Faculty Senate

April 17, 2019

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

Announcements

Ad Hoc Committee on the Status of RTE Faculty

Agenda:

- Develop best-practice recruitment guidelines
- Clarify Renewal-Promotion Standards
- Consider the adequacy of the current line-up of titles and ranks
- Improve RTE access to External Funding
- Develop rules about switching tracks
- Review how the word "faculty" is used throughout the policy library
- Develop Emeritus Status procedures for RTE Faculty
- Consider the creation of a standing Senate committee on RTE issues

Ad Hoc Committee on the Status of RTE Faculty

Proposed Make-Up

Dean of Faculty (Chair)
Senior Research Associate & **Research Associate**
Senior Lecturer & **Lecturer**
Senior Extension Associate & **Extension Associate**
Research Professor
Clinical Professor
Professor-of-the-Practice
RTE faculty not affiliated with a department
RTE faculty not affiliated with a department
Professor from the Physical Sciences/Engineering
Professor from the Life Sciences
Professor from the Social Sciences
Professor from the Humanities

Department Senate Seats

The new rules are in effect now.

Chairs of the 2-seat departments have been notified of that their second seat can be staffed by a member of the RTE* Faculty.

The "secret ballot" stipulation is a way of fostering broader participation.

College RTE Seats

The new rules are in effect now.

The colleges have been informed.

Interested RTE* Faculty should consult this [list of college contacts](#) if they are interested in running.

University At-Large Seats

The new rules are in effect now.

Three of the nine seats are vacant and open for RTE* Faculty.

Contact the [DoF Office](#) if interested.

Some Practical Quorum-Related Matters

Quorum & E-Voting

Only use e-voting for major issues or if there has been one vote suspension due to lack-of-quorum.

Use of Alternates

If you cannot make a meeting, help your chair designate an alternate

The 3-year Term

Sometimes it is hard to go the distance. If you are going on leave or become overloaded with other service commitments that interfere with attendance, then tell your chair.

The May Meeting

Will most likely include important votes on:

     - A more flexible line-up of allowable meeting times

     - How the 4:30-7:30pm free zone can be used

     - Guidelines for granting student accommodations

     - The retroactive issuance of grade changes

Resolutions will be posted one week in advance.

Sense of the Senate Resolutions

SOS-1 : Core Values

The Senate applauds the creation of a university core values statement and supports adequate reference to these ideals:

- Defense of academic freedom, with the acknowledgement that such freedom comes with responsibility
- Commitment to the public good and improving the human condition through research, teaching, and engagement; emphasis on land grant mission
- Promotion of diversity and inclusion throughout all university operations
- Valuing of shared governance as a collective decision making process that guides the university
- Dedication to sustainable development, both in local university operations and in research, teaching, and engagement activities.

Call for Vote

Do you support SOS-1?

Yes _____

No _____

Abstain _____

SOS-2 : Essays in Applications

The Senate supports the suggestion made by President Pollack that all applicants to Cornell University degree programs be asked to attest that they wrote their application essays themselves.

Call for Vote

Do you support SOS-2?

Yes _____

No _____

Abstain _____

SOS-3 : Use of the Staff-Appreciation Portal

The Senate applauds the creation of the Staff Appreciation Portal (https://cornellappreciation.awardco.com/) as one means for Cornell community members to acknowledge the many ways staff members contribute to the core missions of the university.

The Senate encourages faculty to make use of this new channel.

Call for Vote

Do you support SOS-3?

Yes _____

No _____

Abstain _____

SOS-4 : Evaluation of eCornell

The Senate supports President Pollack's plan to re-evaluate the relationship between Cornell University and eCornell.

The Senate asks that the President's review utilize appropriate Senate standing committees and other shared governance processes throughout the review and through any subsequent changes.

Call for Vote

Do you support SOS-4?

Yes _____

No _____

Abstain _____

Policy 6.4 Procedures
Discussion of Draft for Stakeholders

Mary Opperman
Vice President, Human Resources

John Siliciano
Deputy Provost

Background

Initial presentation at the October Senate Meeting

A number of serious concerns were raised.

The drafting group together with representatives from the employee, student and faculty* constituencies produce a revision.

* Cynthia Bowman (Law), Diane Burton (ILR), Chris Schaffer (Assoc DoF)

Statement by Professor Bowman

When the revised Policy 6.4 Guidelines applicable to faculty and staff were presented to the Senate last fall, I raised a number of objections, including the lack of a hearing and other due process protections for faculty accused of offenses.

A subcommittee was formed to re-examine these and other questions, which I chaired. It included representatives of all the major constituencies affected by the policy – HR, the General Counsel, the Administration more generally, the UFC, EA, graduate students, and AFPS.

We met many times and came up with a new version of the policy, which I commend to you. It meets all of the objections I voiced.

Social Science Review Update

Melissa Ferguson
Sociology

Chris Wildeman
Policy Analysis and Management

Michael Kotlikoff
Provost

John Siliciano
Deputy Provost

Request to Use Research Professor Title

Sponsored by the College of Arts and Sciences

Reasons

The Research Scientist and Senior Scientist titles are problematic to outside funding agencies.

The Research Professor title is widely used by peers and is understood by outside funding agencies.

Creation of the title will help address Cornell's dual-career recruitment challenge.

It is particularly important to the science departments.

A Little Background

Enabling legislation gives the colleges the opportunity to use these titles.

	Research Professor	Clinical Professor	Professor of Practice
AAP			4
CAS	Request		3
CALS	3		2
JCB			
AEM	0		5
JGSM		3	1
SHA		0	
ENG/CIS	1		11
CHE	0	2	1
ILR			
LAW		15	1
VET	7	19	

A college wishing to use a particular title presents a plan that the Senate must then approve.

Key Aspects of the Plan

Appointment involves a TT-level of vetting.

Five year appointments.

No limit on number of renewals.

#RP <= #TT/10

Can vote in college elections if their department approves.

The Arts and Sciences Vote: **Yes = 125, No = 6, Abstain = 3**

Call for Vote

Do you support the request from the College of Arts and Sciences that they be allowed to use the title "Research Professor".

Yes   _____

No   _____

Abstain   _____

Clarifying When Nonacademic Staff Can Teach Courses for Credit

Sponsored by the University Faculty Committee

Background

The general expectation is that only academic titleholders can serve as the instructor-of-record in a credit-bearing course.

There exist within the pool of nonacademic staff, individuals who are qualified to teach courses that enhance the educational opportunities for students.

The skills required for effective undergraduate and graduate-level teaching are different.

Proposed Rule

A member of the nonacademic staff can serve as the instructor of record provided the course is a graduate-level course and not a requirement for any degree program affiliated with the sponsoring unit.

Note on the (Visiting) Lecturer and (Visiting) Instructor and Adjunct Professor Titles

These are academic appointments.

It is possible to modify a staff member's job description so that some fraction of it has one of these titles as a component.

This device (with reasonable vetting) ensures that we are being careful about instruction.

Call for Vote

Do you support adding this who-can-teach clarification?

Yes _____

No _____

Abstain _____

Good and Welfare