

Faculty Senate  
September 20, 2017

# Selection of the Speaker

*The Speaker serves as an impartial moderator of Senate meetings and is selected by the Senate.*

Charles Walcott

Professor Emeritus, Neurobiology and Behavior

University Ombudsman (2011-present)

Dean of Faculty (2003-8)

University Assembly, Chair (2009-11)

# Remarks / Q&A

President Martha Pollack

# Guidelines for Political Campaign Activity On Campus—Proposed Policy

Vice President Joel Malina  
University Relations

# A New Modifier and Process for Awarding Emeritus/a Status

C. Van Loan

# Where This is Coming From

Ad-Hoc Committee on Transition-to-Emeritus 2016-17

Policy shaped by presentations to Academic Deans, Department Chairs, and Cornell Association of Professors Emeritus. Broad support.

Approved by the Senate Committee of Academic Programs and Policies.  
(5-to-2 vote)

Approved by the Senate Committee on Academic Freedom and the Professional Status of the Faculty . (Unanimous)

# The Committee

**Charlie Van Loan (Chair)**

Dean of Faculty

**Mary Opperman**

Vice President for Human Resources

**Sandy Dhimitri**

Director of Human Resources, CHE

**Yael Levitte**

Assoc Vice Provost for Fac Development & Diversity

**Kevin Hallock**

Dean, ILR

**Barbara Baird**

Associate Dean, CAS

**Brian Chabot**

Emeritus, Ecology and Evolutionary Biology

**George Hudler**

Emeritus, Plant Science

**Judith Reppy**

Emeritus, Science & Technology Studies

**Charlie Walcott**

Emeritus, Neurobiology & Behavior

**Ron Ehrenberg**

Professor, ILR

**Linda Nozick**

Professor and Director, Civil & Environmental Eng

**Elaine Wethington**

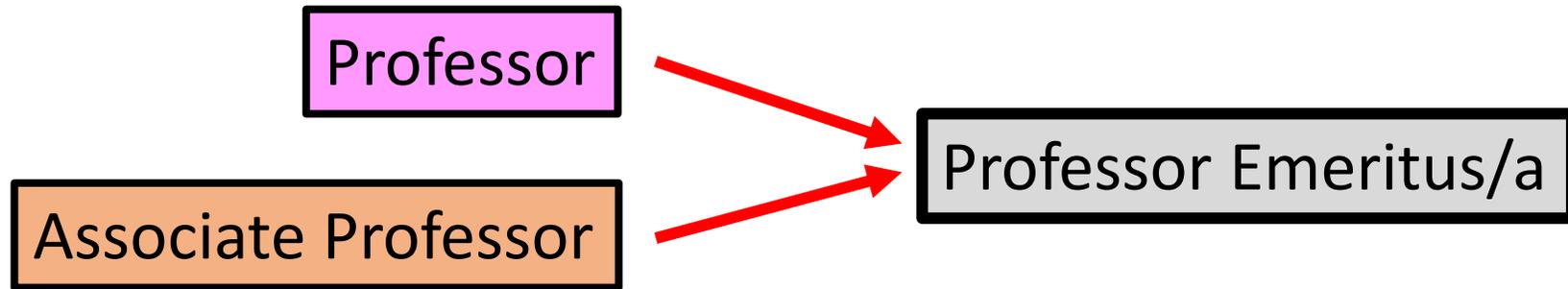
Professor, Human Development

**Cindy Robinson**

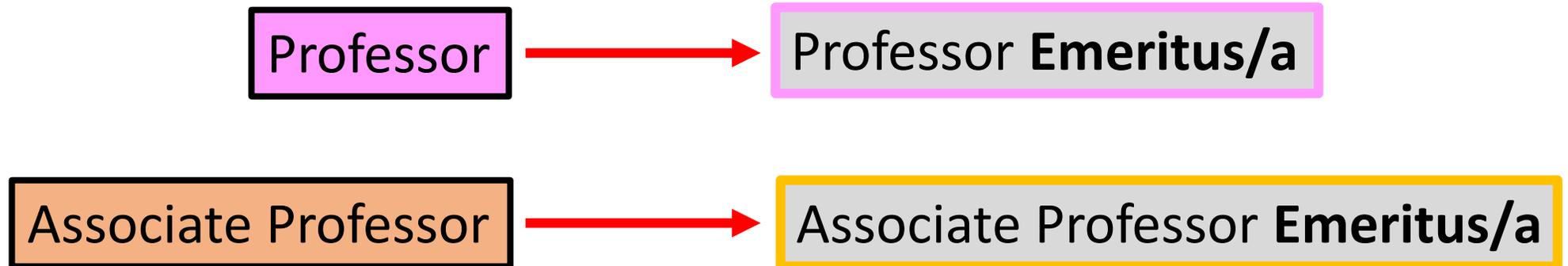
Cornell Association of Professors Emeritus

# Eligibility & End Result

Current

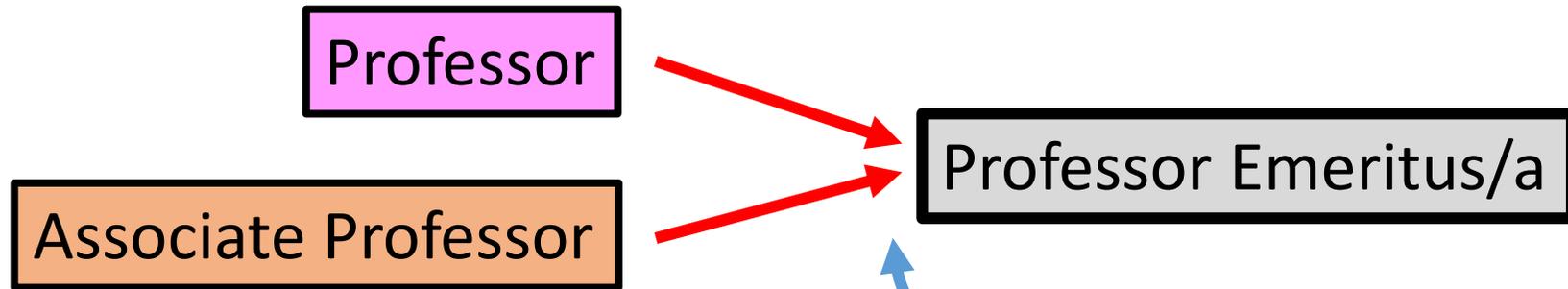


Proposed



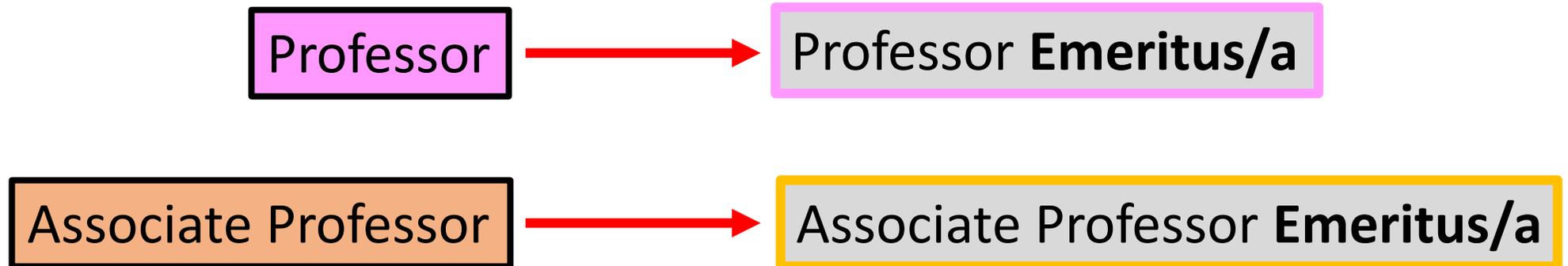
# Eligibility & End Result

Current



Some units have trouble with this "convergence" onto a single title.

Proposed



# Modifiers: The Idea

Modifiers: Visiting, Courtesy, **Adjunct**, Acting

Titles: **Professor, Associate Professor, Assistant Professor**  
Clinical Professor, Associate CP, Assistant RP  
Research Professor, Associate RP, Assistant RP  
Professor of the Practice, Associate POP, Assistant POP

A modifier comes with rules about what it can modify. For example:

You can be an adjunct assistant professor.

You cannot be an adjunct clinical professor.

# We Propose a New Modifier: Emeritus/a

Modifiers: Visiting, Courtesy, Adjunct, Acting, **Emeritus/a**

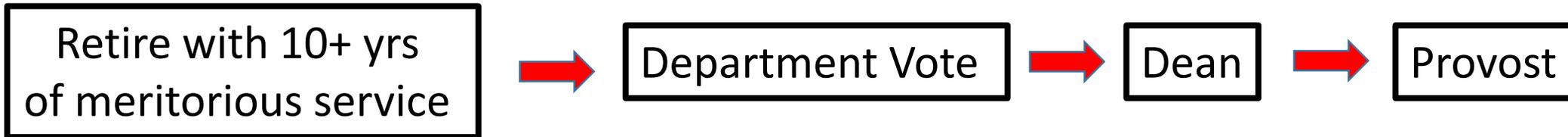
Titles: **Professor, Associate Professor**, Assistant Professor  
Clinical Professor, Associate CP, Assistant RP  
Research Professor, Associate RP, Assistant RP  
Professor of the Practice, Associate POP, Assistant POP

**Professor Emeritus/a** means that you rendered meritorious service  
as a professor.

**Associate Professor Emeritus/a** means that you rendered meritorious service  
as an associate professor.

# Process for Awarding Emeritus/a Status

Current



**Vague language leads to wide variation across the campus.**

# Process for Awarding Emeritus/a Status

## Current



## Proposed Evaluation Framework

**Meritorious service across the career through a combination of teaching, research, administration, extension, and/or outreach.**

# Process for Awarding Emeritus/a Status

## Current



## Proposed Voting Rules

Professors and current emeritus/a vote on professor emeritus/a cases.

Tenured faculty and current emeritus/a vote on associate professor emeritus/a cases.

# Process for Awarding Emeritus/a Status

## Current



## Proposed Appeal Process

A simple appeal process that involves the Provost and Dean of Faculty if either the department or the dean is negative.

# Approval Endgame

Legislation Posted (September)



Senate Vote (November)



Provost



Trustees

# Student-Supervisor Romantic & Sexual Relationships

Anna Waymack  
*graduate student*

# AFPS Faculty Senate Resolution, Fall 2015

Guidelines for Undergrad/Faculty Relationships

- 40% Approve
- 58% Disapprove

Guidelines for Grad/Faculty Relationships

- 52% Approve
- 46% Disapprove

Guidelines for Disclosure of Relationships

- 40% Approve
- 60% Disapprove

Guidelines for Conflict Resolution

- 25% Approve
- 74% Disapprove

# Timeline

- Fall 1995 Current policy created
- Fall 2015 AFPS / Senate Resolution on Romantic & Sexual Relations with Students
- May 2016 GPSA Resolution on Supervisor-Student Relationships
- May 2016 AFPS Committee Response to GPSA
- May 2017 GPSA Resolution on Consensual Relationships Policy Revisited

GPSA = Graduate and Professional Student Association

# Academic Ramifications

- Division within cohorts, labs, or departments
- Professional integrity
- Students' reputations throughout career
- Program standing & recruitment

# Misperceptions:

Sexual Interest  
&  
Power Dynamic

Carin Perilloux, Judith A. Easton  
and David M. Buss, "The  
Misperception of Sexual  
Interest," *Psychological Science*  
23.2 (2012)

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# Increasing Awareness

Clark, Pino, Brodsky & Bolger  
2013

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# Graduate and Professional Student Assembly Requests

- Disclosure to mitigate ethical ramifications
- Proactive communication with subordinate
- Consequences for nondisclosure

# Suggestions

## Red: Off Limits

Advisors, committee members, DGSs, & Pis

Individuals who directly control grades, academic progress, or professional development/career opportunities

## Yellow: Disclosure

Same program or department

Same field

Likely potential for conflict of interest

Preexisting relationships

## Green: Minimal Risk

Different fields and/or departments

No power differential

Prior academic relationship

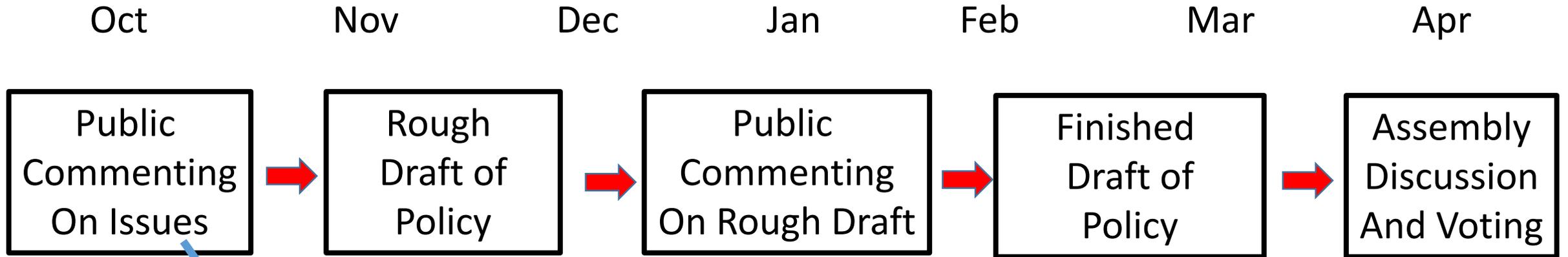
Proposed Process  
For Developing a Better  
Faculty-Student  
Consensual Relationships Policy

C. Van Loan

# Proposed Ad Hoc Committee Make-Up

|                 |                       |                               |
|-----------------|-----------------------|-------------------------------|
| Senate-Selected | Faculty               | The University Counsel Office |
|                 | Faculty               | The Title IX Office           |
|                 | Faculty               | The Office of Human Resources |
| EA-Selected     | Non TT Faculty        | The Graduate School           |
|                 | Post Doc/ Researcher  | The Dean of Faculty Office    |
| GPSA-Selected   | Graduate Student      | The Dean of Students Office   |
|                 | Graduate Student      |                               |
|                 | Graduate Student      |                               |
| SA-Selected     | Undergraduate Student |                               |
|                 | Undergraduate Student |                               |
|                 | Undergraduate Student |                               |

# Start-to-Finish Transparency



Connections to Harassment  
Radius of Influence  
Pre-Existing Relationships  
Title IX

Conflict of Interest  
Disclosure  
Confidentiality  
Prevention and Education

Sanctions  
Gender Equality  
etc.

Power Differentials  
Right to Romance  
Undergraduates,  
etc.

# Proposed Approval Endgame

The University Assembly would review the Assembly votes and Assembly recommendations and produce a final document that would go to the President.

The goal would be to produce a document that becomes part of the University Policy Library. (Like Policy 6.4 that deals with bias and harassment.)

# Announcements / Short Topics

# New Calendar Prep

## Orientation

Much restructuring with 2 extra orientation weekdays added.

Have asked New Student Programs to give us a rough draft of their plans in a timely fashion so the Senate can comment.

## End-of-Term/Exam Rules

Educational Policy Committee re-evaluating everything.

Proposals we show up in Senate this Fall.

# The Faculty Handbook Project

## The Problems

Broken links, inconsistencies, illogical structure, hard to maintain

## Proposed Solution

Visit [this restructured, rough draft version](#) of the Handbook obtained via cut-and-pasting and greater reliance upon links that work.

Would like to form a small group that will step through the tenure track promotion part and produce cleaner, consistent procedures.

All changes carefully reviewed by the Senate, the academic Deans, the Department Chairs, and the Provost.

# 2016 Work-Life Survey Results

The [preliminary report](#) gives “all-respondent” results to questions like

All things considered, if you had to do it all over again would you choose to be a faculty member/academic at Cornell?

To what extent do you have confidence in the decisions made by the central administration?

- (a) Is it correct to assume that we would like to see what the responses look like by age, race, gender, rank, discipline, and college?
- (b) How do we interpret the results and elevate the campus discussion so that we make progress on the problems that are exposed?

# Need to Hold a Pro Forma Election

## UFC

[Rosemary Avery](#) (Human Ecology)

[Cynthia Bowman](#) (Law)

[Harry de Gorter](#) (Dyson)

[Shannon Gleeson](#) (ILR)

[Kimberly O'Brien](#) (Nutritional Sciences)

## Nominations & Elections

[Julia Finkelstein](#) (Human Ecology)

[Ruth Richardson](#) (Engineering)

## Senator-at-Large

[Rosemary Avery](#) (Human Ecology)

[Michael Mazourek](#) (CALS)

[Rob Thorne](#) (A&S)

[Suman Seth](#) (A&S)

Bad math all over the place: #vacancies  $\geq$  #candidates.  
This is a serious problem that needs to be addressed.