

# **Annual Report**

## **Office of the Dean of Faculty**

### **2016-17**

#### **Overview**

I started my term as Dean of Faculty by completely redoing our website with Karen Lucas. A key to having effective shared governance on campus is to have an engaged faculty that is fully informed and the website plays a critical role in that. Faculty are extremely busy so the trick is to make it easy for them to (a) find information relevant to their job, (b) track what is happening on campus, and (c) understand diverse points of view.

Much of my time this year was spent leading the Academic Calendar Committee with Vice Provost Rebecca Stoltzfus. We had a dozen committee meetings, ran numerous town halls, and set up online surveys that engaged thousands--all with total transparency. In May the assemblies and the faculty senate were asked to rank three possible calendar options. That information and our detailed committee report will soon go to the Provost who will make the final decision.

We formed an ad hoc committee that has looked into everything associated with faculty retirement and the awarding of emeritus status. Our recommendations were well-received by the deans and the department chairs. They involve a clarification of the process, a handy checklist to assist both the candidate and his/her chair, and the creation of a new title: associate professor emeritus/a. Because Senate approval is required, the committee's work will not wrap up until the fall semester.

The fatal stabbing that occurred on campus just after the start of classes last fall caused a great deal of angst. The pace of the necessarily careful police investigation and the confidentiality that surrounded it prompted discussion about safety on campus and police-community relations.

The presidential election prompted protest and a heightened level of political debate and introspection. Among the faculty there is a feeling that free scientific inquiry is under attack and that support for the humanities and social sciences is in particular jeopardy.

Looking ahead to next year, three items will dominate our agenda. First, we plan to completely renovate the Faculty Handbook. It is filled with inconsistencies and ambiguities. Second, we will work with graduate students, faculty, the Title IX Office, and others to create a more effective policy that addresses the issue of consensual relationships between students and supervisors. And third, regardless of the new academic calendar that is adopted, we have one

year to get ready for its implementation. Among other things, this will involve an overhaul of fall orientation and a complete rethink of the study/exam period. It is absolutely essential to have a fully engaged faculty as we set out to make improvements.

## **Faculty Senate Highlights**

The faculty Senate meets once a month. Here is a month-by-month summary of the meetings that were held this year.

**September.** President Rawlings discussed the importance of curriculum review. Dean Gretchen Ritter (Arts and Sciences) and Vice Provost Laura Spitz (International Affairs) discussed the upcoming University Librarian search

**October.** All the deans associated with the College of Business came and led a discussion about the new unit. Vice President Joanne deStefano discussed campus safety in light of the Mazaire stabbing death. A resolution in support of renaming the Cornell Plantations as the Cornell Botanic Gardens was passed.

**November.** The 2035 Carbon Neutrality Report was presented. Provost Michael Kotlikoff described a unified plan that addresses student housing issues and which provides resources for academic initiatives. A plan for making better use of our instructional spaces was presented by Vice Provost Rebecca Stoltzfus (Undergraduate Education).

**December.** A resolution in support of making Cornell a Sanctuary campus was passed. The academic calendar committee presented a “half time report” on its activities.

**February.** An update on curriculum review in Arts and Sciences was provided. The President and Provost led a discussion about developments in Washington and how they may effect higher education in general and Cornell in particular.

**March.** A new major in Environment and Sustainability was approved. A resolution passed supporting the idea that the Cornell Academic Calendar recognize Indigenous Peoples’ Day. Vice President Joel Malina (University Relations) discussed Cornell’s presence in Washington and how his office can help faculty who have policy ideas that they would like to promote. There were presentations on classroom technology systems and the central syllabus project.

**April.** There were two meetings due to the volume of business. The first meeting involved presentations by Senior Vice Provost Barb Knuth on financial aid and Vice President Paul Streeter on how the budget model prescribes teaching-related allocations. The report of the Academic Calendar Committee was presented at the second meeting. A resolution supporting Cornell Leadership in Honesty and Reliable Knowledge was passed.

**May.** The final discussion of the three academic calendar options took place. A resolution supporting a proactive stance on academic freedom was passed.

### **Selected Faculty Honors and Awards**

It has been a tumultuous, high-anxiety year. But one thing never changes and that is the greatness of the Cornell faculty. I cannot think of a better way to sum up the year than to relay what some of our most brilliant colleagues have achieved:

Darrell Schlom, the Herbert Fisk Johnson Professor of Industrial Chemistry in the Department of Materials Science and Engineering, has been elected a member of the National Academy of Engineering.

Geoffrey W. Coates, the Tisch University Professor in the Department Chemistry and Chemical Biology, was elected to the National Academy of Sciences.

Stephen Coate (Economics), María Cristina García (Molecular Biology and Genetics), Suzanne Mettler (Government), and Fred Schneider (Computer Science) was elected to the American Academy of Arts and Sciences.

Two Weill Cornell Medicine faculty members, Dr. Francis Lee and Dr. Jane Salmon, were elected to National Academy of Medicine.

Paulette Clancy, the Bodman Professor of Chemical Engineering, and Heather Kolakowski, lecturer in the School of Hotel Administration, won 2017 Kaplan Family Distinguished Faculty Fellowships.

Kathleen M. Rasmussen (Nutritional Sciences) was recognized by the American Society for Nutrition with the Conrad A. Elvehjem Award for Public Service in Nutrition.

Yimon Aye, assistant professor of chemistry and chemical biology, won the Pershing Square Sohn Prize for Young Investigators in Cancer Research.

Max Zhang, associate professor of mechanical and aerospace engineering, won the second annual Engaged Scholar Prize, which recognizes community-based teaching, learning and research.

Assistant professor of English Ishion Hutchinson won the National Book Critics Circle Award for poetry for his 2016 collection "House of Lords and Commons."

Seven assistant professors, representing the colleges of Engineering and Agriculture and Life Sciences, have been recognized with National Science Foundation (NSF) Faculty

Early Career Development Program awards. They are Ludmilla Aristilde (Biological and Environmental engineering), Jacob Bien (Biological Statistics and Computational Biology), Lena Kourkoutis (Applied and Engineering Physics), Andreea Minca (Operations Research and Information Engineering), Perrine Pepiot (Mechanical and Aerospace Engineering), and Meredith Silberstein (Mechanical and Aerospace Engineering), and Christoph Studer (Electrical and Computer Engineering).

Natalie Mahowald (Earth and Atmospheric Science) was selected by the United Nations' Intergovernmental Panel on Climate Change as a lead author on a special global warming report.

Jeevak Parpia (Physics) is one of three winners of the 2017 Fritz London Memorial Prize. The prize, administered by Duke University and awarded every three years, recognizes scientists who have made outstanding contributions to the field of low-temperature physics.

Assistant Professors Ilana Brito (Meinig School of Biomedical Engineering), Guillaume Lambert (Applied and Engineering Physics), Kyle Lancaster (Chemistry and Chemical Biology), and Nilay Yapici (Neurobiology and Behavior) have been awarded Sloan Foundation Fellowships, which support early career research and education.

Andrea Simitch (Architecture), Steven Strogatz, the Jacob Gould Schurman Professor of Applied Mathematics; and Michael Van Amburgh (Animal Science) were recipients of Stephen H. Weiss Presidential Fellowships.

Jane Mendle (Human development) and Sara Warner (Performing and Media Arts) are Stephen H. Weiss Junior Fellows.

James Blankenship, senior lecturer in molecular biology and genetics, and Walker White, senior lecturer in computer science) are Stephen H. Weiss Provost's Teaching Fellows.

Margaret Bynoe (Immunology), Carolyn Sevier (Molecular Medicine), and Olena Vatamaniuk (Crop and Soil Sciences) received awards from the Schwartz Research Fund for Women in Life Sciences, endowed by Joan Poyner Schwartz '65 and Ronald H. Schwartz '65. The annual awards support women life scientists conducting innovative, risk-taking research.

Doesn't get any better than that!

# Dean of Faculty Report: 2016-17

Charlie Van Loan

# We Studied the Academic Calendar

## **The Academic Calendar Committee**

A great example of students, staff, and faculty working together.

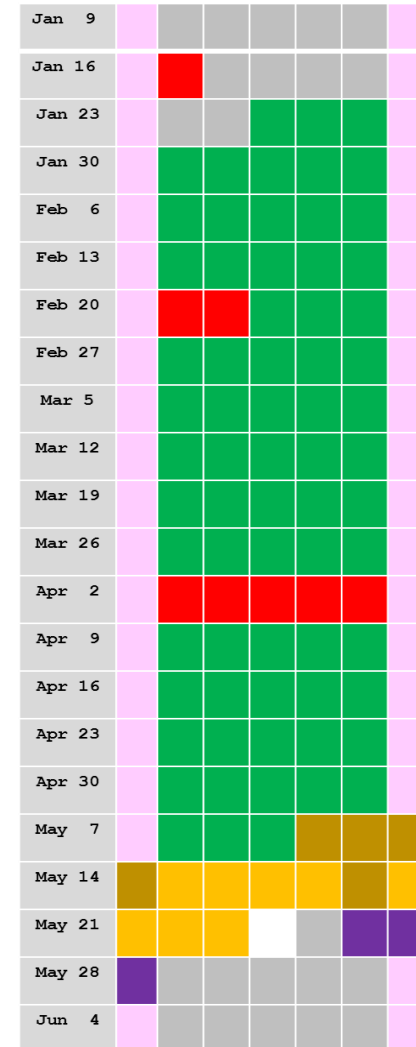
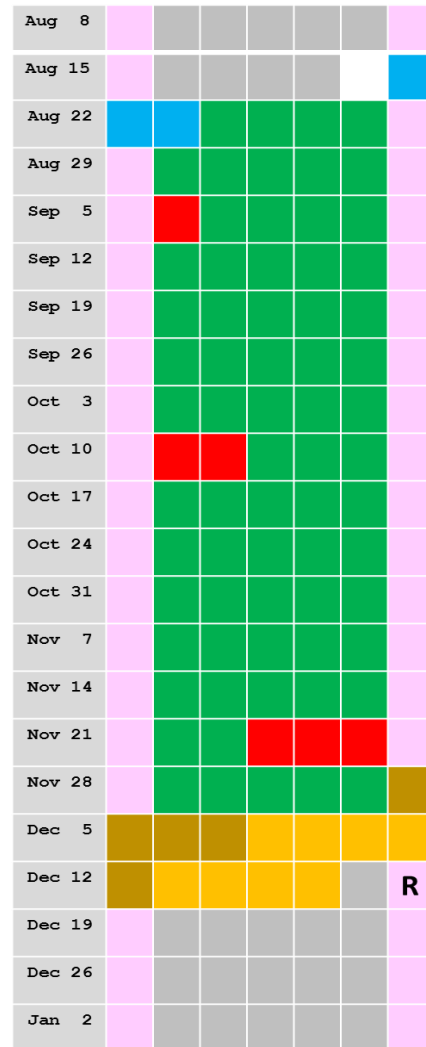
# The Current Calendar

Play with the tiles.

But NYS requires that

Class Days + Exam Days  
 $\geq 75$

each semester.



- Orientation Day
- Class Day
- Break Day
- Study Day
- Exam Day
- Commencement
- R December Recognition

# The Modified Current Calendar Framework

Five-day orientation.

Classes start 2 days later.

Seven class days after Thanksgiving.

Modified study/exam period.

|        |  |  |  |  |  |  |   |
|--------|--|--|--|--|--|--|---|
| Aug 8  |  |  |  |  |  |  |   |
| Aug 15 |  |  |  |  |  |  |   |
| Aug 22 |  |  |  |  |  |  |   |
| Aug 29 |  |  |  |  |  |  |   |
| Sep 5  |  |  |  |  |  |  |   |
| Sep 12 |  |  |  |  |  |  |   |
| Sep 19 |  |  |  |  |  |  |   |
| Sep 26 |  |  |  |  |  |  |   |
| Oct 3  |  |  |  |  |  |  |   |
| Oct 10 |  |  |  |  |  |  |   |
| Oct 17 |  |  |  |  |  |  |   |
| Oct 24 |  |  |  |  |  |  |   |
| Oct 31 |  |  |  |  |  |  |   |
| Nov 7  |  |  |  |  |  |  |   |
| Nov 14 |  |  |  |  |  |  |   |
| Nov 21 |  |  |  |  |  |  |   |
| Nov 28 |  |  |  |  |  |  |   |
| Dec 5  |  |  |  |  |  |  |   |
| Dec 12 |  |  |  |  |  |  | R |
| Dec 19 |  |  |  |  |  |  |   |
| Dec 26 |  |  |  |  |  |  |   |
| Jan 2  |  |  |  |  |  |  |   |

|        |  |  |  |  |  |  |  |
|--------|--|--|--|--|--|--|--|
| Jan 9  |  |  |  |  |  |  |  |
| Jan 16 |  |  |  |  |  |  |  |
| Jan 23 |  |  |  |  |  |  |  |
| Jan 30 |  |  |  |  |  |  |  |
| Feb 6  |  |  |  |  |  |  |  |
| Feb 13 |  |  |  |  |  |  |  |
| Feb 20 |  |  |  |  |  |  |  |
| Feb 27 |  |  |  |  |  |  |  |
| Mar 5  |  |  |  |  |  |  |  |
| Mar 12 |  |  |  |  |  |  |  |
| Mar 19 |  |  |  |  |  |  |  |
| Mar 26 |  |  |  |  |  |  |  |
| Apr 2  |  |  |  |  |  |  |  |
| Apr 9  |  |  |  |  |  |  |  |
| Apr 16 |  |  |  |  |  |  |  |
| Apr 23 |  |  |  |  |  |  |  |
| Apr 30 |  |  |  |  |  |  |  |
| May 7  |  |  |  |  |  |  |  |
| May 14 |  |  |  |  |  |  |  |
| May 21 |  |  |  |  |  |  |  |
| May 28 |  |  |  |  |  |  |  |
| Jun 4  |  |  |  |  |  |  |  |

Feb break is always after 24 class days.

Modified study/exam period.

Increases the gap from the last exam day to graduation.



# The Early Commencement Calendar Framework

Five-day orientation.

Classes start 2 days later.

Seven class days after Thanksgiving.

Modified study/exam period.

|        |  |  |  |  |  |  |   |
|--------|--|--|--|--|--|--|---|
| Aug 8  |  |  |  |  |  |  |   |
| Aug 15 |  |  |  |  |  |  |   |
| Aug 22 |  |  |  |  |  |  |   |
| Aug 29 |  |  |  |  |  |  |   |
| Sep 5  |  |  |  |  |  |  |   |
| Sep 12 |  |  |  |  |  |  |   |
| Sep 19 |  |  |  |  |  |  |   |
| Sep 26 |  |  |  |  |  |  |   |
| Oct 3  |  |  |  |  |  |  |   |
| Oct 10 |  |  |  |  |  |  |   |
| Oct 17 |  |  |  |  |  |  |   |
| Oct 24 |  |  |  |  |  |  |   |
| Oct 31 |  |  |  |  |  |  |   |
| Nov 7  |  |  |  |  |  |  |   |
| Nov 14 |  |  |  |  |  |  |   |
| Nov 21 |  |  |  |  |  |  |   |
| Nov 28 |  |  |  |  |  |  |   |
| Dec 5  |  |  |  |  |  |  |   |
| Dec 12 |  |  |  |  |  |  | R |
| Dec 19 |  |  |  |  |  |  |   |
| Dec 26 |  |  |  |  |  |  |   |
| Jan 2  |  |  |  |  |  |  |   |

|        |  |  |  |  |  |  |  |
|--------|--|--|--|--|--|--|--|
| Jan 9  |  |  |  |  |  |  |  |
| Jan 16 |  |  |  |  |  |  |  |
| Jan 23 |  |  |  |  |  |  |  |
| Jan 30 |  |  |  |  |  |  |  |
| Feb 6  |  |  |  |  |  |  |  |
| Feb 13 |  |  |  |  |  |  |  |
| Feb 20 |  |  |  |  |  |  |  |
| Feb 27 |  |  |  |  |  |  |  |
| Mar 5  |  |  |  |  |  |  |  |
| Mar 12 |  |  |  |  |  |  |  |
| Mar 19 |  |  |  |  |  |  |  |
| Mar 26 |  |  |  |  |  |  |  |
| Apr 2  |  |  |  |  |  |  |  |
| Apr 9  |  |  |  |  |  |  |  |
| Apr 16 |  |  |  |  |  |  |  |
| Apr 23 |  |  |  |  |  |  |  |
| Apr 30 |  |  |  |  |  |  |  |
| May 7  |  |  |  |  |  |  |  |
| May 14 |  |  |  |  |  |  |  |
| May 21 |  |  |  |  |  |  |  |
| May 28 |  |  |  |  |  |  |  |
| Jun 4  |  |  |  |  |  |  |  |

Classes start 8 days earlier.

Only one break.

Modified study/exam period.

Graduation is two Weeks earlier

# Results

| Choice      |          |          | Assembly |    |      |    |    | Committee |     |
|-------------|----------|----------|----------|----|------|----|----|-----------|-----|
| First       | Second   | Third    | Senate   | SA | GPSA | EA | UA | Calendar  | EPC |
| Modified    | Early    | Current  | 15       | 5  | 2    | 2  | 4  | 5         | 5   |
| Modified    | Current  | Early    | 44       | 17 | 10   | 9  | 11 | 7         | 1   |
| Early       | Modified | Current  | 22       | 2  | 2    | 7  | 3  | 4         | 3   |
| Early       | Current  | Modified | 1        |    |      |    | 1  |           |     |
| Current     | Modified | Early    | 17       |    | 4    | 1  | 1  |           | 1   |
| Current     | Early    | Modified | 1        |    | 1    |    |    |           |     |
| Voted ->    |          |          | 100      | 24 | 19   | 19 | 20 | 16        | 10  |
| Eligible -> |          |          | 101      | 29 | 22   | 20 | 20 | 16        | 10  |

# We Studied the Faculty Retirement Process

## **The Transition to Emeritus Committee**

A great example of Human Resources and faculty working together.

## Perquisites and Opportunities for Retired and Emeritus/a Faculty Draft (3/9/2017)

In the following, *retired faculty* means all retired faculty whether they have emeritus/a status or not. From the WorkDay/HR point of view (a) a retired faculty who does not have emeritus/a status is a *retired academic*, (b) a faculty member who is on the university payroll is regarded as an *active faculty member*, and (c) a retired faculty member who is not on the university payroll is regarded as an *inactive faculty member*.

| Health Care   |   |
|---|---|
| <b>Benefits</b>   |   |
| Cornell offers a wide variety of healthcare benefits and programs for retired faculty. There is no mandatory age for retirement for Cornell faculty. However, to receive certain benefits you must be at least age 55 and have ten years of credited service at the university. | More information for <a href="#">contract college faculty</a> .<br>More information for <a href="#">endowed college faculty</a> .   |
| <b>Wellness Program</b>   |   |
| The \$175 annual membership fee is waived for emeritus/a faculty.   | You must have a <a href="#">Cornell ID card</a> that identifies you as an emeritus/a faculty member when you apply for membership.<br>Wellness Program <a href="#">details</a> .  |
| Transportation  |   |
| <b>Parking on Campus</b>  |   |
| Retired faculty are eligible for free O-permit or R-permit parking. Emeritus/a who maintain a campus office may request a Central-tier parking permit.  | You must have a <a href="#">Cornell ID card</a> that identifies you as a retired faculty member when you apply for these parking privileges.<br><a href="#">More details and contact information</a> .  |
| <b>TCAT Bus Service</b>   |   |
| Retired faculty get free service in Zone 1 which includes the City of Ithaca, Cornell, Ithaca College, Kendal, the hospital, the airport, and the mall.   | You must have a <a href="#">Cornell ID card</a> that identifies you as a retired faculty member when you use TCAT. In lieu of an annual parking permit, retirees may choose a no-fee Onmifide Transit pass, which provides full TCAT transit privileges, seven days a week.<br><a href="#">More details and contact information</a> . |
| <b>Campus-to-Campus Bus Service</b>   |   |
| Emeritus/a faculty are entitled to the same discounted rate as all non-retired faculty.   | <a href="#">More details and contact information</a> .  |

Clarified the benefits for those who are retired and those who are emeritus/a

## Retirement Process Checklist Draft (5/24/2017)

In the following, it is important to distinguish between "retiring" and "become emeritus." Retirement is a *human resources event* whereas becoming emeritus is an *academic event*.

### 1. Become Familiar with the University's Retirement Resources

The Office of Human Resources maintains a [pre-retirement planning](#) webpage with links to many important resources. Financial planning and health care planning are central. A good place to start are the benefit overviews for [endowed faculty](#) and for [contract college faculty](#).

Other valuable sources of information about retirement are colleagues who have recently gone through the process, the [Cornell Association of Professors Emeriti](#) (CAPE), and [Cornell Retirees Association](#) (CRA).

It is never too early to begin thinking about the finances associated with retirement. Interaction with Medicare is required several months before your 65<sup>th</sup> birthday.

### 2. Understand How Phased Retirement Works

Eligible faculty members who are less than seventy years old may choose to reduce their job duties prior to retirement. This is called [phased retirement](#) and it requires a signed mutual agreement between you, your department, and the dean of your college. The agreement identifies an official retirement date, a workload percent, and the responsibilities that must be discharged during the phased retirement period. If the workload percent is (for example) 75%, then you would receive 75% of your normal salary. In addition to providing a nice transition to full retirement, a phased retirement has economic value because the university continues to pay benefits as if you were a full-time faculty member.

### 3. Initiate a Conversation with Your Chair

These discussions are typically spread out over time. They should be initiated at least one year before you decide to retire or one year before you decide to enter phased retirement. The idea is for the Chair and the candidate to reach an understanding about resources and other key issues that are of mutual importance.

A make-it-easy retirement checklist for chairs and candidates

## Proposed<sup>1</sup> Process for Becoming Emeritus/a (5/20/2017)

| Eligibility and Criteria   |   |
|--|---|
| Upon retirement, a university professor, full professor, or associate professor who has been a tenured member of the University Faculty for ten or more years may be considered for emeritus/a status.   | From the title point of view, we are recommending that "emeritus" and "emerita" be used as modifiers just like "adjunct" or "visiting". The <a href="#">Faculty Handbook</a> offers details about titles and modifiers. Thus, a retired associate professor is eligible for the title of "associate professor emerita" or "associate professor emeritus".<br><br>The point of identifying these five areas of contributions is to encourage a broad view of what we mean by "meritorious service to the university." Faculty contribute in many different ways over the course of their careers. There is no formula for emeritus/a status any more than there is a formula for tenure. |
| Awarding the title of university professor emeritus/a, professor emeritus/a, or associate professor emeritus/a shall be based upon the career contributions of the candidate through a combination of teaching, research, advising, administration, extension, and outreach. An overall record of meritorious service to the university is expected.   |   |
| Process  |   |
| The candidate supplies a curriculum vita to the department chair together with a cover letter that includes the date of retirement and a request to be considered for either emeritus or emerita status.   | As much as possible, the CV should relate the full history of the candidate's contributions through teaching, research, administration, advising, and outreach. It is not necessary to document every single talk or the names of every single freshman advisee. The cover letter can also be used to explain career contributions.   |
| If the request is from a full professor, then it is reviewed and voted upon by the full professors and the emeritus faculty in the candidate's department. If the request is from an associate professor, then it is reviewed and voted upon by the tenured professors and the emeritus faculty in the candidate's department. The result of the vote and the chair's recommendation to either approve or deny emeritus/a status is communicated to the dean of the candidate's college. The dean reviews the dossier and makes a recommendation to the provost. | In the event of a joint appointment, the lead department handles the emeritus/a process in full consultation with the other unit.<br><br>The candidate should hear back from the provost after at most two months.  |
| If either the dean or chair recommendation is negative, then the candidate is so informed by the provost and given the opportunity to respond in writing within ninety days. The final decision to approve emeritus/a status is made by the provost, perhaps in consultation with the dean of faculty and others.  |   |

<sup>1</sup> This proposal must be approved by the Faculty Senate and other entities. If all goes well, it will take effect July 1, 2018

An improved process for becoming emeritus/a that is uniform across the colleges

# The Great “Teaching Moments” of 2016-17

1. The Presidential Search
2. The Calendar
3. The March 14-15 Snow Day Experience

## Next Year

Re-Do the Faculty Handbook with special attention paid to promotions, titles, and supervisor-student relationships.

Get ready for the new academic calendar that will be launched during 2018-19.