

UNIVERSITY FACULTY SENATE MEETING

DECEMBER 10, 2014



AGENDA

- Call to Order – Speaker Bruce Lewenstein (2 min)
- *Approval of Senate Minutes from 11/12/14 – Speaker (1 min)
- *Final Approval of Professor of the Practice for the College of Human Ecology. Approved by Committee on Academic Programs and Policies (CAPP) and University Faculty Committee (UFC) – Speaker (1 min)
- *Proposal by JGSM to Transfer from Clinical Professor to Professor of the Practice – Speaker (1 min)
- Faculty Matters – Dean Joe Burns (10 min)
- Cornell’s Handling of Allegations of Sexual Violence. Mary Beth Grant, Judicial Administrator, and Kathy Zoner, CU Police Chief (40 min)
- Should the Senate’s Meeting Time be Moved to More Family Friendly? Yael Levitte, Associate VP for Faculty Development and Diversity (20 mins)
- General Good and Welfare (15 min)
- Adjourn

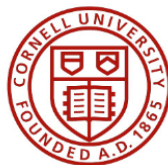
•*CONSENT ITEMS

CONSENT VOTE BY SENATORS

- **APPROVAL OF MINUTES FROM NOVEMBER 12, 2014 FACULTY SENATE MEETING**
- **FINAL APPROVAL OF PROFESSOR OF THE PRACTICE FOR THE COLLEGE OF HUMAN ECOLOGY. APPROVED BY COMMITTEE ON ACADEMIC PROGRAMS AND POLICIES (CAPP) AND THE UNIVERSITY FACULTY COMMITTEE (UFC)**
- **PROPOSAL BY JGSM TO TRANSFER FROM CLINICAL PROFESSOR TO PROFESSOR OF THE PRACTICE. APPROVED BY CAPP AND UFC.**

FACULTY MATTERS

- INTRODUCTIONS
- PROF OF PRACTICE
 - CHE, JGSM, Other Colleges, GRAD SCHOOL
- ENGAGED CORNELL
 - FACULTY CONSIDERATION, AAD
- EDUCATIONAL POLICY COMMITTEE
 - Effects of new calendar, Student Resolutions, Evening prelims, Enforcing Handbook Rules





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Cornell's Actions Against Sexual Assault

Kathy Zoner, Chief of Cornell University Police

Mary Beth Grant, Judicial Administrator

December 10, 2014



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Learning Objectives:

- Overview of Cornell's approach
- Reporting obligations for faculty
- Resources for complainants and respondents



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- **Learning Objectives (con't)**

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Big Picture: Cornell's Multi-faceted Approach

- Council on Sexual Violence Prevention
- PSAC
- Revisions to Policy 6.4
- Coordination of criminal justice and campus investigations
- Working “upstream” – addressing the culture
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Research Informs Prevention and Support

- Predators Exist on Campus (Lisac; Navy)
- Willful Disregard Of Clear Communication (Beres)
- Trauma Often Worse in Acquaintance Assaults
- Ongoing Impact of Trauma
- Symposium in April



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Differences between Criminal Justice System and Campus Investigations

- Philosophical
- State and Federal Law v. Code and Policy 6.4
- Constitutional Protections v. Fairness
- Burden of Proof
- Evidentiary Issues
- Cross-Examination



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Confidentiality

All employees – administrators and faculty – must consult with a Title IX Coordinator, except:

Counselor (CAPS or FSAP)

Cornell United Religious Works (pastoral relationship)

Advocacy Center

Victim's Advocate

Ombudsman

LGBT resource center (director)

Women's resource center (director)



- **What does an employee (including faculty) need to report to a Title IX coordinator?**
 - Everything s/he knows
 - all relevant details about the alleged sexual violence that the student or another person has shared
 - including names of all parties and witnesses, dates, times, location, etc.



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What can student expect if not sure wants to go forward?

- JAO will send an email (sometimes more than once) to provide information and invite to talk more/file
- JAO will try to honor wishes, but can't promise confidentiality
- Sometimes have to proceed because of community concerns; this might not be immediately obvious



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Even if the student does not file a formal complaint, s/he can get support from Title IX and other remedial steps can be taken

- Counseling/housing/classes for complainant
- Climate studies
- Educational measures for groups/respondent
- Supervision of environment



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Resources for a Complainant

Medical

Counseling

Victim's Advocate or Advocacy Center

Dean of Students

Ombudsman

Police and/or Judicial Administrator and/or WPLR



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Resources for a Respondent

- Counseling
- Judicial Codes Counselor
- Dean of Students
- Ombudsman



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Questions?

Senate Meeting Times

Yael Levitte

Associate Vice Provost for Faculty
Development and Diversity

Late Afternoon Meeting Times are Stressful

- September 2013: Provost and Deans agreed to establish “core meeting times” for department business (8:30-5).
 - 2010 Faculty work-life survey
 - Nearly half of the faculty indicated that meeting times are stressful (48%)
 - Sandwich generation -- Associate professors – are most stressed (57%)
- Urge senate to consider a similar approach to meeting times.

Stress from Meeting Times is Linked to Dependent Care Constraints

- Most childcare centers and after school programs for pre-k and primary school students close between 5 and 5:30pm;
- parents must leave their place of work at 5:00pm or before to make it in time for pick up.
- Elderly caregiving is on the rise.

Impact on Women Faculty is Higher

	Women	Men
Proportion of faculty who are part of a dual career couple	90%	67%
Partner/Spouse is a paid employee	72%	49%
Couple live and work in the same community	55%	83%
Faculty member lives apart from spouse at least part of the time	27%	10%
Faculty member or spouse travel more than hour away for work	19%	6%

Impact on Underrepresented Minority Faculty is Similar to Women Faculty

	Men	Women	Underrepresented Minorities
Faculty member lives apart from spouse at least part of the time	10%	27%	22%
Currently caring for or anticipate caring for aging relative	32%	47%	48%
Satisfied with the ways role as faculty and outside life fit together	70%	58%	53%

Note. All percentages have been rounded to nearest whole number.

Faculty Governance

- Only 1 in 5 of senators are women (women are 30% of the faculty)
- In 2012, when surveyed, only Cornell and Princeton faculty senate meetings started after 4pm
- Senate meeting time often cited as a barrier to participation
- Senate urged to consider convening at a core meeting time

Comments and Questions

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Possible Reasons for Stress from Meeting Times: Dual Career Status and Shared Work Responsibilities

Assistant Professors

Spouse/Partner Employment Status	Gender of Faculty Member	
	Male	Female
Paid Employee	56.10	71.79
Self Employed	8.54	10.26
Unemployed and Seeking	8.54	10.26
Unemployed and not seeking	26.83	7.69
Total	100	100

Associate Professors

Spouse/Partner Employment Status	Gender of Faculty Member	
	Male	Female
Paid Employee	55.80	73.33
Self Employed	15.22	16.00
Unemployed and Seeking	4.35	4.00
Unemployed and not seeking	24.64	6.67
Total	100	100

Full Professors

Spouse/Partner Employment Status	Gender of Faculty Member	
	Male	Female
Paid Employee	45.06	71.58
Self Employed	14.24	13.68
Unemployed and Seeking	2.91	1.05
Unemployed and not seeking	37.79	13.38
Total	100	100

GENERAL GOOD AND WELFARE

