

15:40:15 From Elizabeth Lamb : In regards to RTE percent limitations, I had questions from RTE faculty I represent on why there is a 2 tier RTE system in terms of these limitations - clinical professor/POP vs Senior Research associate/Senior Extension associate. This also affects different rights accorded such as voting

15:43:30 From Tracy Stokol : What happens for units that already are over their proposed cap?

15:44:30 From Ken Birman : Are there any units that are currently over their limits?

15:44:36 From C.A. Shugarts to Jill Short(Privately) : Sure. I'll count right now. Sorry I got on late. Didn't realize my battery was so low. Had to charge it enough to get it to turn back on.

15:45:43 From Richard Bensel : We might add an expectation that a unit also include a plan for reducing the number to RTE positions (by changing their description so that TT faculty would be appropriate).

15:50:08 From Buz Barstow to Jill Short(Privately) : Hi Jill, I'm here!

15:50:48 From Jill Short to Buz Barstow(Privately) : Thank you!

15:52:00 From Tracy Stokol : Yes, there are units over the limits

15:54:15 From Courtney Roby : How does this compare with the Law School clinical faculty discussion we had a few months ago?

15:54:32 From Joe Wakshlag : Problem is the veterinarians that we need to hire for resident and student training do not want TT jobs. TT is dying in professional school training. This is really a crisis in veterinary medicine that goes beyond the scope of what most understand in other departments.

15:55:24 From Thomas Björkman : Good point Risa. Sometime peers are doing thing for reasons that are inconsistent with our goals. Having teaching clinicians is obviously consistent with a top level vet school. But we will see a lot other scenarios.

15:56:44 From Tracy Stokol : I will point out that the college voted on the prior proposal and not the one in which specific criteria were laid out for certain units to increase the cap beyond 45%. The latter is a concern that clinical departments will become more RTE and less TE.

15:58:35 From Alex Travis : The proposal that the College voted upon has not changed; we've just provided additional data and framing to be compliant with the new resolution that was just discussed.

16:00:56 From Courtney Roby : Well said, Risa!

16:01:05 From christine : Good point Risa!

16:02:57 From christine : There should also be possibilities enabling RTE's to be promoted to TT positions if the work and profile fits a TT line.

16:04:43 From K.E. von Wittelsbach : I am one of the RTE faculty representatives teaching in the College of Arts and Sciences. A few decades ago, there was an initiative in the CAS to revise the "Senior Lecturer" titles and adopt "Professor of Practice" .. Somehow this initiative petered out. The question is:

How do colleagues in the department where Senior Lecturers teach the bulk of large courses feel about being left of this discussion that seems to be limited to some colleges and bypassing CAS entirely.

16:05:12 From Frederic Gleach : Move from RTE to TT is possible, as I understand it – I know at least one who did so (in CALS). But I also know that not all RTE people actively want to make that move, probably for a variety of reasons.

16:05:29 From K.E. von Wittelsbach : Not all RTE people CAN make that move.

16:06:01 From Tracy Stokol : At the vet school, the faculty feel changing the titles from lecturer, extension associate, etc to professor-based titles will make it more equitable, whereas currently there is inequity as mentioned already due to the Cap

16:07:50 From Risa Lieberwitz : If we are really interested in equity, we will structure faculty positions in ways that provide the same strong job security (tenure) for everyone. We can do this by evaluating and valuing all kinds of research.

16:08:18 From Frederic Gleach : I completely agree Risa!

16:10:18 From Elizabeth Lamb : Also value teaching and external engagement

16:10:44 From Christine Leuenberger : A standardized defined pathway of being promoted from RTE to TT (across the colleges) would make the process more equitable.

16:11:47 From Risa Lieberwitz : I think the Senate should work on a proposal for expanding TT lines.

16:12:46 From Bruno Xavier : Risa - I would love to work on that with you

16:14:09 From Tracy Stokol : At Risa and Bruno: Me too

16:14:46 From Christine Leuenberger : Risa Bruno and Tracy: me too

16:15:06 From Thomas Björkman : In speaking with CALS leadership over the years, many RTE positions are created for situations where the greater (indefinite) commitment of a TT position is not justified. The flexibility to create these positions in response to non-permanent conditions is crucial for maintaining leadership in the field. But that also means that they do not want to create an expectation, or a route, for changing an RTE position to a TT position. A TT position would have to be created out of the regular prioritization process.

16:16:53 From K.E. von Wittelsbach : Thomas, this is not quite the case when it comes to Humanities faculty at other institutions. PP is quite simply a title for what, say, in CAS is a long-term lecturer.

16:18:40 From Bruno Xavier : My concern: can we assume that a staff will feel pressured to agree to serve on the hearings?

16:18:53 From Bruno Xavier : (will not feel pressured)

16:18:54 From Oren Falk : seconded

16:18:58 From S.C. Pryor : Yes!

16:19:58 From K.E. von Wittelsbach : Bruno — CAS is College or Arts and Sciences. PP is a professor of practice.

16:21:00 From Alex Travis : I'd just like to respond again because this discussion is conflating separate issues. Even if all clinical and engaged practice activities are considered tenurable, we'd still want to use the clinical professor and Professor of Practice titles to reflect experience and duties. And we cannot use them as needed given the current cap. We must address that artificial constraint first since it is so severely damaging our ability to fulfill our missions

16:22:23 From Thomas Björkman : K.E., this is a good second situation to recognize. On the positive side, it allows the college to hire excellent teachers who do not want a substantial research or extension role into essentially permanent positions. The risk is when the positions are used as TT-like with the lack of commitment to the person in the role. That's part of the adjunctification problem that we are not succumbing to as much as many places.

16:26:32 From Alex Travis : We are at a disadvantage in hiring world-class clinical faculty when a peer like Davis can offer a candidate a clinical professor title and we can only counter with a lecturer or senior lecturer. In the public health realm, we have a current search and are trying to hire someone holding a leadership position in government and outstanding track record of experience. This individual has said they will not come to Cornell if we only can offer lecturer titles, and a professor of practice title would be most appropriate. The current cap is hampering our ability to be competitive.