

# Online Faculty Senate

May 13, 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

Captioning is available on this zoom; available at 'more' in the zoom menu

# Announcements

# F20 With In-Person Teaching

## *Your Thoughts on Personal Risk*

We need to understand more fully what opening-without-vaccine might mean for vulnerable faculty and staff.

- What are the hidden pressures that might compel a person to come in to campus despite unacceptable levels of personal risk?
- What defines “unacceptable risk”?
- What about a non-vulnerable individual who lives with a vulnerable individual?
- Should accommodations be available for the asking or does there need to be some kind of approval process?

# F20 With In-Person Teaching

## *Your Thoughts on Personal Risk*

250+ postings [here](#).

Most frequently mentioned:

“You are insane to start classes”

“I am willing to come back with protections in place”

“I am willing to come back but the choice should be mine.”

Town Hall Next week on this topic.

# Next Meetings

May 27      Discussion-Only      ???????

June 10      Definite

June      As the Need Arises

July      “

August      “

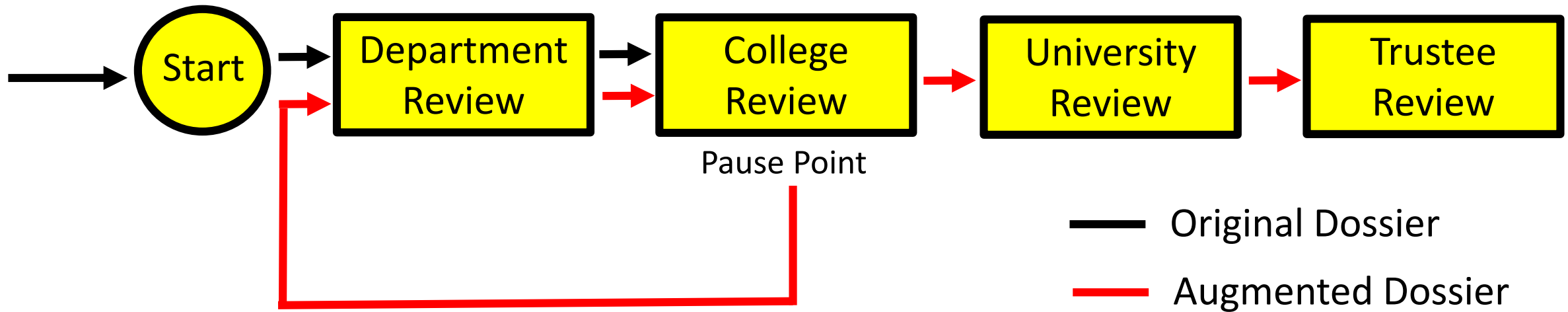
**On May 27: Vote Yes/No/Abstain via Chat**

# The Tenure Pause Resolution

## *Final Discussion*

Charles Van Loan

# 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.

# The “Not Found 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.**



## Concerns Addressed at the 4/29 Meeting

1. Because the integrity of the tenure process is the combined responsibility of the department, college, and university, the decision to pause rests with the chair, dean, provost, and DoF and not the candidate
2. The pause policy is about having a fair and careful interaction with existing misconduct procedures in the context of a tenure review. Improving those procedures is a separate (and very important) exercise.
3. Existing data contradicts the claim that tenure cases of women and minority faculty are more likely to be paused.

# Implications of NOT Having a Pause Policy

1. Increases the chance that rumors will torque the tenure review, typically in a direction that is unfavorable to the candidate.
2. Increases the chance of antagonizing the tenured faculty voters by withholding information that is relevant to the case.
3. Increases the chance of inconsistency from case to case.

# Accepted Two Suggestions from Senators

## **Time Limitation**

If a resolution to the inquiry, investigation, or adjudicative process is not reached within 12 months of the initial pause date, the tenure review shall be resumed. The stipulation in section C.4 shall apply, giving the candidate the right to include in the dossier a statement.

## **Dossier Purging of Unproven Allegations**

If the inquiry, investigation, or adjudicative process arises because of a document initially included in the tenure dossier (such as a student letter), and the candidate is found not responsible, then that document shall be excluded from the dossier when the tenure review is resumed.

# Approval Process/Timeline

Thursday 5/14

Chairs and directors will be informed about the proposal and the upcoming vote.

Monday 5/18

Email voting starts.

Monday 5/25

Email voting ends.

Note. This proposal was put together by the Academic Freedom and Professional Status of the Faculty Committee, University Counsel, and the Provost office. It has been vetted with the Academic Deans. It will take effect upon Senate approval.

# Cornell Law School Clinical Tenure Proposal

## *Final Discussion*

Professor Aziz Rana (Law)

Clinical Professor Sandra Babcock (Law)



Cornell Law School

Lawyers in the Best Sense

# Clinical Tenure

May 13, 2020



**Sandra Babcock and Aziz Rana**

*Cornell Law School*



# Cornell Law School Clinics

**1960**

- Legal Aid Clinic

**2000**

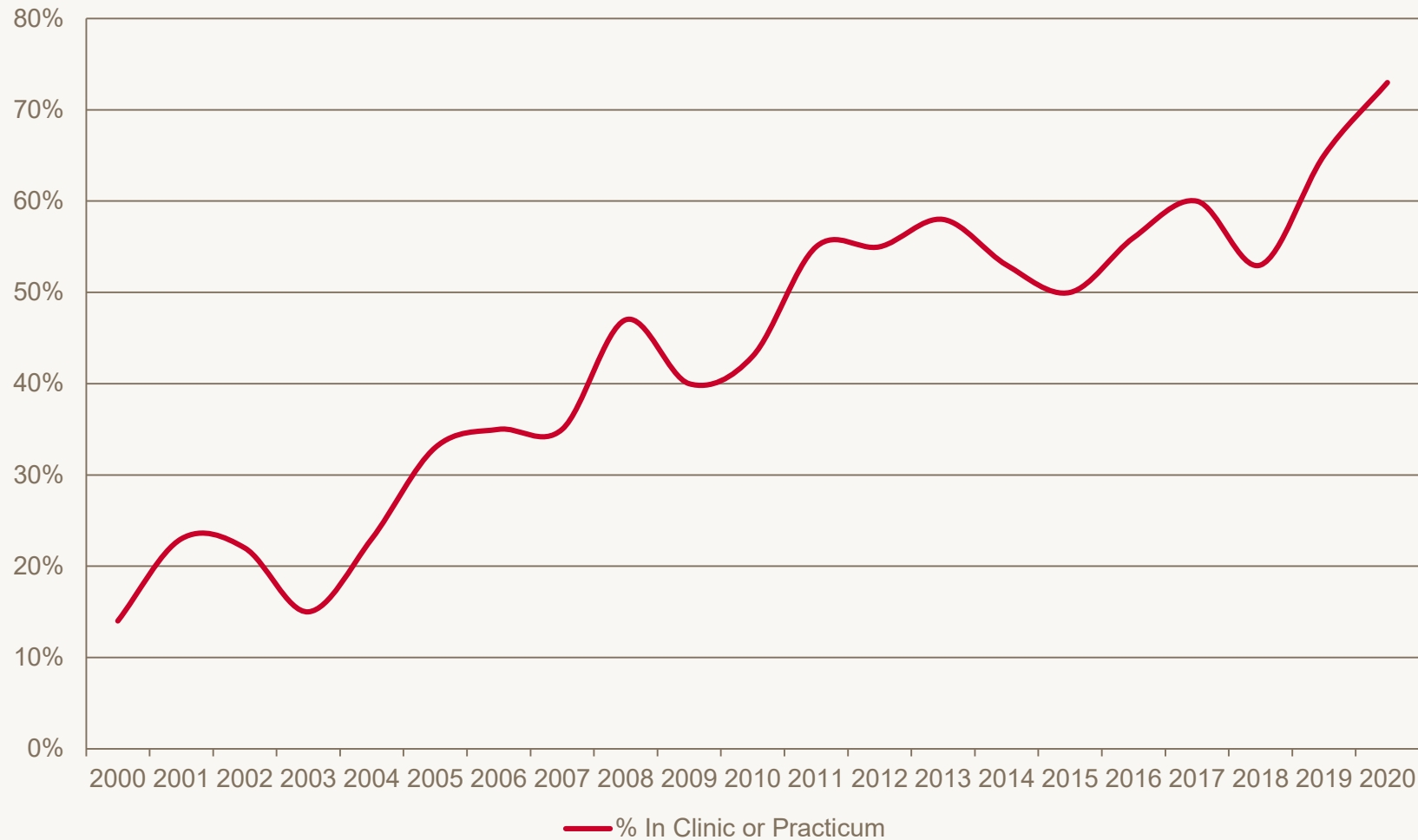
- Capital Punishment Clinic
- Legal Aid Clinic

**2020**

- Asylum & Convention Against Torture Appellate
- Capital Punishment
- Child Advocacy
- Entrepreneurship
- Farmworker Legal Assistance
- First Amendment
- Gender Justice
- Immigration Law
- International Human Rights: Litigation and Advocacy
- International Human Rights: Policy Advocacy
- Labor Law
- Low-Income Taxpayer
- Securities Law



## Percentage of Cornell Law Students Participating in Clinical Courses: 2000-2020



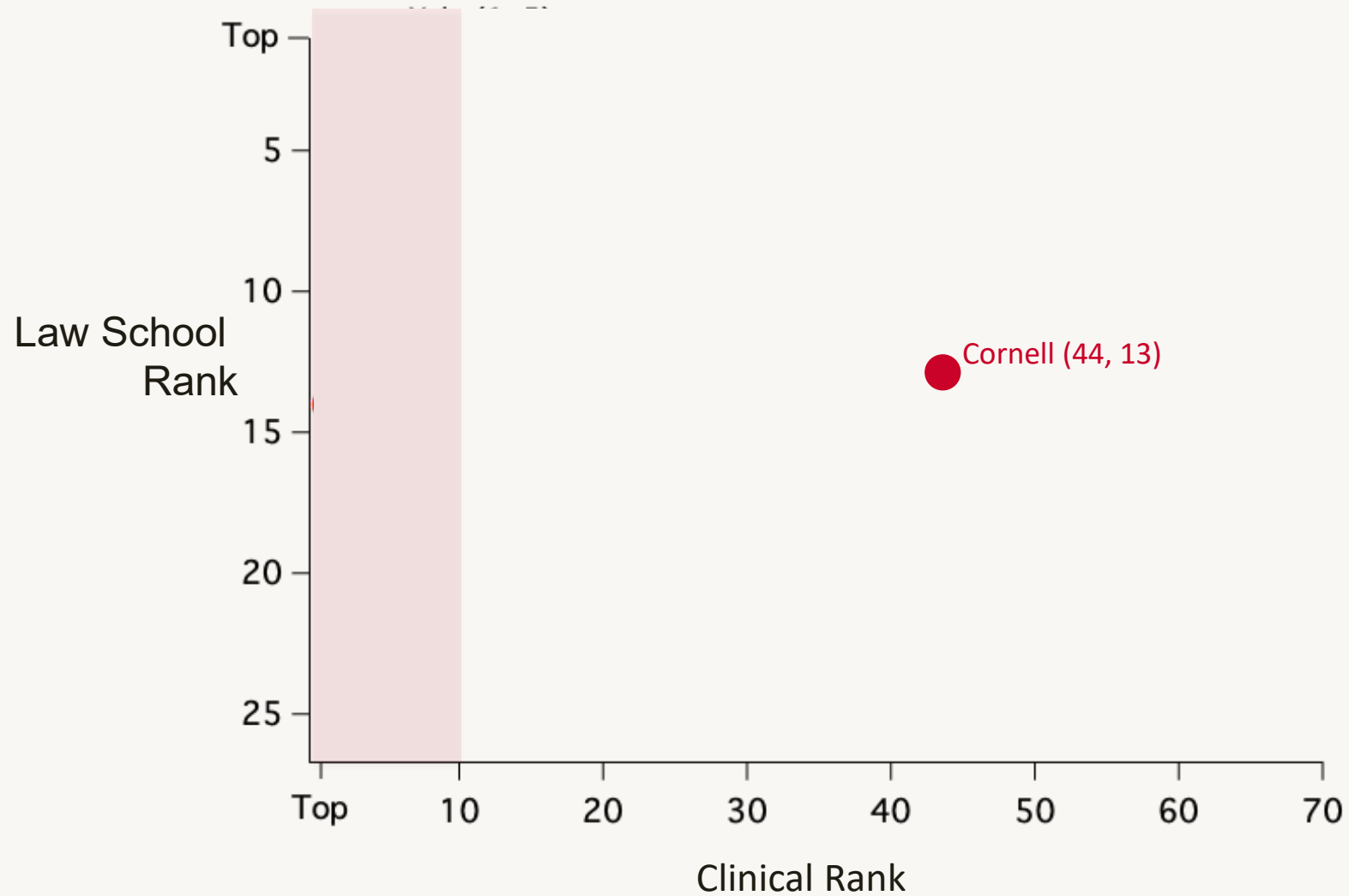


## People We Lost

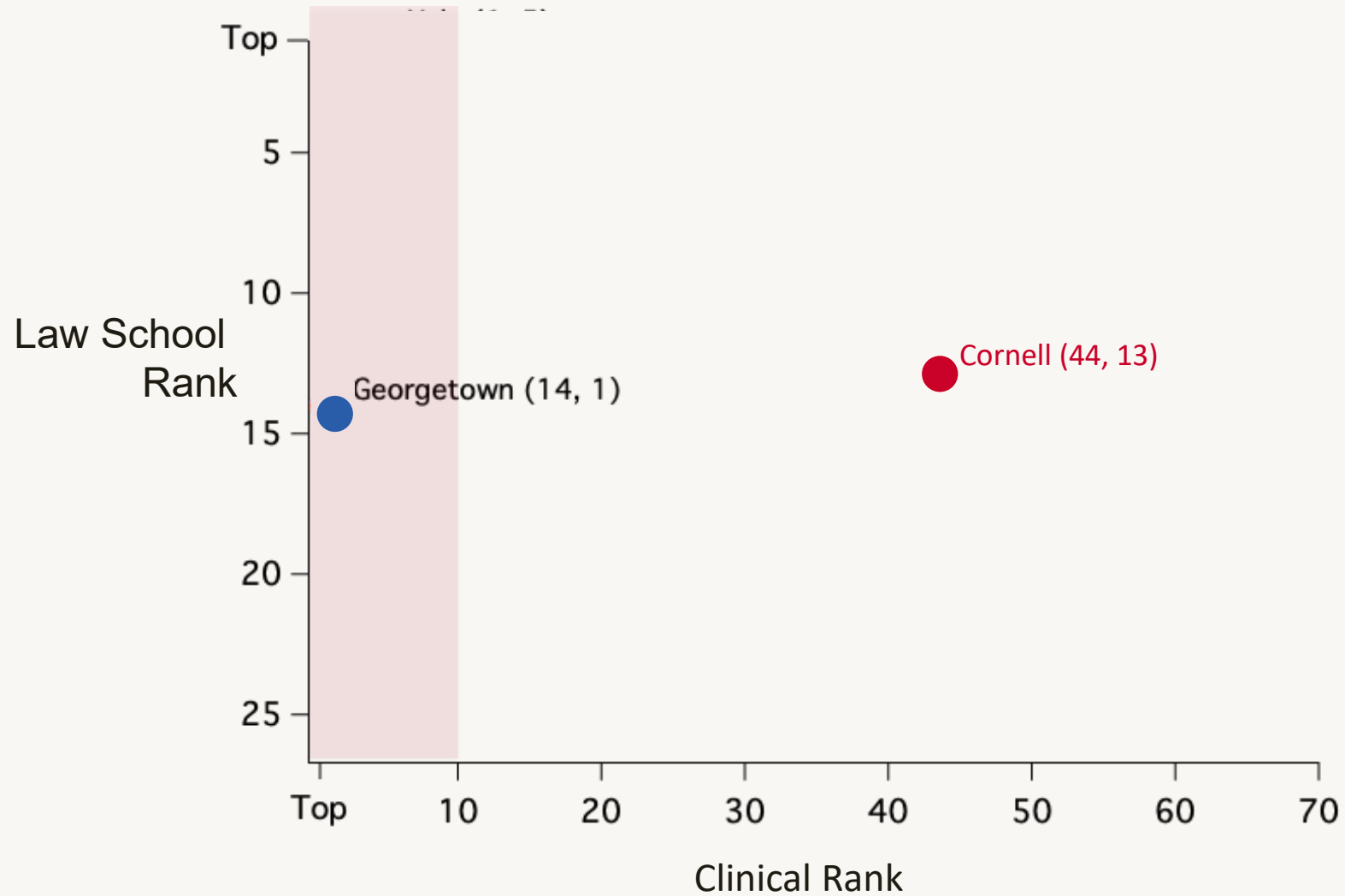
- Brooklyn Law School
- CUNY School of Law
- Temple School of Law
- UC Hastings Law
- University of Minnesota
- University of South Carolina
- Widener Law



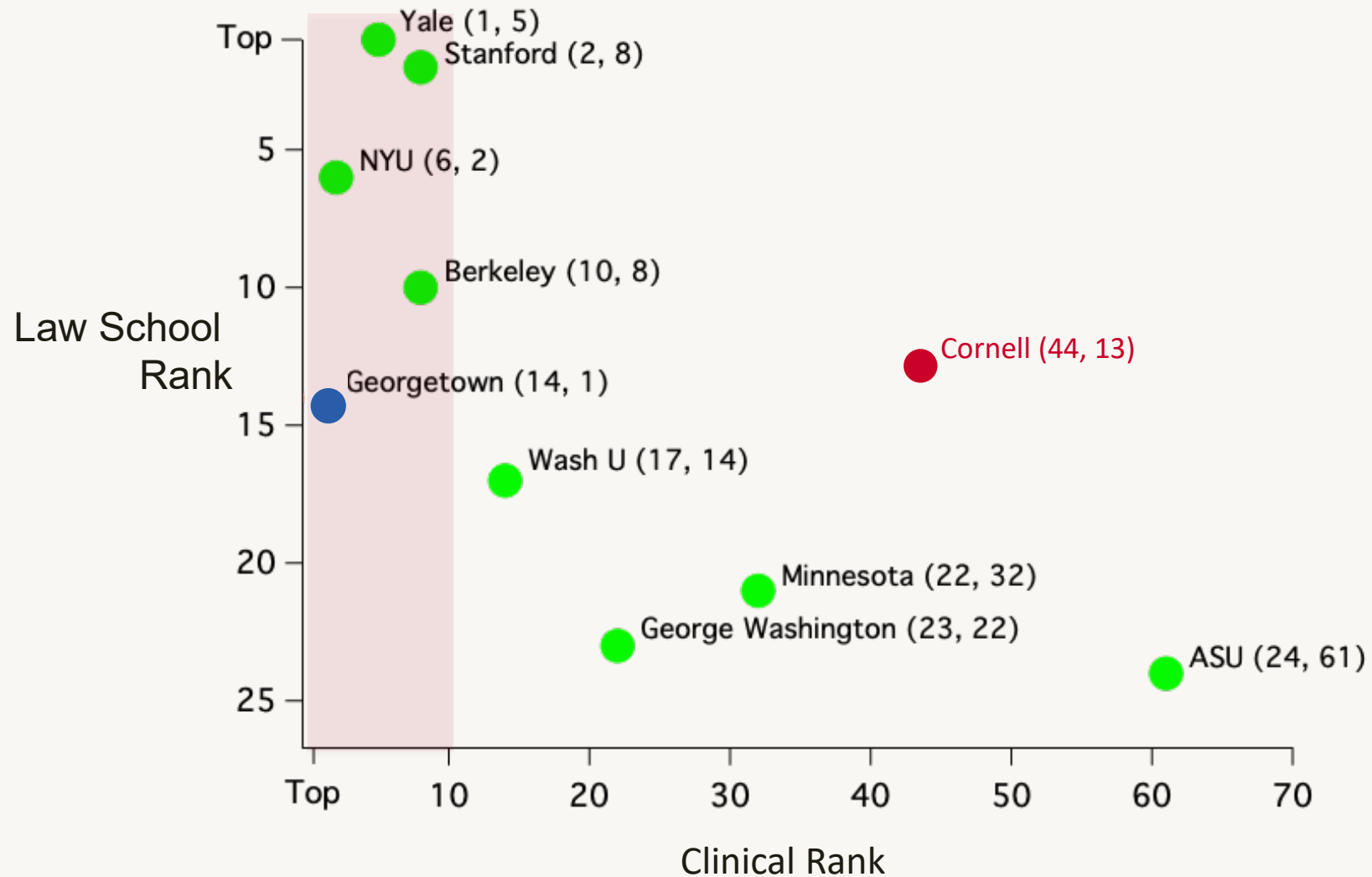
# Top 25 Law Schools



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# Top 25 Law Schools



A photograph of a stone archway with people walking through it, overlaid with a red gradient and a white border.

THANK YOU

# Approval Process/Timeline

Thursday 5/14

Chairs and directors will be informed about the proposal and the upcoming vote.

Monday 5/18

Email voting starts.

Monday 5/25

Email voting ends.

Note. Upon approval by the Senate the proposal will go to the Provost for study and action. Trustee approval is ultimately required as it involves a change in the University Bylaws.

# Three Votes

1. Approval of Minutes 3/11, 4/1, 4/15 ,4/29
2. Approval of Department of Natural Resource Name Change
3. Sense-of-the-Senate

**When prompted, just post your vote to Chat: Yes/No/Abstain**

# Approval of Minutes

Senate Meetings of 3/11, 4/1, 4/15, and 4/29.



# Name Change

Department of Natural Resources



Department of Natural Resources and the Environment

Approval of Deans, Directors, and Chairs has been obtained.

Approval of Faculty Senate required before the proposal goes to the Provost.

# Sense-of-the-Senate Resolution

## *On the Use of S20 Course Evaluations*

*Whereas,*

S20 is an unusual semester where all courses were converted to virtual instruction within three weeks as students returned home due to the pandemic;

*Whereas,*

faculty had little control over technological (low band-width, poor equipment) or logistical (different time zones) difficulties that impacted course delivery adversely;

*Whereas,*

Cornell adopted a student-centric grading policy where students were allowed to make a decision on whether they would take a course for grade or on a S/U basis after they saw their grade for the S20 semester;

# Sense-of-the-Senate Resolution

## *On the Use of S20 Course Evaluations*

*Be it resolved*

that the Faculty Senate recommends that candidates for tenure, promotion, or contract renewal be given the option of having their S20 course evaluations removed from the dossier and replaced with a brief personal summary of the teaching experience.



# Faculty Senate Discussion on College of Veterinary Medicine (CVM) Cap Proposal

Dean Lorin Warnick  
Associate Dean Alex Travis

May 13, 2020

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## Peer Institutions (AAVMC data, 2020)

School	#TT	#RTE	Ratio RTE:TT	
Cornell	127	114	0.90	
North Carolina State	116	57	0.49	
Ohio State	61	78	1.28	
Texas A&M	119	135	1.13	
University of California, Davis	125	131	1.05	
University of Pennsylvania	58	103	1.78	

- Very few “cap” clinical professor titles
- Clinical professor titles are the most common
- Lecturer titles are rarely used
- Exact comparisons difficult

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# Approval Process/Timeline

Committee on Academic Programs and Policies (CAPP) has reviewed the proposal and has concerns.

CVM will revise the proposal accordingly and resubmit to CAPP.

CAPP final report and revised proposal will be communicated to the Senate before the June 10 meeting.

Discussion at June 10 meeting with possible eVote soon thereafter.

# The Reopening Committees

## *Status Report*

Professor Shorna Allred (In-person F20)

Professor Courtney Roby (Online F20)

Professor Chris Schaffer (Research & Campus Operations)

# Committee on Preparation for Online Teaching (C-POT)

- Chairs: John Siliciano, Julia Thom-Levy
  - Faculty representative: Courtney Roby
  - Grad student representative: Arielle Johnson
- Subcommittees:
  - “substantive curriculum and modes of delivery”
  - tech support for online teaching
  - student experience/co-curriculars
  - [international issues]
  - [budget/finance]

# Faculty committee (“brain trust,” FCOT)

- faculty representatives from many disciplines and colleges; grad student representative
- focus groups on online labs and studio/performance classes
- challenges: securing staff/instructor positions, maintaining reasonable faculty workloads while providing high-quality online instruction and engagement
- seeking: feedback on faculty needs/wants/concerns (tech, staffing, course design, information channels)
- working to provide: **concrete** resources for faculty on software, hardware, assessments, course design, accessibility, engagement