UNIVERSITY FACULTY SENATE MEETING

NOVEMBER 14, 2012

AGENDA

- Call to Order – Steve Beer (1 min)
- Introductions and Announcements from Dean of Faculty –
  Joe Burns (4 min)
- Report from Nominations and Elections Committee –
  Michael Fontaine, Associate Dean of Faculty (3 min)
- Approval of minutes from 10 October 2012 – Steve Beer (2 min)
- UFC Resolution on an Amendment to the eCornell Agreement –
  David Delchamps, UFC (30 min)
- Report on ILR Blended MPS Degree in Human Resource Management
  Thom Cleland, CAPP Chair (5 min)
- Conversation about Faculty Work-Life –
  Mary George Opperman, VP for Human Resources (30 min)

General Good and Welfare (15 min)

ANNOUNCEMENTS NOVEMBER 14, 2012

Congratulations to the new Weiss Fellows

Sheila Hemami

David Lipsky

Karl Niklas

Nominations please !! 8 March 2013

NOMINATIONS & ELECTIONS COMMITTEE REPORT
MICHAEL FONTAINE

NOVEMBER 14, 2012

UNIVERSITY BENEFITS COMMITTEE (UBC)
Sean Nicholson (College of Human Ecology)

FINANCIAL POLICIES COMMITTEE (FPC)
Lawrence Blume, Chair (College of Arts & Sciences)

FACTA ADVISORY COMMITTEE ON TENURE APPOINTMENTS (FACTA)
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NOMINATIONS & ELECTIONS COMMITTEE REPORT
MICHAEL FONTAINE

NOVEMBER 14, 2012

UNIVERSITY ROTC RELATIONSHIPS COMMITTEE (URRC)

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Charles Aquadro (College of Arts & Sciences)
Jeffrey Varner (College of Engineering)

FACULTY COMMITTEE ON PROGRAM REVIEW (FCPR))

Geoffrey Coates (College of Arts & Sciences)
Melissa Hines (College of Arts & Sciences)

UNIVERSITY HEARING AND REVIEW BOARDS

Durba Ghosh (College of Arts & Sciences)
Angela Cornell (Law School)

APPROVAL OF MINUTES FROM 10 OCTOBER 2012

UFC RESOLUTION ON AN AMENDMENT TO THE eCORNELL AGREEMENT
DAVID DELCHAMPS, UFC
NOVEMBER 14, 2012

WHEREAS the Faculty Senate Resolution of December 13, 2000, endorsed an agreement (dated 11/14/00) between Cornell University and Tower Innovative Learning Solutions (TILS), Inc., a New York State business corporation (for which Cornell is the sole shareholder and which is licensed to do business as "eCornell"); and

WHEREAS the aforementioned resolution carried a proviso that "The Senate should be informed of any future change of status… [including] …the expansion of the entity's programs…"; and

WHEREAS the Rationale of the aforementioned resolution also mentions that "The current version of the agreement prohibits eCornell from offering courses that could receive Cornell credit"; and

WHEREAS many commercial and educational entities are marketing, producing and distributing online courses; and

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WHEREAS Cornell University and TILS would like to amend the overarching agreement so that eCornell can compete with other online vendors; and

WHEREAS the proposed amendment does not authorize eCornell to offer its own for-credit courses or degrees but only allows the provision of its services to existing academic units that are already authorized to offer online course credit;

THEREFORE BE IT RESOLVED that the Faculty Senate approves the following amendment to the overarching agreement between Cornell University and Tower Innovative Learning Solutions, Inc.:

"University will retain eCornell on a non-exclusive basis to provide services in connection with credit-bearing distance learning courses as provided in a separate Administrative Support Services Agreement."

COMMITTEE ON ACADEMIC PROGRAMS AND POLICIES REPORT
THOMAS CLELAND, CHAIR
NOVEMBER 14, 2012

1. CAPP has reviewed and approved a new executive Master of Professional Studies (MPS) in Human Resources degree program within the School of Industrial and Labor Relations. This executive MPS program is designed for working professionals (with over six years of workplace experience) who are seeking access to higher-level careers in human resources management.

   The program is substantially based on distance learning, along with three one-week on-campus sessions. CAPP reviewed this proposal (despite its being internal to a Cornell college) because ILR proposes to contract with eCornell for content delivery, and hence this is a test case for the approval of eCornell as a media content delivery service provider for Cornell for-credit courses.

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CONVERSATION ABOUT FACULTY WORK-LIFE

MARY GEORGE OPPERMAN, VICE PRESIDENT,
HUMAN RESOURCES

NOVEMBER 14, 2012

Faculty Work Life at Cornell

Faculty Senate

November 14, 2012

Cornell University

Roles

- Division of Human Resources & Safety Services
  - Inclusion and Workforce Diversity
  - Human Resources
    - Benefits
    - Academic Personnel Policy
  - Cornell Police
  - Environmental Health and Safety
- Senior Vice Provost – John Siliciano
  - Assoc. VP for Faculty Dev and Diversity – Yael Levitte

Life Cycle

- Child Care
- Elder Care
- Spousal/Partner Care
- Care of Self
- Retirement Planning
- Post Retirement Needs

2010 Faculty Work-Life Survey Group Differences: Life Stressors

Survey Item	Male Faculty	Female Faculty	Under-represented Minorities	All Responses	Total # Responses
Household Responsibilities	60%	72%	67%	63%	863
Child Care	34%	54%	44%	39%	618
Care of Relatives	92%	94%	100%	93%	95
Personal Health	37%	38%	42%	37%	865
Personal Finances	36%	35%	39%	36%	864
Retirement Planning	45%	31%	34%	40%	864
Ithaca as a place to live	29%	33%	50%	30%	862

Note. All percentages have been rounded to nearest whole number. Responses are % of those who reported item as a stressor in the last 12 months – so does not include those faculty who did not check the item.

Faculty 2011 Benchmark Study: Work-Life Support Programs and Policies

Institution	Adoption (financial) Assistance	Affiliated Childcare Center(s)	Babysitting Support	Breastfeeding Support	Emergency/ Back-up Care	Dual Career Support	Financial Assistance (more than FSA)	Tenure Clock Extension	Dependent Resource/ Referral	Dependent Travel Grant	Dependent Care Modified Duties Policy
Brown		✓		✓	✓	✓	✓	✓	✓	✓	
Columbia	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Cornell	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
Dartmouth	✓	✓						✓	✓		
Harvard	✓	✓	✓	✓	✓		✓	✓	✓	✓	

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Johns Hopkins	✓	✓			✓		✓		✓		
MIT	✓	✓	✓	✓	✓		✓	✓	✓	✓	
Princeton		✓			✓	✓	✓	✓	✓	✓	✓
Stanford	✓	✓	✓		✓		✓	✓	✓	✓	
Univ. of Penn	✓	✓			✓			✓	✓		
Yale		✓	✓	✓	✓		✓	✓	✓	✓	

New Work-Life Program: Faculty Dependent Care Travel Fund

- Program approved and rolled-out in June 2012.
- Cap of $1,000 (+25% additional to help defray taxes).
- Since the program was announced, there have been:
  - 14 applications funded
  - 10 applications approved and waiting for either the travel to occur or the receipts to be submitted
- Some faculty have submitted more than one application (as the first did not exceed the cap).

Work-Life Areas in Need of Continued Focus

- Dual Career Couples
- Faculty Without Partners
- Off-hour Department Meetings/Obligations
- Communication of Currently Existing Programs
- Commuting Couples/Families

Endowed Health Care Plans

- Impact of Health Care Reform
  - Preventive Medicine: Cornell Program for Healthy Living (CPHL) predates national health reform
    - US Taskforce on Women's Health recommendations fully applied to CPHL for 2013
    - Free wellness exam for each family member each year with any Aetna network PCP in the nation starting in 2013
    - No pre-existing conditions; annual or lifetime limits on coverage; mental health parity a part of all endowed plans
    - Effective 1/1/13 FSA for medical reduces to $2,500/ee
  - Working with local health providers on Clinical Integration—a patient centered medical home concept
  - UBC considering impact on retiree plans

Retirement Investment Changes

- Department of Labor and ERISA regulations now require increased scrutiny of investment options by employers. To comply:
  - Retirement Plan Oversight Committee (RPOC) created by Board resolution
    - Professor Jerry Hass – member
      - Faculty Advisory Committee
  - RPOC charged with devising and following a formal Investment Policy Statement when selecting investment funds in the future

Staff Engagement Survey

- Fall 2011
- 67% of staff completed the survey
  - 1734 written comments
- 80% satisfied/somewhat satisfied with job
- Survey was administered after several years of staffing reductions.

Cornell University

What We Learned

63%: My workload is manageable

56%: Have enough time to do high-quality work

50%: Workloads are distributed fairly in my unit

49%: Cornell recognizes contributions of staff

37%: Satisfied with opportunities for promotion

36%: Across units, policies are administered fairly

35%: Can provide feedback about my supervisor's performance

GENERAL GOOD AND WELFARE
NOVEMBER 14, 2012

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