

# **UFC Proposal for RTE Representation**

Faculty Senate

March 13, 2019

# Senate Involvement in the Derivation of the Proposal

A plan to create an ad hoc committee to look into the representation of the nontenure track faculty is announced at the [February 2018 Meeting of the Faculty Senate](#)

Recommendations from the Committee on Academic Titleholder Representation is presented at the [September Meeting of the Faculty Senate](#).

University Faculty Committee resolution endorsing the recommendations is presented at the [November Meeting of the Faculty Senate](#).

Various concerns are discussed at the [December Meeting of the Faculty Senate](#).

Ten sense-of-the-senate votes are taken at the [February Meeting of the Faculty Senate](#).

Now Let's Step Through the Proposal

## The Proposal

**Recommends use of the terminology “RTE Faculty”.**

**Supports the alignment of this constituency with the Faculty Senate.**

## The Proposal

**With respect to UVR in the research, lecturer, and extension tracks, it recommends the “Senior Only” option.**

**Consistent with this, it recommends giving UVR to the top two ranks of the four-rank librarian and archivist tracks.**

# Notation: RTE\* and UF\*

“ RTE\* “ will hereafter denote the RTE faculty who have UVR:

Research Professor (all ranks)  
Clinical Professor (all ranks)  
Professor-of-the-Practice (all ranks)  
Research Scientist (both ranks)  
Senior Scientist/Scholar  
Senior Research Associate  
Senior Lecturer  
Senior Extension Associate  
Librarian, Associate Librarian  
Archivist, Associate Archivist

“ UF\* “ will hereafter denote the University Faculty who have UVR:

Professor  
Associate Professor  
Assistant Professor  
The Emeriti

(Consistent with current legislation.)

## The Proposal

**All RTE Faculty, regardless of UVR, would be allowed to attend Senate meetings and speak.**

**Departments can let RTE faculty without UVR participate in their secret-ballot senator elections if they so choose.**

## The Proposal

### **Recommends:**

- 1 RTE-designated Senate seat filled by Cornell University Library.**
- 1 Ex Officio seat each for the SA, GPSA, EA, ROTC, and the postdocs**
- 1 Emeritus-designated Senate seat filled by CAPE**

(The Library and Postdoc seats are new.)



## The Proposal

**Recommends that there be nine at-large Senate seats to be filled through university-wide elections. The seats would be designated as follows:**

**3 for tenured members of the UF\***

**3 for untenured members of the UF\***

**3 for members of the RTE\* faculty**

**The electorate for these positions would be the UF\* and the RTE\*.**

# Attributes of a Good Senate Membership Plan

It must be possible to have RTE\* Senators from the departments. This is because it is in the departments where having a positive TT-RTE chemistry does the most good.

It is important to have College at-large Senate seats because it creates a guaranteed RTE\* presence with an independent voice. They will be necessary until there is sufficient representation through the departments.

## The Proposal

### Department Senate Seat Rules

Each of the 72 departments gets one seat if  $TT + RTE^* \leq 25$  and two seats if  $TT + RTE^* > 25$ .

Each department must have at least one University Faculty Senator.

### College At-Large Senate Seat Rules

The 10 colleges each get one  $RTE^*$ -only seat if  $RTE^* \leq 25$  and two seats if  $RTE^* > 25$ .

## The Proposal

**Every three years there would be an adjustment in the distribution of senate seats based on current UF\* and RTE\* numbers.**

**Every three years the University Faculty Committee with broad consultation would assess the quality of Faculty representation. All concerns would be discussed in the Faculty Senate.**

**Proposed modifications would be brought before the University Faculty in accordance with the Bylaws of that body, i.e., *The Organization and Procedures of the University Faculty*.**

# 5 Voiced Concerns

# 1. College RTE At-Large: Why? How?

Why?

A pathway for small-department RTE\* faculty representation.

A pathway for RTE\* faculty who want to represent themselves.

How?

Self-nomination

Each college has its own e-voting mechanism.

No-takers means OK to leave vacant.

## 2. College RTE At-Large: It Tips the Balance

### The Numbers:

- a) If the number of 2-seat depts increases by 70% then mathematically we could have  $\#RTE > \#UF^*$  .
- b) Even with current populations, the delegations from CVM, JCB, ILR, and LAW could mathematically have RTE\* majorities.

### The Realities:

- a') Maybe in 10 years after unprecedented levels of RTE\* hiring and zero increase in the UF.
- b') CVM, JCB, ILR, and LAW know what's best for themselves.

### 3. Quorum: Possible Worry?

50 vs 65 is unlikely to be a problem because

- the membership profile will change in q-friendly directions
- we will push for more effective use of single-meeting alternates
- we will use e-voting as required\*
- sense-of-senate operation does not require quorum

\*E-voting on the calendar and the consensual relationship policy was at the 95% level



# 4. Critical Topics: How to Process and Vote?

Creation of new titles and ranks  
Assessing teaching and research in promotions cases  
Tenure-related procedures  
Etc

Committee on the Academic Programs and Policy



Roll call voting will support separate tallies for UF and RTE\*

Committee on the Academic Freedom Professional Status of the Faculty



The Faculty Senate

**Planned** Committee on RTE Faculty Issues and Policy



One must remember Senate voting on critical issues is almost always advisory

## 5. Irreversible! Go Slow

We are taking radical steps that may not work out. Then what?

### Comments

The Senior-Only UVR Option is a non-radical “go slow” strategy.

Membership numbers will evolve slowly and if we pay attention the various allocation rules can be adjusted under the auspices of continual UFC oversight.

## Yes or No

Thinking in terms of whether or not it will improve the Cornell environment for research, teaching, and extension, do you support [this proposal](#) for broader representation and engagement of the RTE faculty?