

2019-20 Annual Report, Committee on Academic Freedom and Professional Status of the Faculty

1. Members of CAFPS during 2019-2020

B. Gillian Turgeon (Chair, SIPS, CALS)
Kimberly O'Brien (CHE)
Ritchie Patterson (A&S)
Tracy Stokol (VET)
Bruce Van Dover (ENG)
Diane Burton (ILR)
Michael Scanlon (SIPS, CALS)
Muna Ndulo (LAW)
Zhira Zhang (ENG)
Kendrick J Backmon (student)
Charles Van Loan (Dean of Faculty, ex officio)
Chris Schaffer (Associate Dean of Faculty, ex officio)

2. Activity during 2019-2020

The main issues discussed by CAFPS during the academic year were:

a. The tenure project (<https://theuniversityfaculty.cornell.edu/news/the-tenure-track-project/>).

Many meetings to review tenure track processes and procedures were held to provide more detail and guidance in the Faculty Handbook. The CAFPS committee produced a FAQ "Study Guide" that framed the issues in a way that facilitated faculty discussion and input. (Browse the [70-item FAQ](#))

b. The Law School's Proposal for Clinical Tenure.

Many meetings related to the Law School's proposal for a clinical tenure track. CAFPS met with and also reviewed documents and arguments submitted to us by Dean Penlaver and Assistant Clinical Director Beth Lyon, The CAFPS committee wrote an opinion against the proposal. The opinion was presented to the Faculty Senate, and a vote taken. The Faculty Senate vote was in favor (<http://theuniversityfaculty.cornell.edu/faculty-senate/archives-and-actions/ongoing-senate-business/resolution-on-clinical-tenure/>).

c. Wrapping up discussions of Research, Teaching and Extension (RTE) nontenure track (NTT) faculty.

Discussion of a proposal to integrate NTT into the Senate and its surrounding committees. The proposal was subsequently adopted.

d. Faculty Development and Diversity.

Consideration of statements on diversity and inclusion for faculty candidates and tenure dossiers the Office of Faculty Development and Diversity.

e. Appeals.

Considered appeals and complaints from faculty regarding tenure denial and suspension sanction