

# Faculty Senate

November 14, 2018

To promote the communication of opposing views and to serve as a free-speech-with-respect model for the rest of the campus, all discussion in the Faculty Senate must be conducted in a civil fashion that is free of any intimidation or personal attacks.

- *the University Faculty Committee*

# Sense of the Senate

Chris Schaffer  
Associate Dean of Faculty

# Sense of Senate Resolutions

## **The Idea:**

Provide substantive, voted upon feedback about issues that come before the Senate.

As appropriate, follow-up actions with a timeline that includes reporting back to the Senate should be part of the resolution.

## **The Mechanism:**

Themes from the Senate discussion are identified by DoF and ADoF. In consultation with UFC, draft statements that captures the sentiment of the body will be produced.

At the next meeting Senate will consider, amend if necessary, and vote to adopt the resulting Sense of the Senate statements.

# From the October Meeting

## **Class Meeting Times**

Adopting and adhering to universal class meeting times will increase classroom utilization and decrease conflicts between courses. Such meeting times must be carefully selected to balance the need for different duration class meeting times for different instructional styles and preferences.

The Senate asks the Education Policy Committee to work together with the Dean of Faculty office, the University Registrar, and the Office of the Vice Provost for Undergraduate Education to produce a set of recommendations on class meeting times for Senate consideration. The Senate requests these recommendations by the end of the Spring semester.

# From the October Meeting

## **Food Insecurity**

Food insecurity is a serious concern that impacts the wellbeing and learning opportunities of many Cornell students.

The Senate asks the Dean of Faculty office to work with the Center for Transformative Action, Cornell Dining, and other units to explore ways in which the faculty might assist with combating food insecurity for Cornell students through support of Anabel's Grocery and other mechanisms. The Senate requests options to consider at the next available Senate meeting time.

# From the October Meeting

## **Student Accommodations**

The requirements and best practices for providing accommodations for students who miss class or other academic work due to religious observances, for students with disabilities, for student athletes who miss class or other academic work for competitions, and for students who have been ill can be confusing for faculty.

The Senate asks the Dean of Faculty office to work with the Educational Policy Committee to produce a clear description of accommodations that are required and clear guidelines for those that are not. The Senate requests this be in place by the beginning of the Spring, 2019 semester.

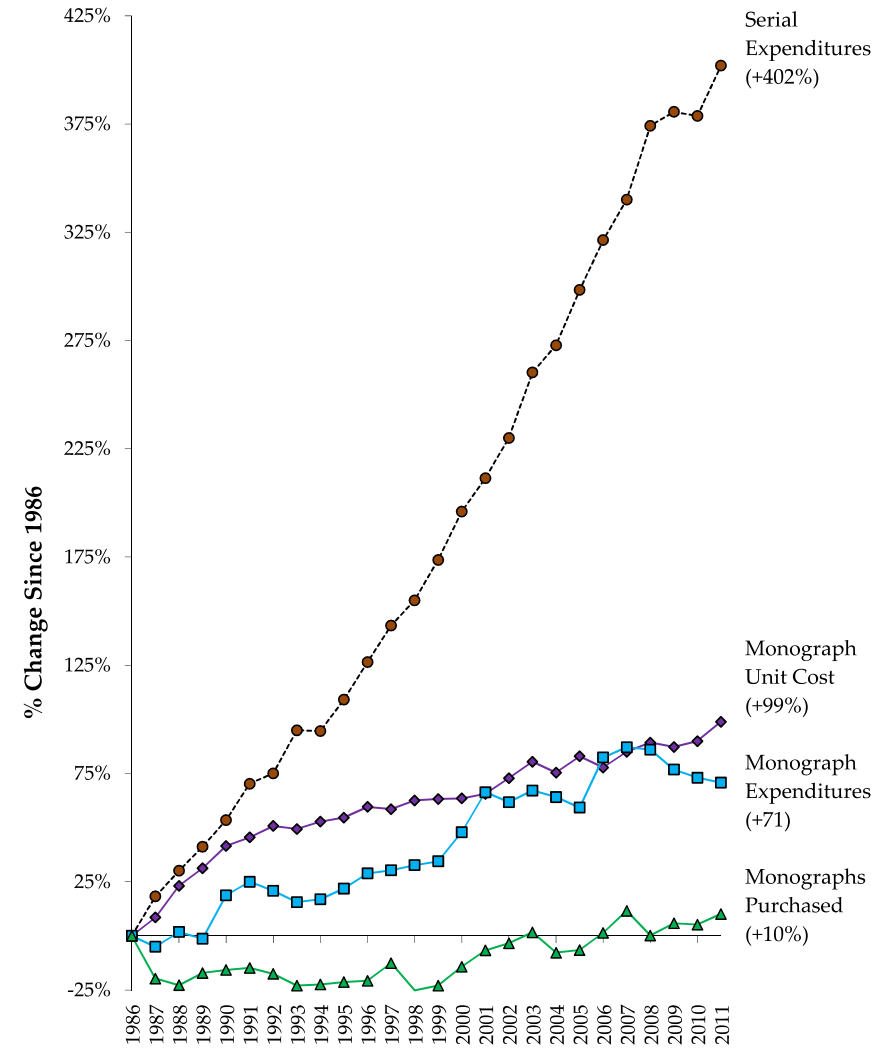
# Journal Subscription Costs

Report from the University Library Board Co-chairs

Jeremy Braddock  
English

Paul Fleming  
Comparative Literature  
German Studies

Monograph & Serial Costs in ARL Libraries, 1986-2011\*



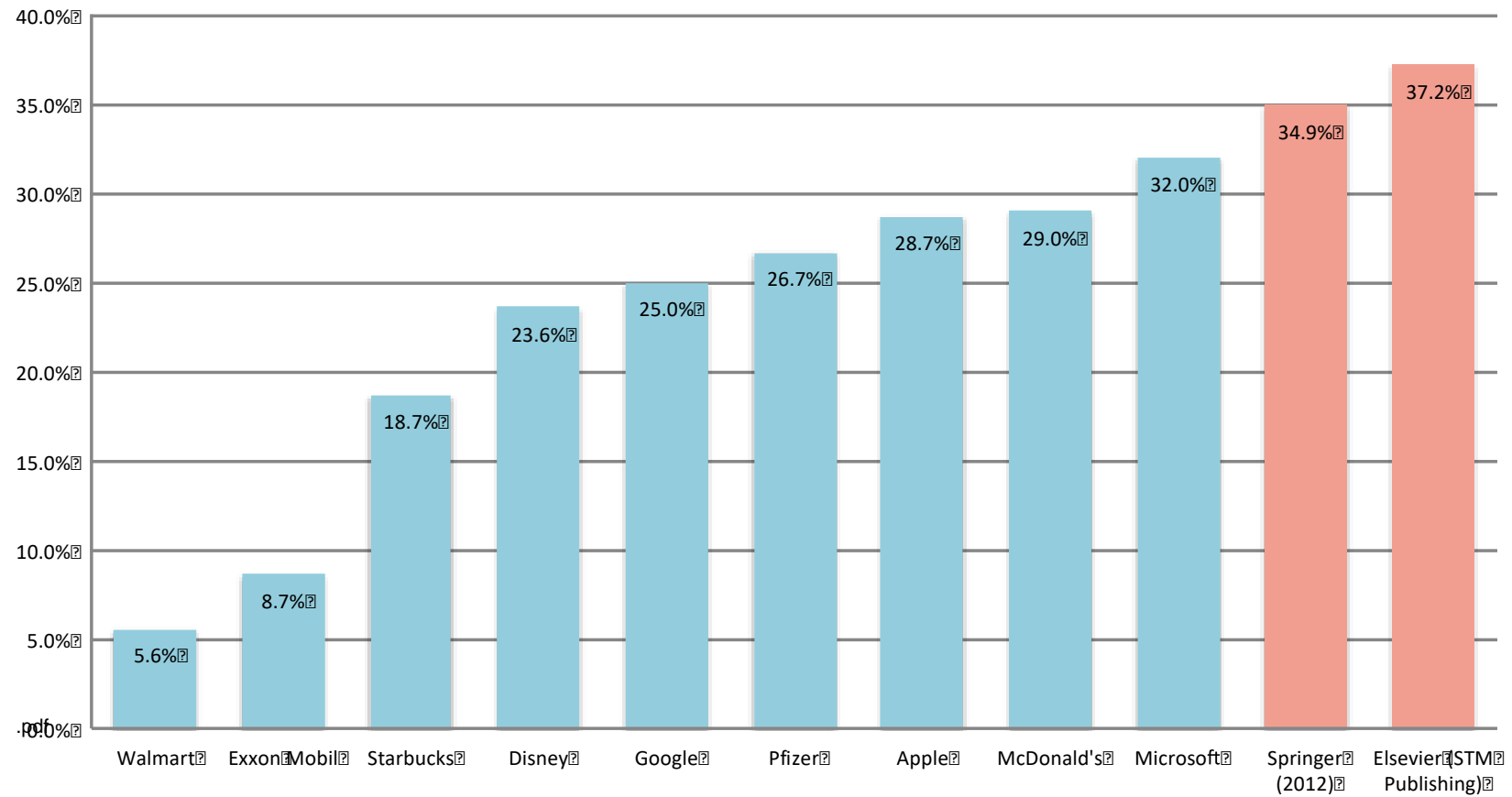
NOTE: Data for monograph and serials expenditures was not collected in 2011-12.

Source: ARL Statistics 2010-11 Association of Research Libraries, Washington, D.C.

\*Includes electronic resources from 1999-2011.



## Operating Profit Margin: Elsevier v. Other Companies (2014)



# Announcements

Charlie Van Loan  
Dean of Faculty

# Proposed Policy 6.4 Adjudication Procedures

A number of concerns surfaced after the October Senate presentation, and a meeting was held between members of UFC and the administration on November 9 to discuss those concerns.

As a result of that meeting, the procedures will be the subject of further revisions; representatives of both faculty and staff will be involved in that process. The faculty:

Cynthia Bowman (Law and UFC Member)

Diane Burton (ILR and AFPS Committee Member)

Chris Schaffer (BME and Associate Dean of Faculty)

## Some Topics of Concern Include...

- Statute of limitations period during which to bring complaints
- Nature of the settlement procedures available to the parties, including private settlement, mediation, or other variants of non-adjudicative resolution of the complaint
- Inclusion of a faculty member in the investigatory process
- Provision of an evidentiary hearing at the conclusion of the investigatory phase
- Due process protections available to faculty member at that hearing, such as the role of an attorney, right to cross examination, and the right to object to evidence
- Standard of proof to be applied to the evidence

# Extending Voting Rights to RTE Faculty

A Resolution Sponsored by the UFC

November 14, 2018

The resolution is based on recommendations made by the Committee on Academic Titleholder Representation.

Members: Adeolu Ademoyo, Stephane Bentolila, Elizabeth Bunting, Brenda Dietrich, Aliqae Geraci, Roger Gilbert, Kimberly Kopko, Bruce Lauber, Estelle McKee, Bruce Monger, Pilar Thompson, Charles Van Loan (Chair), and Makda Weatherspoon.

# Definition of University Voting Rights

1. You can serve in the Senate and vote for Senators.
2. You can also participate in elections that determine
  - (a) The Faculty Trustees
  - (b) The Dean of Faculty
  - (c) The Associate Dean of Faculty
  - (d) The University Faculty Committee
  - (e) The Nominations and Elections Committee

# University Voting Rights: Current

<b>Professor (all ranks)</b>	<b>1582</b>
<b>Emeriti</b>	<b>619</b>
<b>University Professor</b>	<b>0</b>
<b>Professor-at-Large (in residence)</b>	<b>17</b>

<b>Visiting Professor (all ranks)</b>	<b>168</b>
<b>Adjunct/Acting Professor (all ranks)</b>	<b>258</b>
<b>Instructor</b>	<b>11</b>
<b>Teaching Associate</b>	<b>9</b>
<b>Visiting Instructor/Lecturer</b>	<b>131</b>
<b>Visiting Critic</b>	<b>33</b>
<b>Visiting Scholar/Scientist</b>	<b>168</b>
<b>Visiting Fellow</b>	<b>164</b>

<b>Research Professor (all ranks)</b>	<b>11</b>
<b>Clinical Professor (all ranks)</b>	<b>32</b>
<b>Professor-of-the-Practice (all ranks)</b>	<b>23</b>

<b>Research Scientist (both ranks)</b>	<b>9</b>
<b>Research Associate (both ranks)</b>	<b>324</b>
<b>Extension Associate (both ranks)</b>	<b>225</b>
<b>Lecturer (both ranks)</b>	<b>330</b>
<b>Senior Scientist/Scholar</b>	<b>3</b>

<b>Librarian (all ranks)</b>	<b>96</b>
<b>Archivist (all ranks)</b>	<b>15</b>

# University Voting Rights: Proposed

<b>Professor (all ranks)</b>	<b>1582</b>
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Colleges not  
obliged to  
follow the  
same rules.



# The **University** and **RTE** Faculties

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# What the Senate Would Look Like

1. The 90+ academic-unit seats and 9 At-Large seats filled by voting members of the University Faculty **or the RTE Faculty.**
2. **Approximately 20 RTE-designated Senate seats, apportioned among the colleges.**
3. **1 RTE-designated Senate seat filled by Cornell University Library.**
4. 1 Ex Officio seat each for the SA, GPSA, EA, ROTC, **and the postdoc community.**
5. 1 Senate seat designated for Emeriti and picked by Cornell Academics and Professors Emeritus.

# College RTE Senators

A college gets 1 RTE Senator if it has  $\leq 25$  voting RTE's.

A college gets 2 RTE Senators if it has  $> 25$  voting RTE's.

A college gets 3 RTE Senators if it has  $> 100$  voting RTE's.

College	Number of Voting RTE Faculty	Number of College RTE Seats
CALS	295	3
AAP	4	1
CAS	273	3
SCB	44	2
CIS	15	1
COE	56	2
CHE	68	2
ILR	45	2
LAW	19	1
VET	123	3
	<b>942</b>	<b>20</b>

College RTE Senators are elected by their college.

# Why Do This?

1. We should practice the shared governance that we preach because it (a) communicates respect, (b) inspires participation, and (c) leads to more informed decisions.
2. There are couplings between the long-term health of the tenure system and the long-term health of the academic tracks that surround it. Oversight of these interconnections is the responsibility of the Faculty Senate.

# Timeline for the Faculty

- September** Public commenting on the preliminary recommendations via the [Committee Website](#)
- November** Final Committee recommendations encoded in a resolution.
- December** The Senate votes on the (possibly modified) resolution.
- Jan-Feb** What passes the Senate is packaged and presented to the University Faculty as a referendum.
- After** What's approved by the University Faculty is enacted.

# The Resolution is About 11 Changes to the OPUF

For example, here is modification #7 that deals with the election of the DoF:

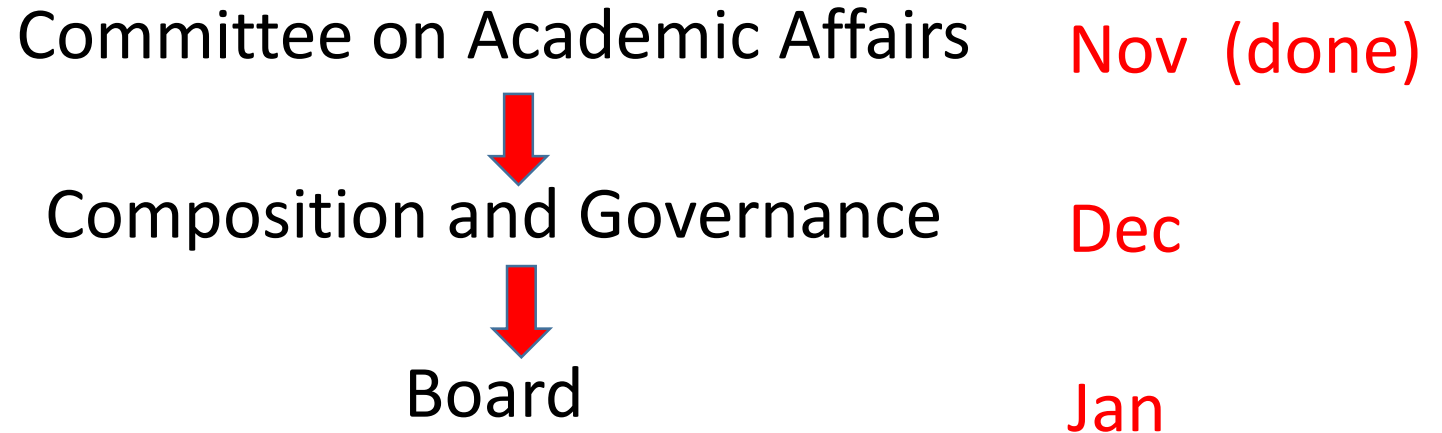
The Committee on Nominations and Elections shall conduct a mail ballot of the voting members of the University ~~Faculty~~ **and RTE Faculties**, using the Hare System, and shall promptly report the results to the President and the ~~Faculty~~ **electorate**.

OPUF = Operating Principles of the University Faculty, a bylaw-type doc that, among other things, specifies how the senate and elections are to work.

# Timeline for Trustees

Two changes to University Bylaws are required:

1. The University Faculty needs explicit authority to determine the membership of the Faculty Senate.
2. The electorate for Faculty Trustee needs to include the RTE Faculty.



**Principle throughout the entire proposal**

NO CHANGES TO THE DEFINITION OF  
UNIVERSITY FACULTY AND NO REDUCTION  
OF ITS STATUS OR AUTHORITY.

# Conversation with President Pollack

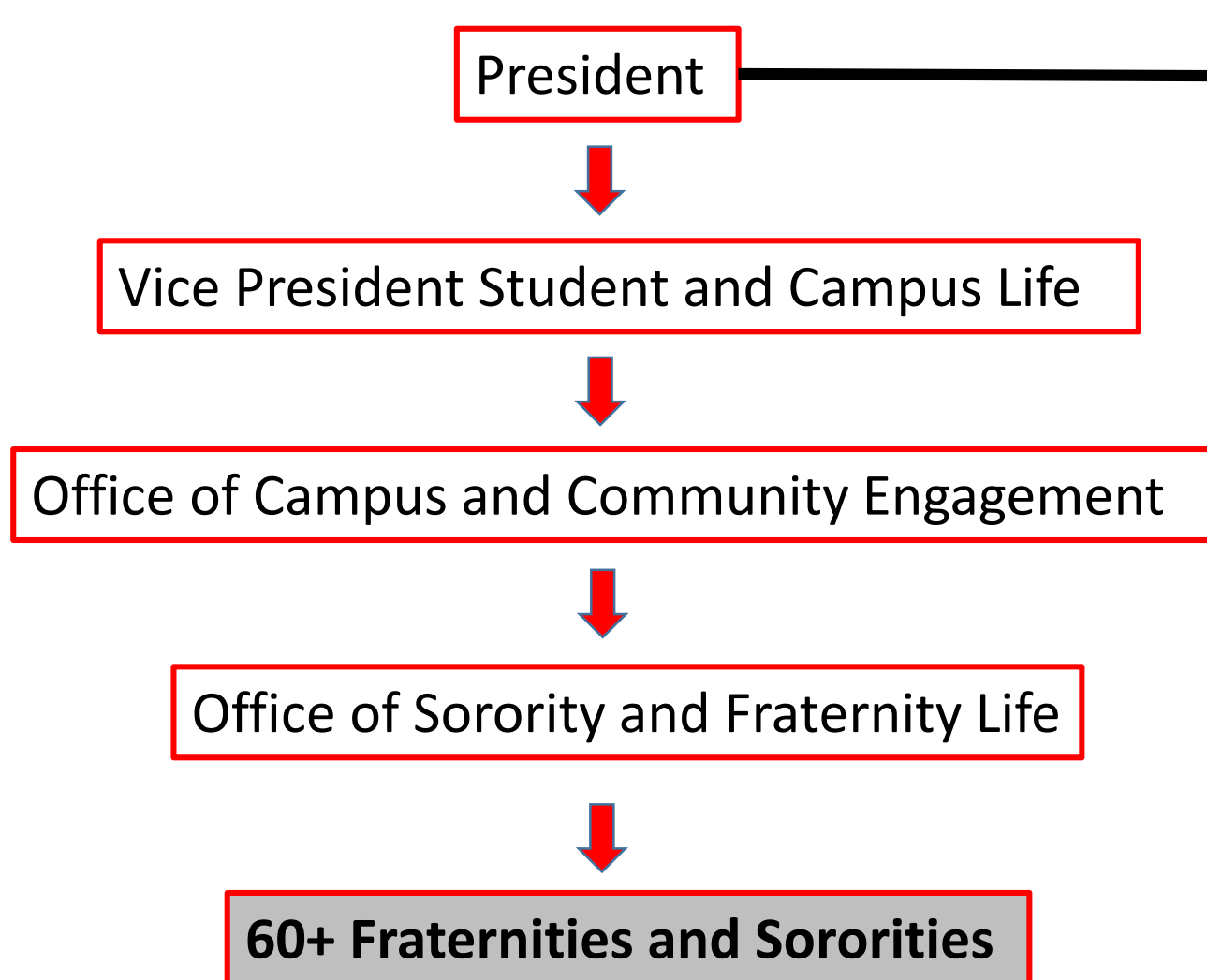


# Sorority and Fraternity Judicial Committee

## *Discussion of Issues*

Chris Schaffer  
Associate Dean of Faculty

# Context and Charge



A comprehensive review of the Chapter Review Board process that governs recognition for fraternities and sororities will be conducted and submitted for my approval.

The review will include, but not be limited to, structure, procedures, process, membership and community expectations.

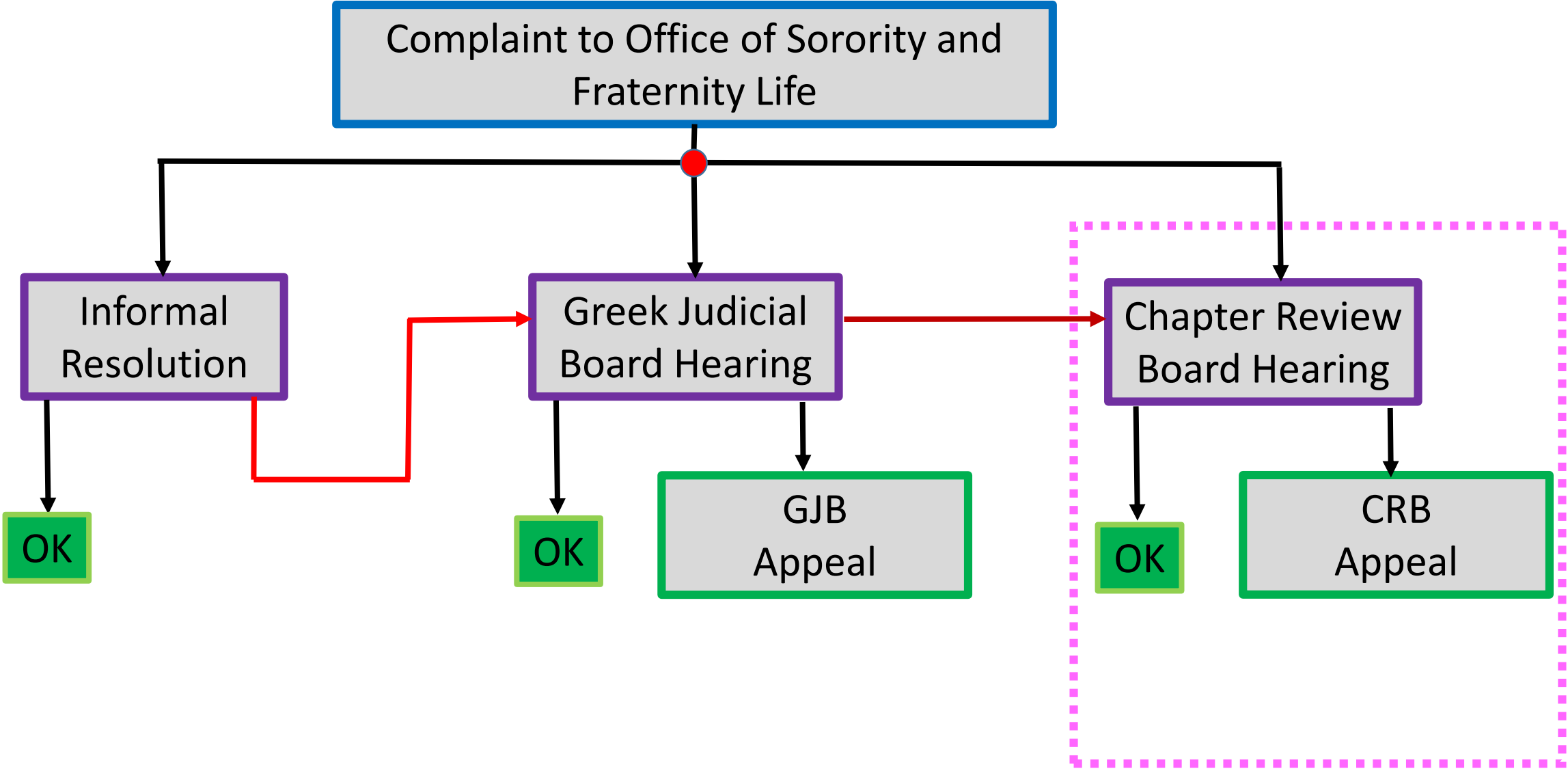
May 4, 2018

# The Sorority and Fraternity Accountability Committee

## Members

Mary Beth Grant (Chair)	Senior Associate Dean of Students
Joe Anderson '20	Resident Student Congress, President
Briana Barrett '18	MGLC, Former President
Allie Brodeur	OSFL, Advisor to FSAC
Mark Faber '81	CUAIFC, President
Bob Forness '87	FSAC, Chair-Elect
Christina Liang	Office of the Judicial Administrator, Associate JA
Greg Mezey '09	FSAC, Member
Christina Nastos '19	PHC, President
Paul Russell '19	IFC, President
Laura Santacrose '11	Skorton Center for Health Initiatives, Assistant Director
Chris Schaffer	Associate Dean of Faculty
Charles Van Loan	Dean of Faculty

# Current System



## Current System has some problems

1. Complex system: different rules and procedures for each process
2. Lack of a fundamentally fair process in some places, such as access to evidence, appeal of initial triage
3. Cases of apparent serious misconduct often adjudicated by students in Greek Judicial Board
4. Lack of confidence in the process (both within and outside of Greek system) and in the fairness of the outcomes

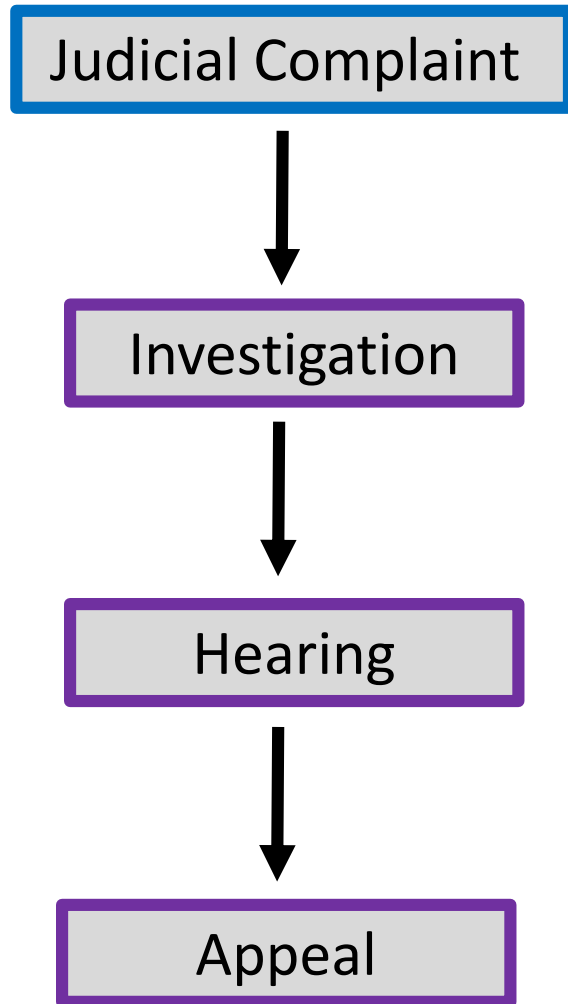
## Current System short term fixes

In anticipation of allegations of organizational misconduct associated with the Spring “recruitment,” several quick improvements are being considered for the current system:

- Plain English procedures
- Recruit and train hearing board panel members, rather than rely on ad hoc service
- Separate personnel conducting investigation from those on hearing
- Provide full investigative report to all parties
- Maintain public database of allegations and review board findings

But, really fixing this judicial system will probably require more...

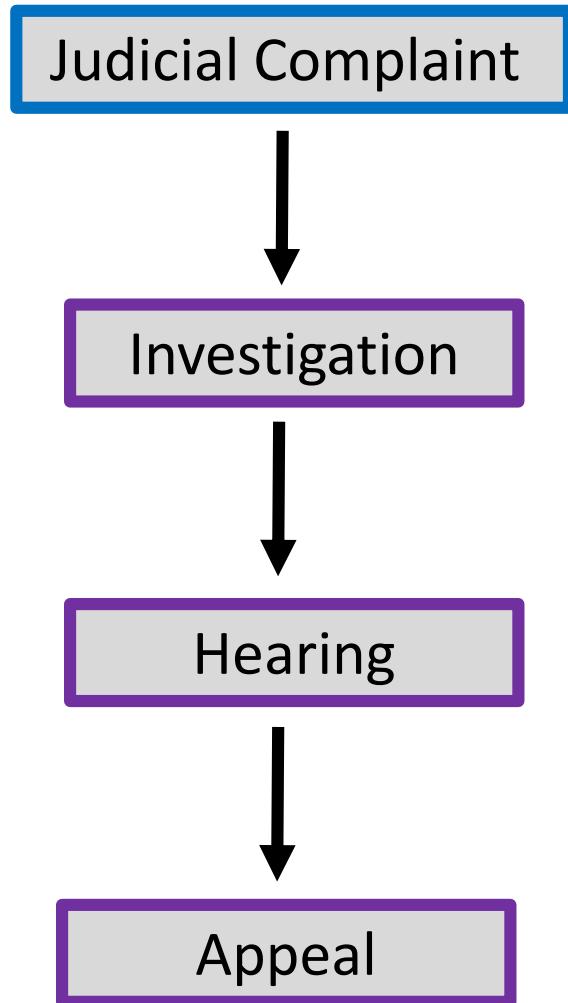
# One idea for revised system



An independent investigation that focuses on unbiased fact finding followed by a hearing before a panel that determines responsibility and imposes sanctions.

Modeled after the approach in Policy 6.4 at Cornell to handle sexual misconduct allegations.

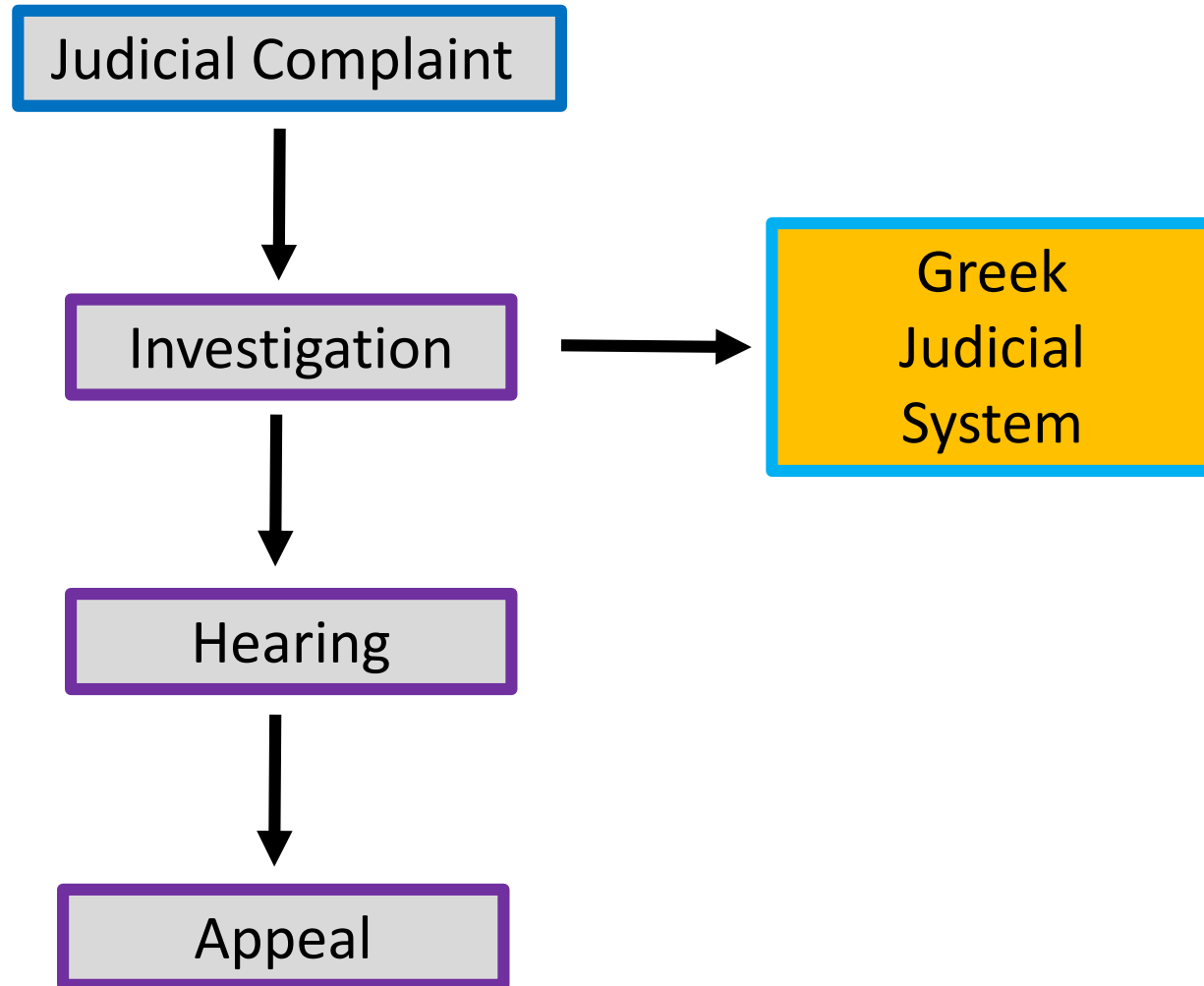
# One idea: Investigation



- Investigator assigned to gather facts via interviews and other evidence
- Investigator produces a summary of all interviews and an overall report on the facts
- Advisors for responding organization
- Responding organization fully informed of evidence
- Responding organization can propose investigative steps

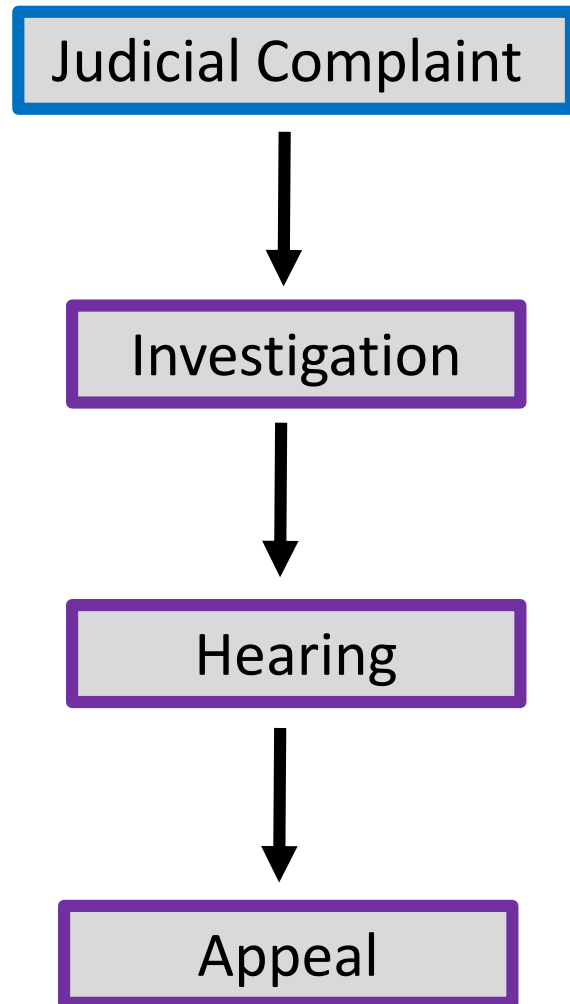


# One idea: Investigation



The Greek system has rules, primarily around social activities, that are not in the Campus Code of Conduct.

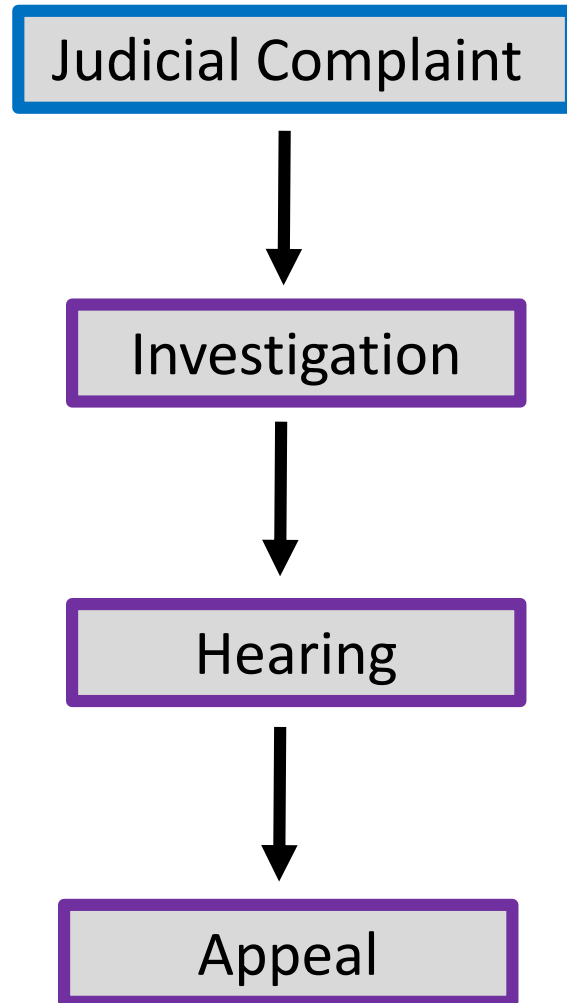
If there is no evidence that a Code of Conduct violation occurred, the investigative report would be forwarded to a Greek Judicial System.



## One idea: Hearing

- Hearing panel selected from pool of faculty and staff
- Responding organization receives investigative report and may propose witnesses and questions
- Hearing panel receives investigative report and selects any witnesses for the hearing
- After hearing, the panel makes a finding of responsibility and imposes sanctions

# One idea: Appeal



- Panel chosen from the pool of faculty and staff, with no panel members involved in original hearing
- Senior administrator also on panel
- Limited grounds for appeal (gross injustice; procedural error)