

Faculty Senate

May 8, 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

Suggested Senate Meeting Scheduling

Month	When	Reason
September	3 rd Wednesday	Semester Start
October	3 rd Wednesday	Fall Break
November	2 nd Wednesday	
December	2 nd Wednesday	
February	2 nd Wednesday	
March	2 nd Wednesday	
April	3 rd Wednesday	Spring Break
May	3 rd Wednesday	Slope Day

Elections in about 10 Days

Have good slates for UFC, Senator-at-Large

Still working to get RTE nominations

Still working to get Associate Dean of Faculty nominations

Sense of the Senate

Policy 6.4 Procedures

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 produced a revision.

The revision addresses concerns about the lack of a hearing and other due process protections for faculty accused of offenses.

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

SOS-1

The Faculty Senate supports the revised draft of Policy 6.4 Procedures.

Yes _____

No _____

Abstain _____

Report from the Financial Policy Committee

Professor Rayna Kalas (Chair)

Current Members of the FPC

- Rayna Kalas (Chair, term expires July 2019) — A&S
- Ravi Kanbur (incoming Chair) — CALS
- Charles Walcott — CALS
- Lawrence Blume — A&S
- Doug Antczak — Vet
- Luis Schang — Vet
- Victoria Beard — AAP
- José Martínez — ENG
- David Easley — A&S
- Adam Smith — A&S
- Ron Ehrenberg — ILR

Revisions to composition of committee

Fifteen members of the faculty, appointed with the concurrence of the Faculty Senate, by the Nominations and Elections Committee for three-year terms. **Terms may be renewed by the FPC chair in consultation with the Dean of Faculty.** The Nominating Committee is directed to ensure that the committee membership consists of **seven** statutory and **seven** endowed members of the faculty. The **fifteenth** member can be from either the statutory or endowed units.

Subdivision of tasks...

The FPC Chair may appoint

1. a representative to coordinate with the Vice President for Budget and Planning on faculty salaries and compensation
2. a representative to coordinate with the central administrator overseeing enrollments
3. a representative to coordinate with the Provost and the Vice President for Budget and Planning on capital planning, and
4. a representative to coordinate with the Provost and the Vice President for Budget and Planning on administrative and support costs;
5. another member may be appointed to record and circulate minutes and to archive FPC materials.

Reasons for proposing changes to the composition of the committee

- Diversify the membership
- share work of the committee more evenly among the members
- Increase direct engagement between faculty and administration in budget planning and financial policy
- Create a pipeline for learning the work of the committee in preparation for serving as chair

Notes on the specific representatives

- Capital planning (Provost committee)
- Administrative and support costs (Provost committee)
- Enrollment (w/enrollment officer)
- Faculty salaries (w/ Paul Streeter and William Searle)
- Records and archives (would stay in the office of Faculty of Dean)

Ongoing work of the FPC

- Conversations with Deans (since the new budget model requires Deans to be more active in managing budgets)
- Distribution of graduate tuition, especially that of professional MA programs
- Faculty salaries; FPC to circulate a questionnaire to chairs and former chairs
- Continuing to review enrollment distribution, especially with respect to CIS (which is not an enrolling college)
- Logistics of moving Dyson to Johnson School of Business
- Allocation of new student enrollments
- We welcome input and concerns from the faculty (rmk45)

Four UFC-Sponsored Resolutions

Charles Van Loan
Dean of Faculty

Four Resolutions

1. Student Accommodations

Add detail

2. Grade Changes

Add a new stipulation

3. The 4:25-7:30pm “Free Time Zone”

Add detail

4. Meeting Time Patterns

Add Flexibility

If these resolutions pass, then changes will be made to the Faculty Handbook.

Two Things About the Faculty Handbook

1. **It is not “The Faculty’s Handbook”.** Much of its content is derived from the process of shared governance.
2. **It is a handbook.** This means that it should be easy to find clear and consistent advice on what to do when confronted with any kind job-related situation.

1. Student Accommodations

What's the Problem?

The Faculty Handbook has some language about [religious observance accommodations](#).

It says little or nothing about [other accommodations](#), e.g., disabilities, varsity athletics, job interviews, family emergencies, medical emergencies, extracurricular activities, etc.

Practical guidelines are necessary to reduce angst and confusion.

What's the Solution?

A [rough draft](#) with examples, guidelines, links to resources, and perspectives has been produced. However, it needs more vetting, especially in the areas of religious observance and varsity athletics.

Things are generally working, but the number of negative accommodation stories that come my way signals a need for more work on this topic.

Plus, some faculty are feeling overwhelmed by the increasing number of requests. We have to address this issue.

Resolution on Student Accommodations: Timeline



May-June Feedback:

Senators, CURW*/Chaplains, FACAPE**, Athletics/Coaches

Aug-Sept Feedback:

Faculty, ugrads, grads, staff

* Cornell United Religious Work

** Faculty Advisory Committee on Athletics and Physical Education

2. Grade Changes

What's the Problem?

Concerns have been voiced about changes of the form

D or F \rightarrow W or Expunge

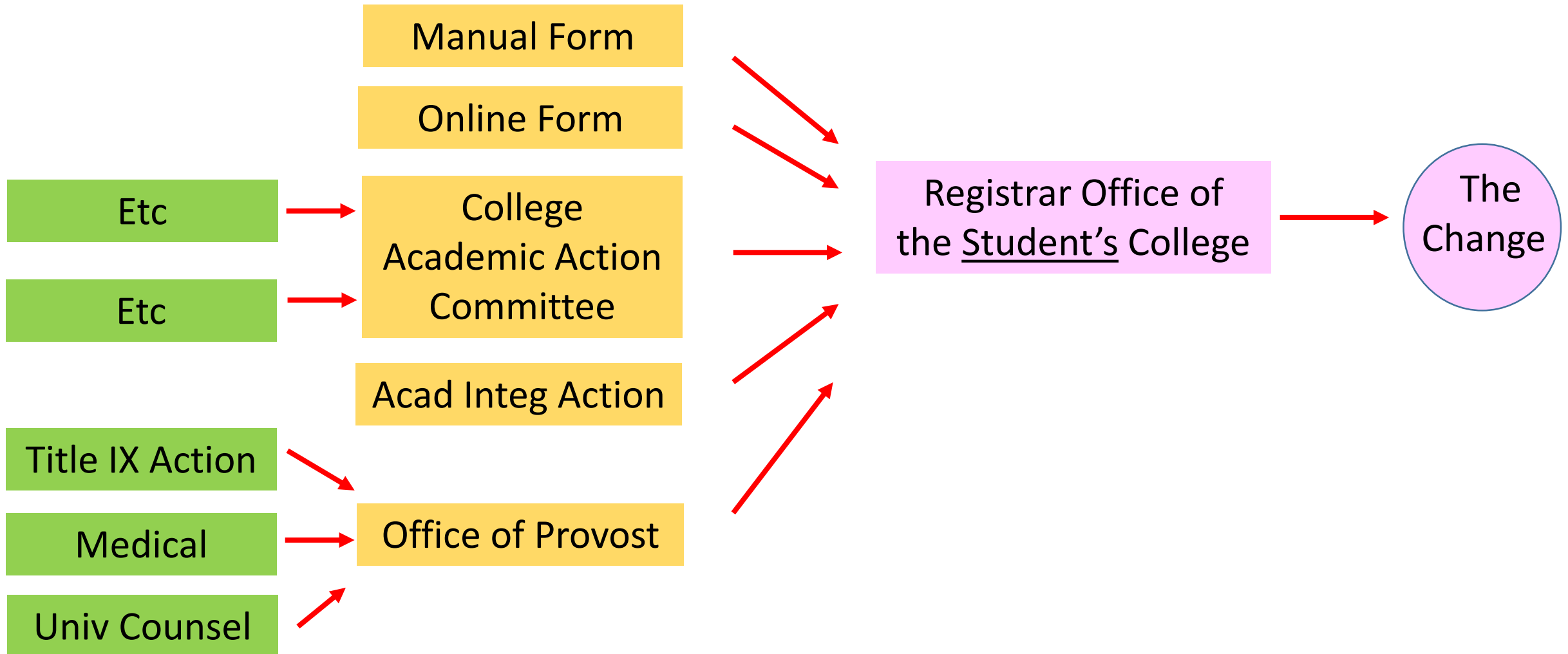
Some have been made without the instructor of record being informed.

Scope: Very rare.

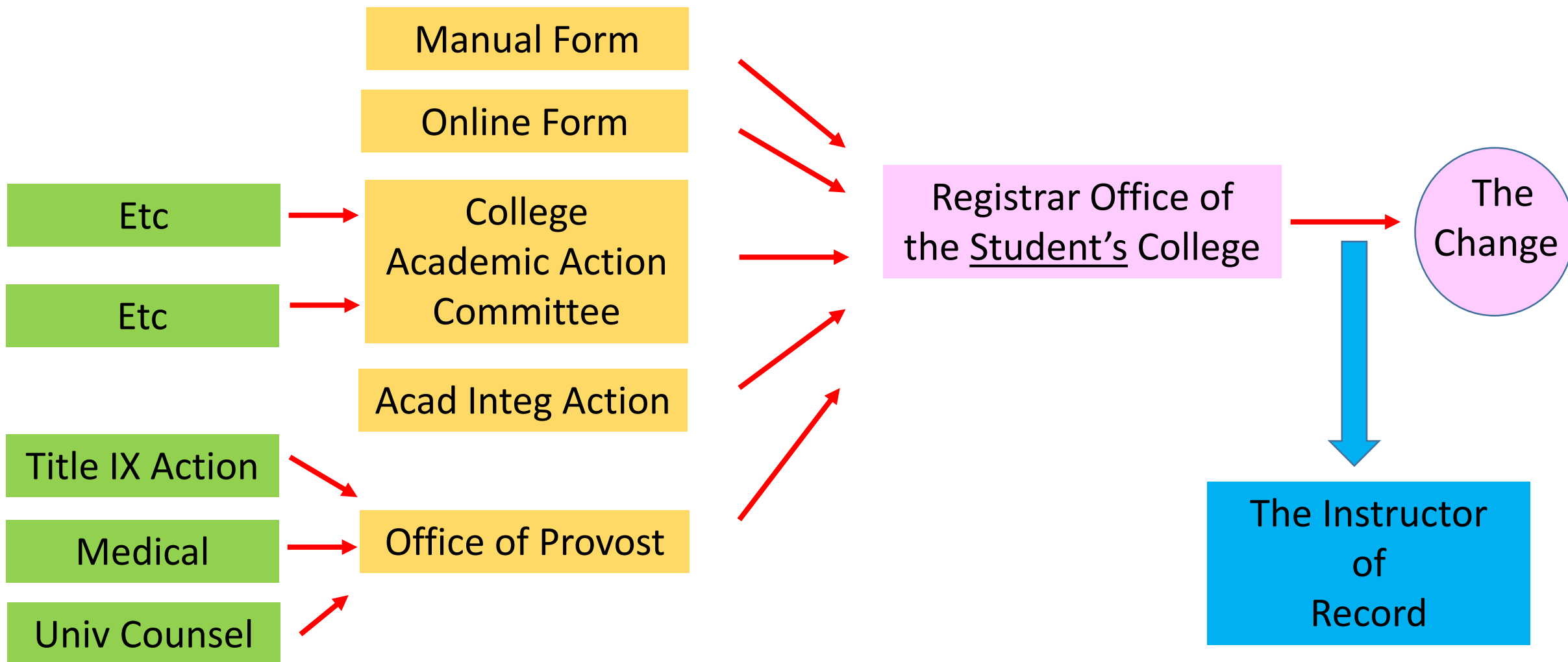
Why: No conclusions at this time.

Climate: The admissions scandal has rightfully heightened sensitivity about the integrity of our most central processes.

Grade Change: Complexities




The Resolution Says That the Instructor Must Be Informed




Key Prose

In rare circumstances, a letter grade or incomplete can be changed to a “W” or expunged from a student’s transcript **by action of the student’s college or** by the Provost, for example, if so advised by Cornell Health, the Title IX Office, or by University Counsel.



Regardless, the instructor of record must be informed by the registrar office making the change before the actual change is made.



If the instructor of record is no longer employed by the university, then the director of the student’s degree program is the appropriate contact.

Call for Vote

Do you support the [posted](#) resolution on Grade Changes?

Yes _____

No _____

Abstain _____

3. Meeting-Time Patterns

What's the Problem?

75 Minutes		
Start	End	Standard Meeting-Time Patterns
8 : 40a	9 : 55a	MW , TR
10 : 10a	11 : 25a	TR
11 : 40a	12 : 55p	TR
1 : 25p	2 : 40p	TR
2 : 55p	4 : 10p	MW , TR
7 : 30p	8 : 45p	M , W , MW

Increased academically-driven demand for more 75-minute patterns.

What Does the Resolution Say?

75 Minutes		
Start	End	Standard Meeting-Time Patterns
8 : 40a	9 : 55a	MW , TR
10 : 10a	11 : 25a	MW (Only for courses numbered 3000 or higher) , TR
11 : 40a	12 : 55p	MW (Only for courses numbered 3000 or higher) , TR
1 : 25p	2 : 40p	MW (Only for courses numbered 3000 or higher) , TR
2 : 55p	4 : 10p	MW , TR
7 : 30p	8 : 45p	M , W , MW

Open the door halfway. Monitor both demand and classroom availability.

What's the Problem?

1 Hour 55 Minutes (Laboratories and Similar Exercises)		
Start	End	Standard Meeting-Time Patterns
8:00a	9:55a	M, T, W, R, F
10:10a	12:05p	M, T, W, R, F
12:20p	2:15p	M, T, W, R, F
2:30p	4:25p	M, T, W, R, F
7:30p	9:25p	M, W

Faculty want to run 2-hour undergraduate seminars/classes.

No one knows what “Similar Exercises” means

What Does the Resolution Say?

1 Hour 55 Minutes (Laboratories and Similar Exercises)		
Start	End	Standard Meeting-Time Patterns
8:00a	9:55a	M, T, W, R, F
10:10a	12:05p	M, T, W, R, F
12:20p	2:15p	M, T, W, R, F
2:30p	4:25p	M, T, W, R, F
7:30p	9:25p	M, W

Any pattern can be used for any type of teaching.

Ditto for all the longer-period patterns.

What's the Problem?

Undergraduate-level courses are generally not allowed to meet during the 4:25-7:30pm “Free-Time Zone.”

Notable exceptions are certain studio and performance courses that are essential to the offering unit's academic program.

The problem here is a (sometimes) burdensome approval process.

What Does the Resolution Say?

Create low-overhead exception protocols that

1. Give the course-offering units the flexibility they need to be creative with their teaching.
2. Respect the importance of the FTZ and of having a structured approach to classroom utilization.

What's the Problem?

Lack of clarity. What does this notation mean?

50 minutes	8:00am-8:50am	Monday/Wednesday, Tuesday/Thursday, Friday
	9:05am-9:55am	Monday/Wednesday, Tuesday/Thursday, Friday
	10:10am-11:00am	Monday/Wednesday, Tuesday/Thursday, Friday
	11:15am-12:05pm	Monday/Wednesday, Tuesday/Thursday, Friday
	12:20pm-1:10pm	Monday/Wednesday, Tuesday/Thursday, Friday
	1:25pm-2:15pm	Monday/Wednesday, Tuesday/Thursday, Friday
	2:30pm-3:20pm	Monday/Wednesday, Tuesday/Thursday, Friday
	3:35pm-4:25pm	Monday/Wednesday, Tuesday/Thursday, Friday
	7:30pm-8:20pm	Monday, Wednesday
	8:35pm-9:25pm	Monday, Wednesday

What Does the Resolution Say?

Make “Meeting-Time Patterns” a section in the Faculty Handbook where updating-for-clarity is an easy operation.

Call for Vote

Do you support the [posted](#) resolution on Meeting-Time Patterns?

Yes _____

No _____

Abstain _____

The 4:25-7:30pm Free-Time Zone (FTZ)

What's the Problem?

The Faculty Handbook has a [section on the free-time zone](#) .

It does a good job explaining the value of the FTZ but is imprecise and incomplete on allowable exceptions.

This creates confusion, angst, and unnecessary work.

What Does the Resolution Say?

1. Modify the Faculty Handbook's FTZ Section so that it includes examples when it is OK to use the FTZ without special approval. (Just a codification of current practice.)
2. Mandates the creation of a transparent process whereby the FTZ exception scene is carefully monitored to avoid erosion of its purpose.

Sample Pre-Approved Exceptions

The class meeting time is too short to handle effectively a particular portion of the syllabus. It is OK to use the FTZ for the required teaching but the students concerned must agree with the scheduling.

It is OK to use the FTZ for make-up, alternate, and extra-time exams provided similar test-taking opportunities are offered outside of the FTZ.

Any course numbered 5000 or higher provided it is not cross-listed with a course numbered 4999 or lower.

Oversight

The scope of teaching in the free-time zone will be reviewed annually by the Vice-Provost for Undergraduate Education, the Dean of Faculty, and the University Registrar.

Troublesome situations and trends will be referred to the appropriate associate dean.

Call for Vote

Do you support the [posted](#) resolution on the Use of the Free-Time Zone?

Yes _____

No _____

Abstain _____

Discussion of Freshman Admissions

Scott Campbell	Executive Director of Engineering Admissions
Angela Herrera	Director of ILR Admissions
Heather Marcotte	Director of CALS Admissions
Shawn Felton	University Director of Admissions

Some Discussion Questions

1. How are these components weighted: transcript, essay, standardized test scores extracurricular activities (especially athletics) , and recommendation letters.
2. How are applications from children of alums, faculty, and staff processed?
3. What about international students?
4. What protocols do we have in place to guard against the kinds of scandal that have recently made the news?

Good and Welfare

Resolution: Thank You Chris Schaffer!



Be it resolved that the Faculty Senate deeply appreciates Chris Schaffer's many contributions as Associate Dean of Faculty 2016-19.

Whereas Chris understands the research scene, the student scene, and the shared governance scene;

Whereas Chris is a forthright, out-of-the-box thinker;

Whereas Chris is always fun to be around, especially if he is on your side(!);