&A

Update: Resolution 181: Prospective Part-time Bachelor's Degree for Non-Traditional Students

Mary Loeffelholz

Dean of School of Continuing Education, Literatures in English



Proposed part-time, online bachelor's degree in SCE

Mary Loeffelholz, Dean
October 9, 2024

The Call

As one of the foremost educational institutions in the world, Cornell is well positioned to heed calls to promote racial, economic, and other forms of equity. A **part-time bachelor's degree program** provides a compelling and timely way for Cornell to build on its historical founding as a land-grant institution with an aspirational ethos of educating “any person” in “any study.” (From the October 2021 Report to Provost Kotlikoff)

The desire is there...

- CPEP Associates Degree recipients
- Active-duty military personnel and military veterans
- Ambitious community college graduates
- Long-term growth in online bachelor's degree programs in private, nonprofit institutions

**As #1 university in the US for veterans, #1 Ivy League university for social mobility,
Cornell speaks to these audiences**

Prior consideration by Faculty Senate

- Proposal based on October 2021 report presented to Faculty Senate 12/08/21
- Committee reports Dec. 2021-March 2022 (UFC, CAPP, EPC, AFPSF)
- Faculty Forum 3/30/22
- Provost's responses to Faculty Senate 3/09/2022 and 3/21/22
- Resolution to approve proposed degree in principle passed by Senate May 5-17, 2022
- Update to Faculty Senate 2/14/24
- Update to Faculty Senate 4/10/24

Design changes responding to faculty feedback

- Bachelor of Professional Studies degree distinct from residential degrees
- Initial cohorts of 25 (Fall 2026) + 25 (January 2027)
 - Initial cohorts open to applicants who hold Associate's degrees or are military veterans
- One initial major: Organizations, Markets, and Society
 - Drawing on a healthy catalog of existing online course materials
 - Responsive to market demand analysis in October 2021 report

Organizations, Markets, and Society

The proposed degree's curriculum and online instruction:

- Will include courses from most of Cornell's colleges
- Will actively draw upon the lived diversity and geographical dispersion of the students as well as Cornell's interdisciplinary breadth.
- Will be enhanced by community-based work and projects: students will apply what they learn to where they are living and working and learn from others in the program who are living and working in different environments.

Organizations, Markets, and Society

Core courses: In business, statistics, economics, data analytics and data-driven decision-making and policy analysis, project management, innovation and entrepreneurship, organizational and HR fundamentals, writing and communication, information literacy, intergroup dialogue, project-based, community-based capstones

Distribution requirements and electives: SUNY transfer-friendly requirements in natural sciences, humanities, social and behavioral sciences, mathematical and quantitative reasoning, world history and global perspective, diversity, equity and inclusion. Offerings highlight Cornell's distinction and existing or in-development online catalog in environmental issues (EAS 1101 Climate and Energy: A 21st Century Earth Science Perspective)

Organizations, Markets, and Society

Learning outcomes in assessment plan

1	Practice fundamental skills in business and management
2	Apply theoretical models to analyze and address issues facing organizations, markets, and society
3	Express ideas clearly and persuasively orally and in writing
4	Apply scientific and quantitative reasoning to analyze organizational and social issues
5	Direct their own learning; identify appropriate resources; take initiative
6	Access and use information from a variety of sources strategically, appropriately, and responsibly
7	Demonstrate responsibility to a larger community or public

Additional academic input from Faculty Advisory Council

- Currently includes members named by college deans and faculty developing courses for proposed degree
 - Brad Bell (ILR), Ann LaFave (CALS), David R. Lee (Dyson), Alan Mathios (Brooks), Jamila Michener (Brooks / A & S), Linda Nozick (Engineering), Donna Haeger (Johnson), Jane Juffer (A & S), Nancy Wells (CHE), Traci Nathans-Kelly (Engineering), Ashley Shea (Library, CALS)
- Will transition to an elected body (college faculty representatives elected by college faculties and faculty teaching in the degree program elected by the faculty teaching in the degree)

Planning for financial sustainability

- Degree design carefully benchmarked against peer institutions
- Degree format responds to growing preference of adult learners for asynchronous online programs with synchronous elements
 - Penn, Georgetown recently moved their PT bachelor's degrees wholly online
 - 83% of prospective online students in a recent survey prefer asynchronous online programs with no requirement for in-person, campus-based instruction
 - *and* 74% of prospective students want synchronous elements as well: discussion, live Q & A with faculty, community-building with peers, professional networking
- Leveraging best-in-class internal resources with eCornell

Proposed tuition in new degree

Modeling \$925 per semester hour with 35% need-based financial aid

- *Average* tuition per semester hour *after SCE-funded financial aid* just over \$600 / semester hour
- Harvard, Penn at \$530-\$625 per semester hour (sticker price), Northwestern (which awards the B.S.) just over \$700
- Average tuition (sticker price) in US for online bachelor's: \$516 /semester hour

External sources of financial support for students in BPS

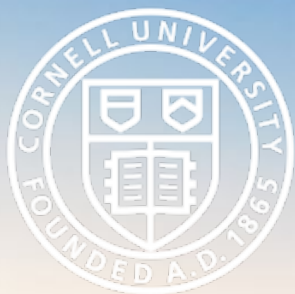
- Pell grant: maximum of \$7,395 in 2024025, pro-rated for part-time study
- New York State Aid for Part-time Study (APTS) program
 - Up to \$2,000 per year for students taking 3-11 credits per semester
 - Must be a NYS resident for 12 months or qualified under NYS-DREAM Act
- Veterans and active-duty service members
 - Post-9/11 GI Bill tuition benefits award up to \$28,937 for full-time study, pro-rated for part-time students

Faculty Engagement

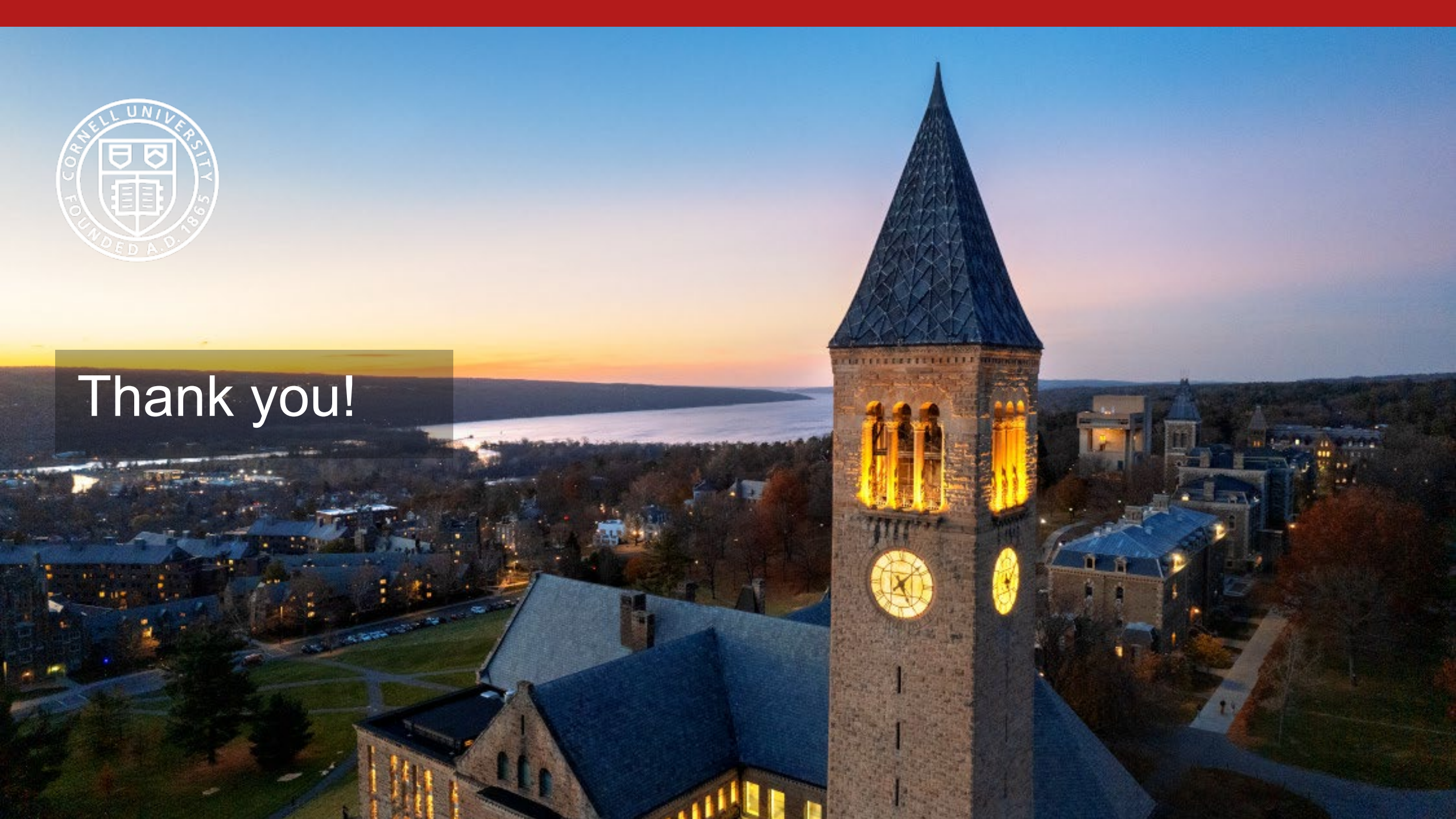
- SCE transfers funds to academic units for course development and teaching
 - \$5K /credit for initial course development, \$2K /credit for updating a course
 - \$10K /credit for teaching a course every time it is offered
 - Online learning assets available to departments for re-use in other contexts
- Deans decide who represents the college in programmatic discussions with SCE
- Unit and faculty member decide whether effort is onload or for extra compensation
- \$100k/year transferred to unit by SCE to support a faculty director for the major

World-class online course design and development

- Full-time, continuing Cornell faculty develop courses with support of eCornell learning designers
- Faculty experience with eCornell online learning:
- **Matt Hill (via Zoom), Robert Kwortnik**



Thank you!



Senate Discussion

Review of Temporary Suspensions under the Student Code of Conduct

John Siliciano, Interim Provost, Law School

General Nature of Interim Measures

Present in almost all complex systems for regulating conduct

In simple systems, no need for interim measures because no interim.

Event  Charge/Adjudication

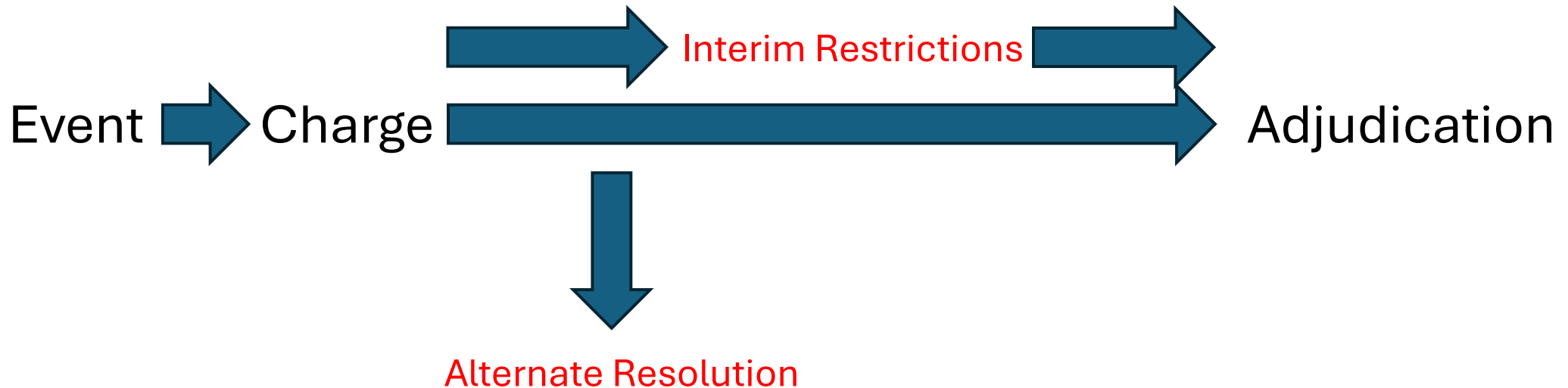
General Nature of Interim Measures

Even in more complex systems, generally no need for interim measures.



General Nature of Interim Measures

- Found in all regulatory systems where:
 - Significant time gaps between charge and adjudication
 - Credible risk of harm before adjudication



Concerns Related to Interim Measures

- Lean processes
- Predictive and therefore unavoidably speculative
- Restrictive measures are restrictive

- Solution is to require interim measures to be
 - based on credible evidence
 - of a significant potential harm
 - restrictions are as narrowly tailored as possible
 - while providing a reasonable level of protection

Student Code of Conduct Procedures

VIII. TEMPORARY SUSPENSIONS

A. Temporary Suspension Pending Resolution

In consultation with appropriate University officials, the Director ... has authority to temporarily suspend a Respondent pending resolution of the underlying case where immediate action is necessary to protect the Complainant or the University community.

Student Code of Conduct Procedures

Temporary Suspensions “may include the withdrawal of any or all University privileges and services, including class attendance, participation in examinations, utilization of University premises and facilities.”

Factors to be considered:

- Nature of possible harm
 - Impact on individuals or community
 - Use of force
- Probability of recurrence of harm
 - Repeat Offender
 - Escalation of Conduct
 - Acknowledgement of responsibility

Tailoring Requirement in Student Code

Since the underlying allegation of prohibited conduct has not yet been adjudicated on the merits, a Temporary Suspension may be imposed **only when available less restrictive measures are reasonably deemed insufficient** to protect the Complainant or the University community.

Further, the form of Temporary Suspension imposed shall be the **least restrictive option** that reasonably affords the necessary protections.

Appeal to the VP/SCL

The VP SCL's decision is final for all Temporary Suspension actions that continue to enable the Respondent to maintain core instructional activities and there is no further right of appeal.

But...

Appeal to the Provost

A complete suspension from all university activities such that the Respondent **will lose the ability to continue academically** may be appealed to the Provost, whose decision in such cases will be final.

How to think about a case:

- Individualized consideration of:
 - The nature of the harm
 - The risk that harm might occur
 - The options for interim measures that mitigate that risk
- Risk: Consider the risk posed, including the Code's enumerated risk factors, and specific facts
- Options: need full understanding of student's academic situation
- Note: Individualized consideration may result in variance in outcomes

Propose Resolution
Academic Freedom in the Classroom

Risa Lieberwitz, Senator, ILR School

Faculty Senate Resolution:

Key points in “Whereas Clauses”

October 2, 2024, Cornell Daily Sun [reported](#) statements by VP Joel Malina at private Zoom meeting with more than 220 parents hosted by Cornell Hillel on Sept. 30.

Targeted 2 Cornell faculty members’ protected speech.

- Described a **junior faculty member** in CALS, hired before Cornell learned that the faculty member had **retweeted “troubling posts”** critical of Israel and Zionism.
 - Stated that **this faculty member’s “in-class activities will be scrutinized, as will all in-class activities of our faculty.”**
- Identified the **second faculty member** by name and stated:
 - The faculty member’s **speech on October 15, 2023 about Israel and Gaza was protected only because it was made off-campus** and not in the classroom;
 - The faculty member **“is very savvy when it comes to staying on this side of our policies.”**

Faculty Senate Resolution: Key points in “Whereas Clauses”

Broad scope of academic freedom

Cornell University Policy Statement on Academic Freedom and Freedom of Speech and Expression:

“Academic Freedom...in the classroom on matters relevant to the subject and the purpose of the course and of choice of methods in classroom teaching”

AAUP 1940 *Statement on Principles of Academic Freedom and Tenure:*

“Controversy is at the heart of the free academic inquiry”

AAUP’s 2007 *Freedom in the Classroom* report:

“So long as an instructor's allusions provoke genuine debate and learning that is germane to the subject matter of a course, they are protected by ‘freedom in the classroom.’”

Faculty Senate Resolution: Key points in “Whereas Clauses”

VP Malina’s Letter to the Editor Sun on Oct. 2, acknowledges:

“University administrators have no purview over classroom instruction, nor should they. Any review of faculty classroom activity appropriately lies with the faculty, who are committed to promoting inclusive academic spaces that are free of unlawful discrimination or harassment.”

This does not cure his violations of academic freedom;

VP Malina does not deny he made the statements at the meeting, does not take responsibility for his actions, and does not state that he was wrong to make these statements;

Malina makes the contradictory claim that his statements at the meeting intended to reference the Cornell Policy Statement on Academic Freedom and AAUP statements.

Be it resolved, that the **Faculty Senate condemns Vice President Malina for his violations of academic freedom** at the meeting with parents hosted by Cornell Hillel on September 30, 2024, by

- **inappropriately targeting and discussing two faculty members' speech and employment status;**
- **threatening surveillance of faculty speech in their classes;**
- **threatening to take punitive action against faculty for their classroom speech;**
- **engaging in viewpoint discrimination and censorship in targeting speech that is critical of Israel or Zionism or that supports Palestinian rights;**
- **and creating a chilling effect on faculty speech.**

Be it further resolved, that **Vice President Malina shall issue a public apology for his statements in violation of faculty academic freedom** that he made at the September 30, 2024 Hillel parents meeting, and that the **Cornell administration shall publicly reject Vice President Malina's statements violating academic freedom;**

Be it further resolved, that the **Cornell administration shall publicly commit that Cornell will not engage in any form of surveillance of faculty teaching;**

Be it further resolved, that the **Cornell administration will provide public information about its plans for increased police and security presence and increased numbers and placement of security cameras on campus;**

Be it finally resolved, that the **Cornell administration will engage in meaningful consultation and negotiations with the Faculty Senate and other Cornell governance bodies and unions to ensure that the increased police and security presence and installation of security cameras on campus do not constitute an invasion of privacy or violate faculty, student, staff, or visitors' academic freedom or freedom of speech, and will not be used for or have the effect of surveillance of faculty, staff, students, or visitors to campus.**

Senate Discussion

CORNELL UNIVERSITY FACULTY SENATE



Good of the Order

Adjournment

#IAMYOURSENATOR