

Online Faculty Senate

April 29, 2020

Stay muted unless you are called upon to speak.

Use 'Raise Your Hand' to request permission to speak. Stay muted until recognized. Once unmuted, you have 2 minutes to pose a question or make a statement.

You can submit online questions or comments via the Chat or Comments function. Be brief. Time permitting, questions/comments will be read to all participants.

'Gallery View' within Zoom allows you to see this slide and the participants

Announcements

Election Results

Faculty Trustee

Abby Cohn

University Faculty Committee

Rosemary Avery, Courtney Roby, Charles Walcott, Alan Mathios

Nominations and Elections Committee

David Levitsky, Alison Power

Senator-at-Large

TT: Brooke Duffy, Kerry Shaw

RTE: Kim Kopko

Coming Up at the May 13 Meeting

CVM Request to Relax Certain RTE Percent Limitations

Right now in the College of Veterinary Medicine (CVM) the following must hold in each of its five departments:

$\#Clinical\ Profs \leq .25 \#TT$

To address their clinical needs and to better match RTE faculty to the most appropriate RTE titles, the CVM would like a limitation constraint that is college-wide and of the form:

$\#RTE \leq .85 \#TT$ (roughly)

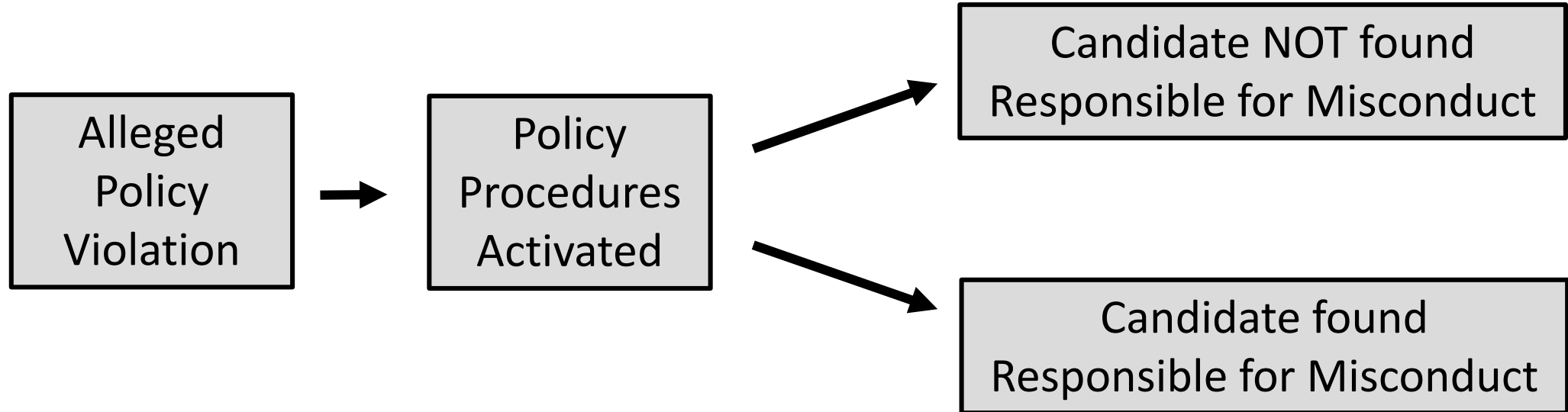
The Tenure Pause Resolution: Q&A

John Siliciano (Deputy Provost)

Avery August (Vice Provost for Academic Affairs)

What Happens When These Sequences Collide?

The misconduct policy sequence:

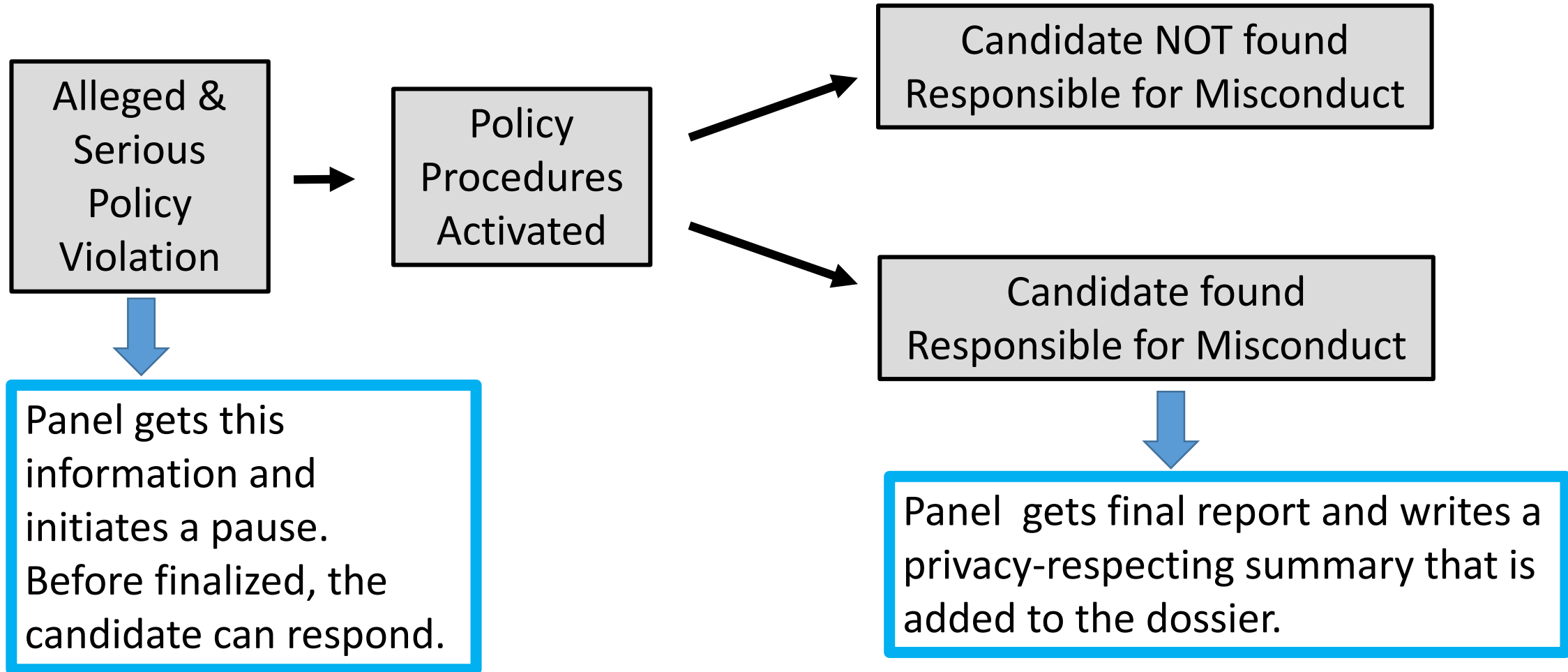


The tenure review sequence:



The Pause Panel & The Misconduct Proceedings

(Chair Dean, Provost, DoF)



The “Found Not Responsible” Scenario

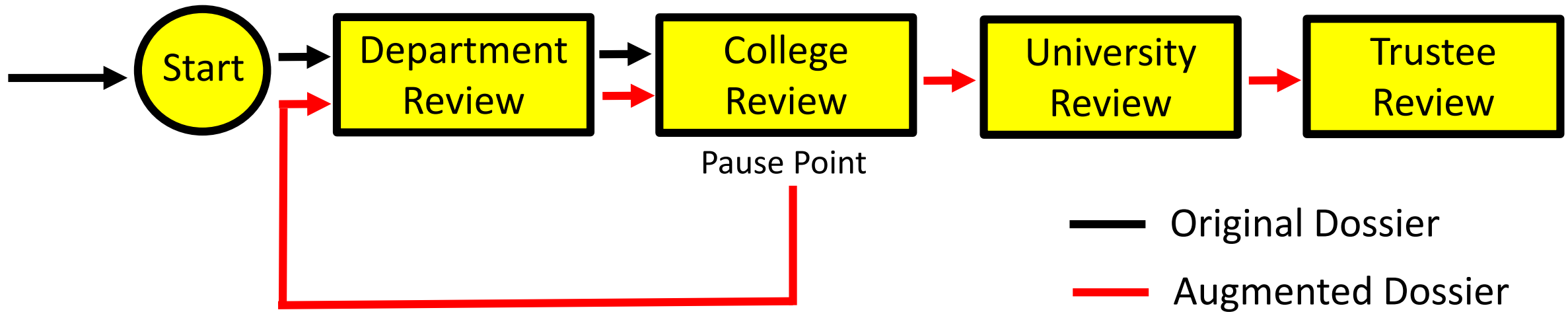


The review resumes at the pause point.

Reference to the allegations is not allowed UNLESS the candidate gives permission.

The candidate can augment the dossier with a statement about any aspect of the allegations.

A “Found Responsible” Example



If the pause point is at the college level, then the department will have to revisit the case with the dossier augmented with the misconduct summary. “Revisit” does not necessarily mean “start from scratch.” E.g., probably no need to re-assess the external letters.

Rationale for restarting: evaluators at the department, college, and university levels must “see” the same dossier.

Concerns Voiced at the 4/15 Meeting

1. Why not let the candidate decide if there is to be a pause?
2. Misconduct allegations take a long time to adjudicate. Wouldn't a pause be damaging to the candidate?
3. Doesn't this open the door to spurious allegations and retaliation?
4. Aren't women and minority faculty tenure cases more likely to be paused?

AFPSF Committee Review

Cornell Law School Clinical Tenure Proposal

Professor Gillian Turgeon
Chair

Academic Freedom & Professional Status of the
Faculty Committee (AFPSF)

AFPSF Charge

Among other things, this standing Senate committee deals with all matters that pertain to the tenure process.

The Process Followed by the AFPSF

- Provided informal feedback on an early draft of the Cornell Law School (CLS) proposal for a tenure option in its [clinical professor track](#).
- Coordinated with the CLS to produce this [1-page overview](#) of the proposal for the busy reader.
- Carefully reviewed the [Final CLS Proposal](#) .
- Articulated concerns to the CLS which responded with this [elaboration](#) of key points.
- Met with the CLS team that subsequently [presented](#) at the 4/15 Senate.
- Produced this [report](#) for the Senate that explains lingering concerns and the Committee's final vote: 2 in favor, 6 not in favor, 1 abstention.

The following slides describe the opinions and concerns laid out in the [AFPSF Report](#) and is informed by the [CLS response](#) to it.

The goal is to have a fully educated Senate when the time comes to vote.

Preface

The AFPSF enthusiastically supports the CLS effort to strengthen the clinical component of its operation and to better prepare its graduates for careers in public service.

The AFPSF appreciates the importance of self-governance within the context of “decentralized Cornell”.

The AFPSF appreciates the level of detail in the CLS proposal and the comprehensive answers that the CLS provided to its questions.

AFPSF Consensus is for a Unitary Tenure System

The CLS proposal argues for having a second path to tenure within the clinical professor track. The criteria for promotion are such that clinical work is tenurable work.

The “regular” tenure track produces tenured *doctrinal faculty*. It will have connections to the proposed clinical track. For example, tenured doctrinal faculty will be involved in clinical promotion cases.

To have a *unitary system*, the CLS would have to adjust its current promotion criteria so that there is *one tenure system* that “works” for both doctrinal faculty and clinical faculty.

Unitary Tenure. Why?

1. The vast majority of tenure-granting units across campus have adjusted their promotion criteria over time by taking into account new definitions of what's important to their strategic directions. That is to say, they have successfully managed to have unitary systems of their own without sacrificing high standards of excellence.
2. A unitary system that unambiguously embraces clinical work sends a more positive message about the value of clinical work than does the creation of a second track.

The AFPSF duly considered and respects counter-arguments based on rankings, recruiting, and evidence of the CLS's current enthusiasm for clinical work.

AFPSF is Concerned about “Environmental Impact”

1. Consideration of the CLS proposal leads to a fundamental question: What makes an RTE title “tenure worthy”? The tenure system protects academic freedom. That said, shouldn’t tenure be given to qualified senior lecturers and senior researchers who teach or research controversial topics? This points to a “slippery slope”.
2. There needs to be “enabling legislation” that creates a framework so that subsequent proposals from other colleges are handled systematically.

Why?

1. The AFPSF is concerned that the slippery slope will lead to an erosion of the tenure system. One of the few common denominators across the colleges is the belief in a single common tenure system.
2. If indeed it is important for Cornell to create RTE tenure paths, then the AFPSF thinks that there has to be a measure of consistency across the colleges. That argues for having University-level enabling legislation that establishes criteria that need to be satisfied before a college is authorized to make such a move.

The AFPSF duly considered and respects counter-arguments based on analogies to clinical tenure at our medical school and experiences at peer institutions.

Summary

This CLS proposal concerns tenure and is therefore deserving of very careful consideration.

Senators need to:

- review the [1-page overview](#) , the [AFPSF report](#), and the [CLS response](#).
- share the pros and cons of the proposal with their unit.
- prepare for a likely final discussion at the May 13 meeting.
- anticipate an e-vote soon thereafter.

The Reopening Committees

Committee on Teaching Reactivation Options (TRO)

How and when to re-activate the campus for teaching.

Chair: Provost Mike Kotlikoff

Report to the President by June 15

Two Subcommittees:

Teaching and Social Distancing
Health Considerations

Teaching & Social Distancing Subcommittee

Lisa Nishi

Chair, Professor, ILR, Vice Provost for Ugrad Ed

Shorna Allred

Professor, Natural Resources

Joe Anderson

Undergraduate, ILR

Lance Collins

Dean, College of Engineering

Deborah Estrin

Professor, Computer Science, Cornell Tech

Pat Wynn

Assistant Vice President, Student and Campus Life

Kim Weeden

Professor, Sociology

Meejin Yoon

Dean, Architecture, Art, Planning

Charlie Van Loan

Dean of Faculty

Heath Considerations Subcommittee

Gary Koretzky	Chair, Vice Provost for Academic Integration, Professor, WMC
Frank Cantone	Director, Emergency Management and Business Continuity
Jason Cole	Associate Vice President, University Relations
Peter Frazier	Professor, Operations Research and Industrial Engineering
Sharon McMullen	Associate Vice President SCL for Health and Well Being
Jared Pittman	Associate University Counsel
Paul Streeter	Vice President Budget and Planning
Lorin Warnick	Dean, College of Veterinary Medicine
Isaac Weisfuse	Adjunct Professor, Public Health

Committee on Preparation for Online Teaching (POT)

Consider the implications of having all or most of our classes online in the fall semester, and possibly the spring semester as well.

Chair: Deputy Provost John Siliciano

Report to the President by June 15

The Committee

John Siliciano

Professor of Law, Deputy Provost

Julia Thom-Levy

Professor of Physics, Vice Provost for Academic Innovation

Vijay Pendakur

Dean of Students

Patti McClary

Associate University Counsel

Paul Streeter

Vice President for Budget and Planning

Dave Lifka

Vice president, Information Technologies

Lisa Nishii

Professor ILR, Vice Provost for Undergraduate Education

Rachel Bean

Professor of Astronomy, Associate Dean for Education, CAS

Michael Thompson

Professor of Material Sci & Eng, Associate Dean for Ugrad, COE

Steve Carvell

Professor SHA, Vice Provost for External Education Strategy

Courtney Roby

Professor of Classics

Neema Kudva

Professor of City Planning, Associate Dean of Faculty

Maria Fitzpatrick

Professor, Policy Analysis and Management

Wendy Wolford

Professor of Development Sociology, Vice Provost Int'l Affairs

Liel Sterling

Undergraduate, ILR

Committee on Research and Operations Reactivation (ROR)

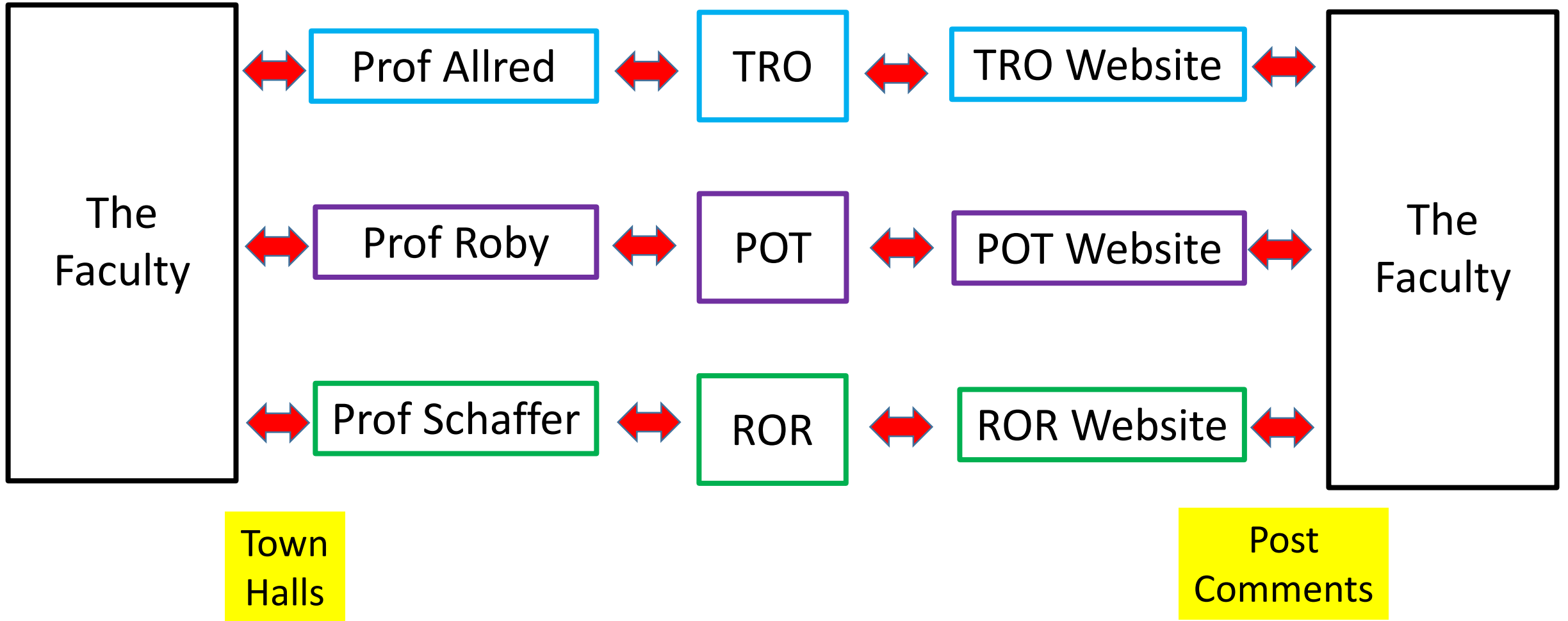
Develop a plan for a phased campus re-activation, using metrics that are consistent with federal and state recommendations, and also appropriate for our campus setting. The focus should be on operational activities and research.

Report to the President by May 15

The Committee

Joanne DeStefano	Chair, Executive Vice President and Chief Financial Officer
Christine Stallman	Co-Chair, Chief Compliance Officer
Rick Burgess	Vice President Facilities and Campus Services
Avery August	Microbiology and Immunology, Vice Provost Academic Affairs
Emmanuel Giannelis	Materials Science and Engineering, Vice Provost Research
Chris Schaffer	Biomedical Engineering, Faculty Senate Representative
Kathryn Boor	Food Science, Dean Agriculture and Life Science
John Lis	Molecular Biology and Genetics
Barb Knuth	Natural Resources, Dean of the Graduate School
Mary Opperman	Vice President Human Resources
Lorin Warnick	Population Medicine and Diagnostic Sciences, Dean of CVM
Pat Wynn	Assistant Vice President, Student and Campus Life
Fred Van Sickle	Vice President, Alumni Affairs and Development
Simon Allen	Associate Vice President Asset Management
Juliet Weissman	Cornell Tech

High Bandwidth Channels Are Essential



Research and Operations Reactivation (ROR)

Sub-committees handling different aspects of campus operations:

Facilities:

- construction restart (underway)
- shipping/receiving
- building readiness for reopening
- decontamination protocols

Research and Operations Reactivation (ROR)

Sub-committees handling different aspects of campus operations:

Workforce:

- improving and evaluating remote work
- effective social distancing for on-campus work
- policies around those who cannot come to campus
- policies to avoid inappropriate pressure on workers to return
- reentry for furloughed workers

Research and Operations Reactivation (ROR)

Sub-committees handling different aspects of campus operations:

Student services and events (note overlap with TRO):

- reopening of cafes and food vendors
- student activities with social distancing
- decontamination protocols in dining, housing
- move-in protocols
- facilities for housing ill students
- student events, Greek life
- athletics
- alumni events

Research and Operations Reactivation (ROR)

Sub-committees handling different aspects of campus operations:

Research and Academic:

- priorities for restarting research and scholarly work
- protocols for research while social distancing, decontaminating
- proposal and approval process for PIs restarting activity
- core facility reopening and use
- PPE supplies
- library, museum, archival collection access
- field work
- human subjects research
- business travel and campus visitors

Research and Operations Reactivation (ROR)

Process, so far, to learn questions, concerns, and suggestions of the faculty:

1. Met with faculty interested in ROR committee (past weekend)
2. Town hall for Faculty Senate (Monday)
3. Town hall for junior faculty (Tuesday)
4. Town hall for all faculty (Tuesday, ~100 attendees)
5. Suggestions today (~15 minutes)
6. C-ROR website, with comments, on Dean of Faculty site
7. Future town halls (TBA)
8. Contact me: cs385

The S20 Course Evals