

Faculty Senate

May 19, 2021

Cornell University is located on the traditional homelands of the Gayogohó:nq' (the Cayuga Nation). The Gayogohó:nq' are members of the Haudenosaunee Confederacy, an alliance of six sovereign Nations with a historic and contemporary presence on this land. The Confederacy precedes the establishment of Cornell University, New York state, and the United States of America. We acknowledge the painful history of Gayogohó:nq' dispossession and honor the ongoing connection of Gayogohó:nq' people, past and present, to these lands and waters.

This land acknowledgment has been reviewed and approved by the traditional Gayogohó:nq' leadership.

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.

Audio and Chat will be posted on the meeting webpage

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

Announcements

	Yes	No	Abs	DNV	
<u>WG-C</u>	101	12	5	8	<u>VC</u>
<u>UFC-S</u>	58	41	7	20	<u>VC</u>
<u>Director-S</u>	61	36	9	20	<u>VC</u>
<u>Senator-S</u>	49	44	13	20	<u>VC</u>
<u>UFC-F</u>	55	46	5	20	<u>VC</u>
<u>Senator-F1</u>	54	44	9	19	<u>VC</u>
<u>Senator-F2</u>	49	48	10	19	<u>VC</u>

If you have an interpretation, consider sharing it [here](#). VC = Voter Comments

Into the Summer....

Credit Hour Policy

Cornell lacks a credit hour policy in line with U.S. Department of Education, Middle States, NYSED, and SUNY guidelines.

This [policy](#) has been developed by college registrars and reviewed by Associate Deans.

Refinements are expected over AY 2021-22 with full implementation scheduled for F22

College Veterinary Medicine: Proposed New Department

Department of Biomedical Sciences

Department of Clinical Sciences

Department of Microbiology and Immunology

Department of Molecular Medicine

Department of Population Medicine and Diagnostic Sciences

Department of Public and Ecosystem Health

Will utilize a One Health/Planetary Health systems approach, in which human health and animal health populations are both considered. College initiatives in sustainable food systems, infectious disease, and wildlife health will be tied together and strengthened by crosscutting topics such as antimicrobial resistance, disaster preparedness and response, and public health practice. [More](#)

College Veterinary Medicine: Proposed New Department

For this kind of thing, Chairs, Directors, and Deans across campus are consulted. (Going on now.)

Senator concerns should be sent to deanoffaculty@cornell.edu by July 1 and they will be forwarded to the Office of the Provost.

Faculty Task Force on Library Research Infrastructure

Faculty and graduate students are kindly asked to complete this

[Very Short Survey](#)

to determine how well the Library's collections and services are meeting the needs of researchers.

For 2021-22 the Senate Needs a Speaker

Please contact deanoffaculty@cornell.edu if you are interested or know of someone who might be interested.

Into the Fall and Beyond

Important Discussions for the Senate

In-Meeting Voting/Polling

Use of Website for Posting Comments

Senate Committee Organization and Size

Term limits

Important Discussions for the Educational Policy Committee

Undergraduate Awards and Honors

Freshman Writing Seminar Ballot System

Academic Integrity: Code Reforms

Postponed: A Proposed IDDP Approval Process

The [proposal](#) (packaged as a resolution) is based on

1. Feedback from this [presentation](#) the at the [March 31 Senate](#).
2. Recommendations that are articulated in [Resolution 160](#) (Regarding the Vetting of International Dual Degree Programs)
3. Discussions with the Office of the Provost*.

For details see the [resolution webpage](#) that includes this [summary of the Senate's S21 deliberations](#).

Let's not forget that cooperation is required to get major stuff done.

Postponed: Resolution on Specifying the Rights and Responsibilities of the Faculty Senate with Respect to Collaborative Agreements with Other Academic Institutions and Corporations

More details on the [resolution webpage](#) including this [alternative approval process](#) for international collaborations.

We Should Worry About Time

- 2016-17:** Sept Oct Nov Dec Feb Mar Apr 12 Apr 19 May May 5 (9)
- 2017-18:** Sept Oct Nov Dec Feb Mar Apr 11 Apr 25 May 9 (9)
- 2018-19:** Sept Oct Nov Dec Feb Mar Apr May (8)
- 2019-20:** Sept Oct Nov Dec Jan Feb Mar Apr 1 Apr 15 Apr 29 May 13
May 27 Jun 3 Jun 9 Jun 17 Jun 24 (16)
- 2020-21:** Aug 5 Aug 26 Sept 9 Sept 30 Oct 14 Oct 28 Nov 11 Dec 2
Dec 16 Jan 20 Feb 10 Feb 24 Mar 10 Mar 17 Mar 31 Apr 14
Apr 21 May 5 May 19 (19)

Offload Certain Discussions to Faculty Forums?

2017: [Get Out of Your College – Make the Most of Your Cornell Experience](#)

2015: [Financial Aid Policies – Unimaginable Outcomes?](#)

2015: [Revenue Enhancement: At What Cost? To What Benefit?](#)

2014: [International Programs/Partnerships and the Role of Faculty Governance](#)

2013: [The Future of the Research Library and What it Means for Cornell](#)

[More](#)

Postponed: The Tenure Track Project

The Academic Freedom and Professional Status of the Faculty Committee worked for a year on the [Tenure Track Project](#).

Dozens of recommendations. To get started Four were advanced in resolution form for Senate discussion and action:

1. [Visibility of College Tenure Policy Documents](#)
2. [No Contact Lists in Tenure Cases](#) . (**postponed**)
3. [External Reviewer Selection Process in Tenure Cases](#) (**postponed**)
4. [Visibility of the Chair's Letter to the Dean in Tenure Cases](#) (**postponed**)

Let's not forget that the pool of 450+ assistant professors is a treasured resource.

Presentation to the Faculty Senate

Financial Policies Committee

19 May 2021

The FPC

- “The Financial Policies Committee (FPC) tracks the financial condition and policies of the University and develops priorities, based on educational considerations, which should be reflected in the budgets of the endowed and statutory units. The FPC assists the administration with the budget-planning process. It considers the financial implications of financial aid, retirement policies, and faculty salary levels.”

Normal Operation

- Meets once a month in term time.
- Two meetings each semester with VP Budget and Provost.
Presentations on Operating Budget, Capital Budget, 10 Year Budget Projections, in sync with cycle of presentations to Trustees.
- Themes and issues emerge and are discussed and developed as they mature (examples will follow).
- This is the “normal” pattern.
- But....

A Non-Normal Departure

- By April 2020 the University was into a full blown Financial Crisis caused by the repercussions of Covid.
- The salience of the FPC escalated as it engaged with the Administration's proposals to address the Crisis.
- Monthly meetings became weekly meetings, every other meeting being with the Provost and VP Budget.
- The FPC prepared a report and a presentation for the Senate, at the same session as the presentation of the President and the Provost.
- This report is appended to last year's Annual Report.

Back to Normal (?)

- This academic year the operations of the FPC have slowly come back to normal, although the meetings with the Provost and VP Budget have still focused on recovery from the Crisis.
- But alongside these, a number of other issues and themes have been taken up and discussed, including in meetings with the Chief Investment Officer, the Vice Provost for Research, and Assistant Director of Institutional Research and Planning.
- Summaries of FPC meetings are in the Draft 2020-2021 Annual Report.
- One particular theme, which had been set aside last year with the focus on the Pandemic, was that of Research Costs.

A Recommendation on Research Costs

- During the Fall semester of 2019, the FPC assembled a sub-committee to examine financial implications of policies surrounding Cornell research.
- The sub-committee examined a range of issues, from Facilities and Administration (F&A) rates to College policies on revenue returns to PIs.
- One particular issue highlighted by the sub-committee in its report, just submitted to FPC, is Cornell's definition of off-campus research:
- “For all activities performed at a location which has neither the use nor aid of owned or leased University operated facilities and with personnel off campus *for two months or longer*, the off-campus rate will apply” (emphasis added).

A Recommendation on Research Costs

- The sub-committee argues in its report that the stipulation of a required duration for off campus research is quite unusual compared to our peers and may be a result of an earlier standard that has not been revisited in some time. Most of our peers, in contrast, define off campus research in terms of a *preponderance of effort*.
- The proposal is to change the wording as follows:
- “The criterion for determining whether the on- or off-campus F&A rate is applied to a research award is an assessment of the preponderance of effort. If over 50% of budgeted direct costs support activities to be performed on campus, then the on-campus rate applies to the entire budget. If over 50% of the budgeted direct costs support activities that take place off campus, then the off-campus rate applies to the entire budget.”

A Recommendation on Research Costs

- In its detailed argument the Sub-Committee argues that apart from being an unexamined vestige of the past this definition has significant negative consequences:
- (i) Cornell researchers conducting off campus research find that their projects, assessed at an indirect cost rate of 64%, cannot compete for awards alongside peers assessed at the lower 26% rate;
- (ii) this can and has led some researchers to off-shore their research grants to other universities or private think tanks;
- (iii) the current “duration away” measure for off-campus research unfairly impacts two groups more than others: female scholars and faculty in administrative roles (e.g., department chair).

A Recommendation on Research Costs

- The Full FPC has endorsed the Report and the Recommendation.
- We have communicated the Report and Recommendation to the Provost with whom there will be continued engagement prior to this summer's F&A discussions with the Department of Health and Human Services.

Possible Themes for Next Year

- The Research Costs recommendation is an example of an issue that came to fruition in a specific way. But the FPC has been discussing a number of other themes, some of which will be taken up and highlighted next year. Here are some examples:
- Salaries: Diversity and Inclusion Dimension
- Debt Capacity and its allocation across units
- Contingency Fund for the Next Crisis
- Endowment Returns
- Research Costs continued: Allocations of indirect cost income to units on campus that directly bear costs such as utilities and building maintenance; F&A policy effect on contracts and grants; F&A policy within and between colleges.

Operational Issue (1): Interaction with the Senate

- The FPC has regular interaction with the University Administration in the person of the Provost and VP Budget.
- It reports back to the Senate through its Annual Report.
- However, perhaps the interaction between the FPC and the Senate could be enhanced.
- If there is a desire, the FPC is ready to make presentations to the Senate from time to time on specific financial themes to engage the Faculty.
- Moreover, if Faculty would like the FPC to consider an issue, they can propose that through the Dean of Faculty, or directly through FPC members closest to their unit at Cornell.

Operational Issue (2):Committee Composition

- Although this is “above its pay grade”, because appointments to the FPC are a matter for the Nominations Committee, in its Annual Reports the FPC has noted that its composition is imbalanced in terms of (i) gender, (ii) URM and (iii) Contract Colleges.
- We know the Nominations Committee is trying to change this as turnover happens, but it is difficult to find replacements.
- So we would like to say to Cornell Faculty to give serious thought to serving on the FPC—it has great esprit the corps, it interacts with Senior Administration on a regular basis, and it is fun!

Thank You!

eVoting (May 20-27)

Resolution on the Visibility of College
Tenure Process Documents

Resolution on External Harassment

Visibility of College TT Policy Docs

While general policy is provided by the university through the Faculty Handbook, implementation details tend to be left to the colleges.

Sharing college tenure processes is somewhat difficult because most colleges have chosen to store their procedure documents on local intranets that prevent public viewing.

[CALS](#) and [Engineering](#) are exceptions.

[Arts and Sciences](#) just made their docs visible to Cornell netID holders

Proposal

Require the colleges put all their tenure policy docs online because

- It helps demystify the process.
- It minimizes the chance for procedural missteps.
- It fosters clarity
- It guarantees that all the players are working off the same version.
- It creates an opportunity for the colleges to learn from one another.

The Resolution

Whereas the processes that pertain to the granting of tenure are of utmost importance both to the candidate and the university;

Whereas it is essential to promote the clarity of these processes, their consistency with university level guidelines, and their accessibility;

Be it resolved that the Faculty Senate recommends that each college make all its tenure-related procedures publicly visible on its website.

More details on the [resolution webpage](#).

External Harassment Working Group

[Steve Jackson](#) (Information Science, Chair)

[Eliza Bettinger](#) (Cornell Library)

[Anthony Burrow](#) (Human Development)

[Dave Honan](#) (CUPD)

[Yael Levitte](#) (Office of Faculty Development and Diversity)

[Joel Malina](#) (University Relations)

[Nathan Matias](#) (Communication)

[Angela Winfield](#) (Office of Diversity and Workforce Inclusion)

Goals

1. Improve university understanding of these incidents through more systematic reporting mechanisms and coordination between the various university entities involved.
2. Strengthen the speed, quality and coordination of support available to individuals who have been targeted by such attacks

More details in this [one-page overview](#).

Initial [presentation](#)
in the Feb 24 Senate.

Resource Docs

To deal with threatening communications and external harassment the Working Group produced

A [resource doc](#) for Chairs, Directors, and Deans

A [resource doc](#) for Faculty and Staff

Contents: who to contact, what to do, support mechanisms, etc

The Resolution

Whereas Part

The problem is getting worse and is taking a toll, the coordination among the units that deal with these situations needs to be improved, reporting needs to be improved, there is not enough support for targeted individuals.

Resolve Part

Support the recommendations of the Working Group and the effective dissemination of its resource docs. Support the retrofitting of the bias reporting system so it can handle external harassment. Recommends that a resource doc for students be produced.

More details on the [resolution webpage](#).

President Martha Pollack

Q&A

**A RESOLUTION TO HONOR CHARLES VAN LOAN FOR HIS SERVICE
AS DEAN OF THE FACULTY**

The Board of Trustees of Cornell University, at a meeting duly held on the 28th day of May, in the year Two Thousand and Twenty-One, adopted the following resolution honoring **Charles Van Loan**.

Whereas, the Dean of the Faculty serves as the advocate and liaison for the more than 1,700 members of the University Faculty, to the President, Trustees and the Administration, as well as to the broader university community; and

Whereas, the Dean of the Faculty, through a model of shared governance, ensures that the faculty is fully informed about campus issues and the concerns of each university constituency; and

Whereas, the Dean of the Faculty strives to guide the activities of, and make sure that the collective wisdom of the University Faculty is expressed through the Faculty Senate and its network of committees and subcommittees; and

Whereas, Charles Van Loan has been an esteemed faculty member at Cornell since 1975, receiving tenure in 1980 and becoming a full professor in 1987; and

Whereas, Charles Van Loan retired from the University and was named Joseph C. Ford Professor of Engineering Emeritus in the Department of Computer Science, College of Engineering on July 1, 2016; and

Whereas, Charles Van Loan was elected by the University Voting Faculty to serve as the Dean of the Faculty in the spring of 2016, serving ably for a term of four years, plus a one-year extension at the request and invitation of the Provost; and

Whereas, Charles Van Loan has admirably served the University Faculty by deftly translating complex issues into well-informed, structured, and easy-to-understand communications and facilitating discussion and decision-making, and

Whereas, Charles Van Loan notably has not shied away from tough, persistent issues, resolving many of them through his commitment to listening to others, striving for consensus, and always with unfailing good humor; and

Whereas, Charles Van Loan is appreciated for his unique style – firm but nonconfrontational; humble, honest and direct; always listening to constituents but not backing down from unfounded criticism and, in the process, building a lasting trust; and

Whereas, Charles Van Loan's particular attributes, approach and effectiveness were ideally suited for the multiple and trying challenges of the COVID-19 pandemic in spring 2020 that suspended classes, limited face-to-face communications, and ultimately moved all instruction online within a matter of weeks; and

Whereas, faced with the stress and uncertainty of the coronavirus pandemic and Cornell's evolving response to it, Charles Van Loan effectively became the face of the university for many faculty members, holding daily Zoom office hours in the early weeks of the pandemic where he offered reassurance, communication and support, which evolved into regular weekly and then biweekly office hours, garnering him ongoing gratitude and respect from his colleagues; and

Whereas, Charles Van Loan, through five years of leadership, collegiality and consistency, has never wavered from his collaborative approach to making difficult decisions – taking advantage of local expertise, open debate, transparency, engagement, and dedication to meaningful change; and

Whereas, Charles Van Loan's service as Dean of the Faculty will conclude on June 30, 2021.

Now, therefore, be it resolved, that the Board of Trustees expresses its abiding and everlasting appreciation to Charles Van Loan for his distinguished service to Cornell University, and wishes him and his wife, Marian, a healthy and fulfilling retirement.

UFC Resolutions to Honor Charlie Van Loan's Service as Dean of Faculty

1. Resolution CVL-1, RC-F
2. Resolution CVL-2, B-S!
3. Resolution CVL-3, Q modified

Resolution CVL-1, RC-F

Whereas, Charlie Van Loan speaks in a dialect of incomprehensible abbreviations and has mastered how to optimally visualize and represent changes in a calendar,

Be it resolved that Charlie Van Loan develop 'RC-F' a retirement calendar with entries for whiskey drinking on the second AND third Wednesday of every month from 3:30 – 5:00pm in the afternoon in celebration of not being at the Faculty Senate meeting.

Resolution CVL-2, B-S!

Whereas Charlie Van Loan believes in radical transparency, shared governance, civility, justice, and equity but not so much in rules, regulations and orders,

Whereas Charlie Van Loan wakes up at 2:00am dreaming of completing a full revision of “Robert’s Rules,”

Be it resolved that Charlie Van Loan develop “Bob’s Suggestions” that when completed will be submitted to the Cornell Faculty Senate for its use.

Resolution CVL-3, Q modified

Whereas Charlie Van Loan held weekly meet and greets over soup at the Statler, and created hallways for chat in the absence of buildings,

Whereas Charlie Van Loan is convinced that ‘chit-chat’ on contentious issues that rile Cornell faculty up allows him to get ideas that would ‘move the needle’ on those same contentious issues,

Be it resolved that the Cornell faculty wish Charlie Van Loan all the best in finding new hallways and fresh challenges, and many opportunities for chit-chat and conversation as he rides into a new phase of his life.



Charlie,

I've so enjoyed my years of working with you and count them as my happiest at Cornell.

All the best with your next adventures,
C.A.

Added by Carrie Shugarts

Dear Charlie,

Thank you for your outstanding service to the faculty and Cornell as Dean of the Faculty. You are such a terrific example and inspiration for all of us. Bravo!

Added by Laurent Saloff-Coste

Charlie,

Thank you for your service, your leadership, and the many wonderful new ideas you brought to the office. We very much appreciate it all.

Best,
Mike

Added by Mike Fontaine

Dear Charlie,

It's been wonderful working with you these past four years, ever since I joined Cornell. You've been a terrific bridge between the faculty and administration: smart, hard-working, and always an honest broker. And you've gotten a lot of good things done for Cornell.

I wish you the very best going forward. We'll miss you.

--Martha

Added by Martha Pollack

Hi Charlie,

Thanks for all of your work as Dean of Faculty and on countless committees at Cornell. Your consistent optimism, fairness, and good spirits have made the wheels of faculty governance and university administration turn far more smoothly than would otherwise have been the case. I hope you enjoy a well-deserved retirement, sitting by the fireside, enjoying a glass of single malt, and pondering the frontiers of matrix computation.

best wishes,
John Cawley

Added by John Cawley



Charlie,

I have learned so much from my experience on the Faculty Senate with you as Dean of the Faculty. You are a master at framing issues that are complex and herding us cats while maintaining optimism throughout. And you still found time to answer my questions. Thanks for your time, dedication, and good humor.

Betsy Lamb

Added by Elizabeth Lamb

Charlie, you achieved what has historically been thought impossible: making zoom faculty senate meetings entertaining during a pandemic. (I've always felt that if retired faculty members don't have time to pull their weight, then who does?) I've missed seeing you bicycling on campus, but perhaps we'll intersect at a hardware store again before too long (to continue sharing stories of throwing baseballs at deer).

Enjoy, PG

Added by Paul Ginsparg



Congratulations on a terrific, high-impact term as Dean of Faculty, Charlie. Thanks for all you have accomplished to improve Cornell, including resources and transparency for faculty.

Barbara Knuth

Added by Barbara Knuth

Charlie, it is rare that the ideal person steps in and accepts such a tough job -- and I unheard of for an already difficult challenge to promptly get exponentially harder. You've led us through troubled waters with calm and clarity, and left the university faculty in a great place. Thank you so much for your service! -- Ken Birman

Added by Ken Birman

Thank you so much for your amazing dedication and support in making Cornell an even better place! Your advice and guidance were always exactly right, and I can't tell you how much we appreciate all you've done.

Added by Alex Travis

Dear Charlie,

What a job! I suspect you didn't know what you were in for when you became first emeritus dean of the faculty, but I'm enormously grateful you did it, even as I missed seeing you around the department. Hope that retiring from this position gives you a real chance to regroup and recover.

David

Added by David Bindel

Dear Charlie,

You have been an amazing colleague and Dean of Faculty. Your integrity and commitment to Cornell has always been inspiring to me. You will be missed!

Stay in touch,
KB

Added by Kavita Bala

Dear Charlie,

I was hired by ECE when you were Chair in CS, and during our first meeting in your office, it was immediately clear that you were a Cornell lover and a people's uniter. Almost twenty years later, every interaction we've had has only reinforced that view. Thank you for being phenomenal!

- José Martínez

Added by José Martínez

Thanks, Charlie, for your dedication as Dean of the Faculty, and for all your previous contributions to strengthening computational sciences and applied math at Cornell. In all the difficult decisions that had to be made and implemented over the last year, it has been constantly reassuring to know that you had a seat at the table, and that you would use it wisely.

Added by Stephen Ellner

Congratulations Charlie! Thanks for your amazing leadership and years of hard work. You're an inspiration, truly.

Added by Kristin Roebuck

Dear Charlie,

Thank you! You've given us calm, reasoned, and wise leadership. It was a pleasure working with you, even on unpleasant tasks. The University owes you a debt (which I doubt will be repayed).

Thanks again.

Tom Fox

Added by Tom

Charlie,

Thanks for all the sleepless nights and for helping to make Cornell a better place for all. Keep inspiring us! Best wishes,

Julia Felippe

Added by Julia Felippe

Hi Charlie, I've really enjoyed my time serving with you in the faculty senate. Thanks for all the hard work!

Added by Buz Barstow

Charlie, Thank you for all your efforts as dean of faculty. You have overseen so many worthwhile changes at this institution, including all your efforts on behalf of the RTE faculty. You have helped make Cornell become a much more inclusive and welcoming place to work. I will miss working with you and having your wonderful summaries of all the items up for consideration in the faculty senate. Your synopsis of complex documents were very helpful in sparing the faculty's time and help move things through the Senate. Enjoy your retirement and not having to deal with us recalcitrant faculty! Fiona and Fabio will be happy to have you to themselves all the time!

Tracy S

Added by Tracy Stokol

Thanks, Charlie, for being such a superb Dean of Faculty. Your thoughtful engagement, excellent judgment, and hard work made things more transparent, inclusive, and fair for faculty, and at Cornell as a whole. Thank you too for unselfishly extending your term to see us through tough times, and for your deep knowledge, perceptive questions, conviction to do good, and your wry humor. All the best for a relaxing actual-retirement. You've had a huge and enduring positive impact. We will miss you. Thank you!

Mariana

Added by Mariana Wolfner

Hi Charlie,

Thank you for your service as Dean of Faculty. I thoroughly enjoyed and learned a lot during my years working with you in the DoF office. I think that you set a new standard for what can be accomplished as DoF. More importantly, you showed us how transparent, deliberative processes (although sometimes painful) are the way to get big things done.

All the best,

Chris

Added by Chris Schaffer

Charlie,

Thanks for being so responsive to questions. You also have contributed greatly to create better policies at Cornell. And thanks for all your hard work. I have very much enjoyed my interactions with you.

Don Viands

Added by Don Viands

Dear Charlie,

Thank you for the thoughtful, compassionate and diligent role you have played as dean of the faculty over the past five years. Your efforts have benefitted us all, students and faculty. Best wishes for the road ahead.

Eanna Flanagan, physics

Added by Eanna Flanagan

Dear Charlie,

It has been a great pleasure to work with you on Faculty Senate matters. Your dedication to Cornell and to the issue of faculty governance have been inspirational, and your leadership has been terrific.

Best luck in your future endeavors,

Doug Antczak

Added by Doug Antczak

Dear Charlie,

Thanks for years of unbelievable competence, remarkable organizational talent, entertaining presentations, and one (mostly) memorable night in New York City.

All my best to you and Marian,

Patty

Added by Patty Ard



Charlie,

You were a wonderful CS chair but an even more wonderful Dean of the Faculty. The care you brought to the position and the progress you managed to make were simply amazing. Thank you so much for all you've done for Cornell. Now go get some well-deserved rest!

-Greg

Added by Greg Morrisett

Charlie,

It has been wonderful working with you. You provided admirable leadership to the office. We are all very grateful for what you have done for the university community.

Best wishes,

Muna Ndulo

Added by Muna Ndulo

Thanks for your service, Charlie.

Frank

Added by Frank Wise

Thanks, Charlie.

Your were always dedicated and magnanimous! We appreciate your hard work.

Mardelle Shepley, DEA

Added by Mardelle Shepley

Dear Charlie,

Thanks for all the good humor and grace your brought to your service as Dean of Faculty!

Added by Poppy McLeod

You're going to discourage a lot of colleagues from "retiring" --if your example is what it means to do so. I have rarely known a colleague to work as hard. Thank you, Charlie, for your dedication, your fairness, and your openness to all sides of a question.

Added by mary katzenstein

Thanks Charlie for all your hard work, collegiality, insight, and good nature as dean of faculty, especially during these past 15 months. I hope this is the beginning of your well deserved real retirement!

Best wishes,

Abby Cohn

Added by Abby Cohn



Dear Charlie,

Thank you so much for your incredible service as DoF. I'm very sorry I'm going to miss your celebration, not only because I want to recognize and thank you for a job superlatively well done, but also because I was expecting to confirm at last that there are actually five people named Charlie Van Loan who did all that work for all of us.

Gratefully,

Beth Lyon

Added by Beth Lyon

Hi Charlie.

You have been a fantastic Dean of Faculty. I don't know how you maintained your warmth, civility, and patience in the face of battles big and small and innumerable irritations, but you did. I hope I can be more like you when I grow up. Kudos on doing a wonderful job, keeping everyone apprised of what was going on, listening to what people had to say, and facilitating progress on so many fronts. I hope you have a marvelous time not being Dean of Faculty, and I am grateful for the time that you were and for the opportunity to get to know you.

Warmly,

Sherry Colb

Added by Sherry Colb

Thank you, Charlie, for the efforts you made as dean to transform the Faculty Senate into a genuine forum for discussing the most vital issues of university governance. I'm reluctant to join the others in wishing you a pleasant retirement, however, because I know it holds the prospect that you will decamp to the coast of Maine and we will lose you as a great neighbor.

All the best,

Matt

Added by Matthew Evangelista

Charlie,

Thanks for all your hard work on behalf of the faculty, especially during this most trying of year. I have admired your leadership immensely. You'll be missed!

Added by Ravi Ramakrishna

Charlie-

We haven't crossed paths too many times over the years but when we did, it was always a good experience. We did an undergrad engineering programming initiative maybe in the early 2000s together? and now, FACTA. If I see that you are working on something or that you are involved, I usually try to get in on it because I know it will be worthwhile and we'll get something done. Congratulations on a great, impactful career.

Matt

Added by Matt Miller

I will miss you, Charlie, for the little and big things like how you instantly agreed to help me out by supervising a CS student interested in one of my projects, how you told me to put on my helmet when I was biking by you on Triphammer without one, your effective weekly memos, and your ever-present smile.

Added by Ashim Datta

Charlie, I've learned a huge amount from you over the last couple of years about what being part of an institution like this really means. It's been a great privilege to work with you and I know the way I work going forward will always owe a great deal to your influence. We will miss you as DoF, but I'm so glad you will finally get to take a break from carrying us through this ultra-challenging time!

Courtney Roby

Added by Courtney Roby

Thank you for your leadership, Charlie! Your ability to manage complexity with fairness and persistence on behalf of the greater good of the University is so impressive, and appreciated. You will be missed!

--Rachel Dunifon

Added by Rachel Dunifon

Thanks, Charlie, for navigating so many challenges with practicality, calm and reasoned discussion, and evidence-based decision making. You made it look and seem easy, which is astonishing, even though I am sure you spent hours "off stage" making the accomplishments possible.

Good on ya.

Shane Henderson

Added by Shane Henderson

Charlie,

What can I say? I don't want another Dean. You've done an amazing job, and I just wanted to say thank you for your tireless efforts. Your leadership will be missed!

-David P.

Added by David Pizarro

Charlie,

Thanks for your tremendous work, and for being a great role model for all Cornellians!

Rob

Added by Rob Thorne

Dear Charlie,

Thank you so much for all you contributed as Dean of the Faculty! Your clear communication and analysis of complex issues was truly inspiring.

Thank you for your service and for your incredible leadership!

with best wishes,

Pat Cassano

Added by Pat Cassano

Dear Charlie,

Thank you for your bold leadership. In going about your work, you have changed the image of the Dean of the Faculty. I remember your "campaign" where you said (paraphrasing) "I'm retired and so can spend my time working for the faculty"... I bet you did not imagine it would be another full time job. Cornell will be a different place because of your work!

Very best wishes on your next role...

- Avery August

Added by Avery August

Charlie:

It's been an interesting couple of years on the senate with you in charge. I greatly appreciate the tact in which you have handled a number of subjects and interactions, and your ability to interact with all of us.

Clearly you are a herder of cats with few equals!! I hope you enjoy normal life!

Added by Pete Wolczanski CCB

Charlie, A hearty congratulations on your retirement and a huge thanks for all your energetic, balanced, and thoughtful leadership of the faculty senate. While you have led us through many challenges and sticky decisions, I want to highlight your quiet work on unifying the class-absence policy for athletic, religious and other reasons students may need to miss class. This work was so helpful. Lastly, your cheerful way you tackled such a range of thorny issues was much appreciated. Enjoy this next phase of your life. Thanks, John

Added by John Sipple

Charlie,

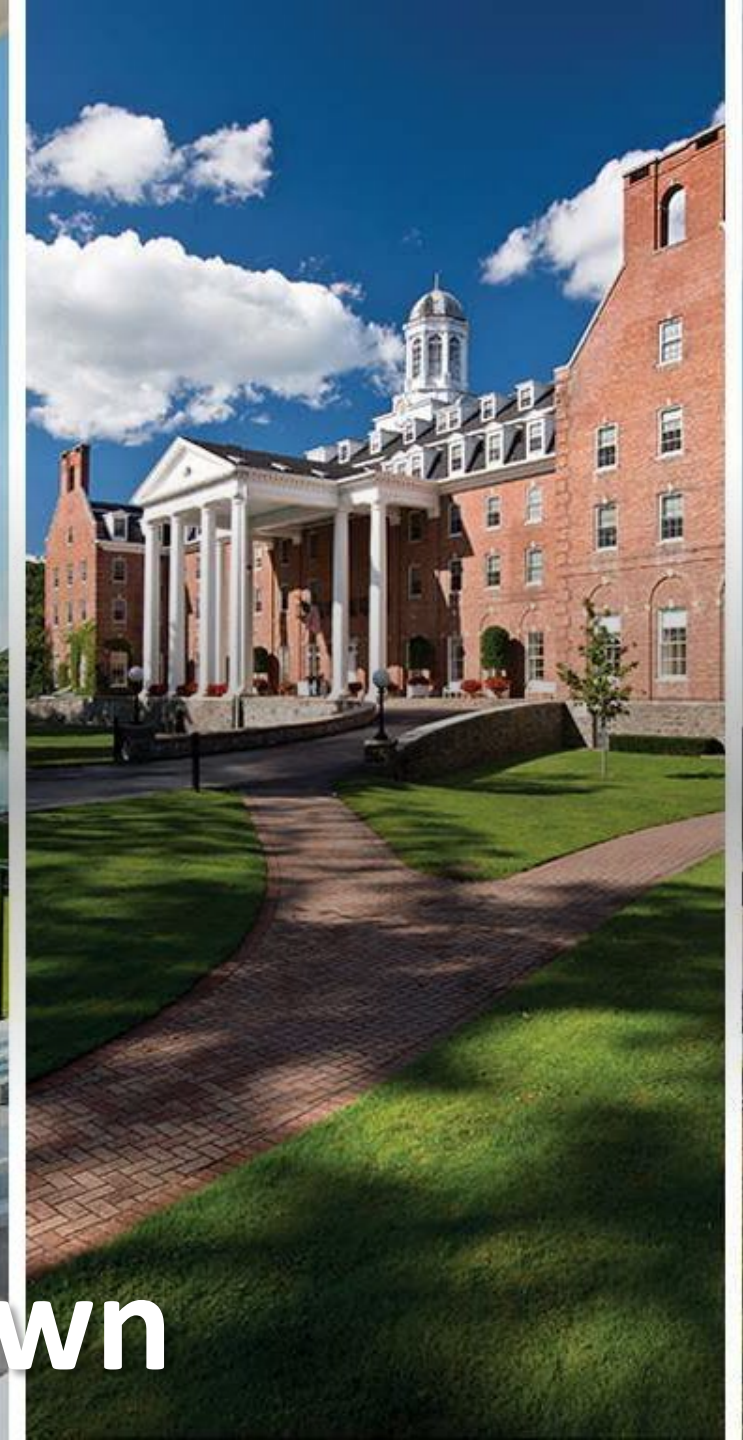
I've missed having you around Gates but grateful to have your leadership in Day Hall. Thank you for serving the university so well these past few years!

Looking forward to playing catch at the faculty retreat in August :-)

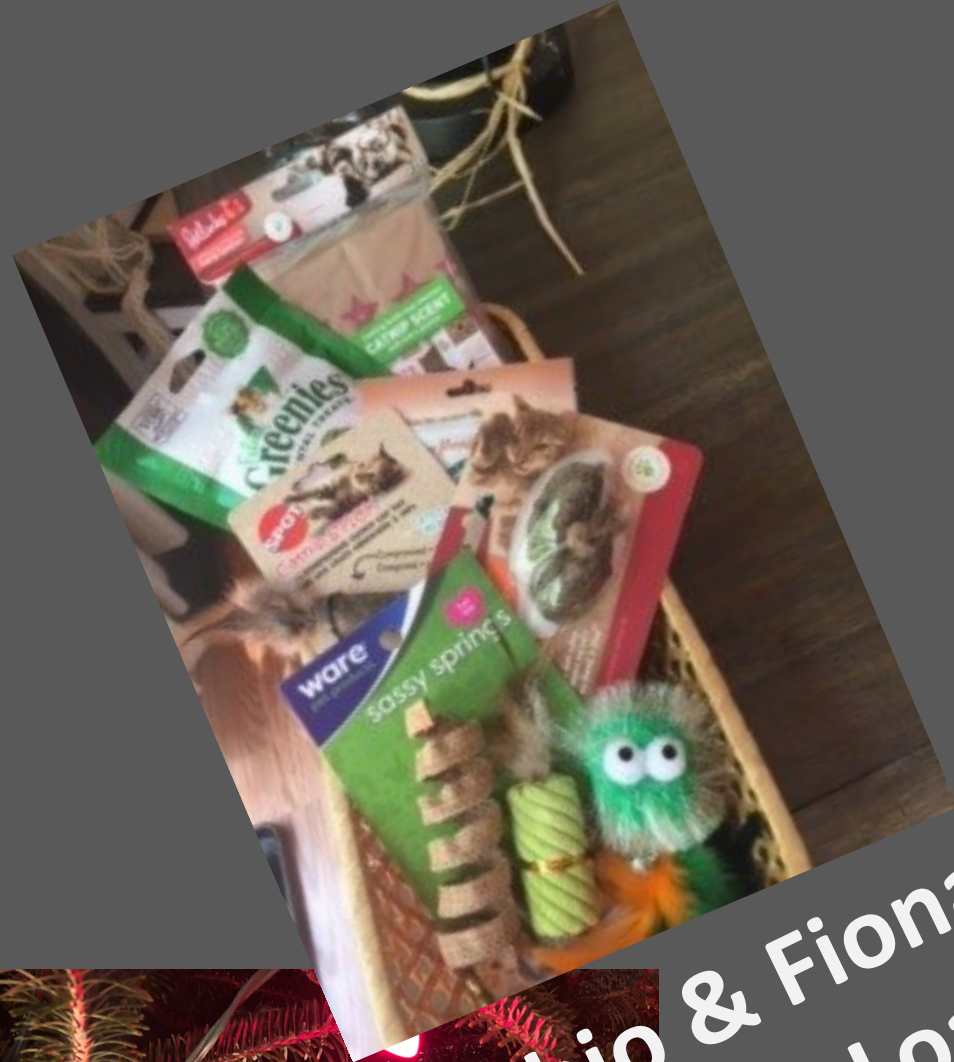
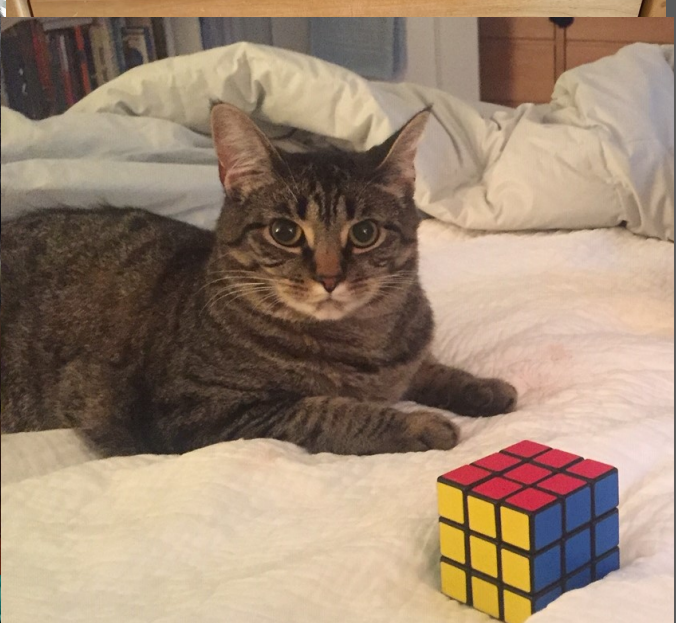
Nate Foster
Computer Science

Added by Nate Foster





The Otesaga in Cooperstown



Fabio & Fiona
Van Loan



JHAMU SUGHAND PRESENTS

लगान



AAMIR KHAN PRODUCTIONS*

LAGAAN

Once upon a time in India

PRODUCED BY
AAMIR KHAN
MUSIC A. R. RAHMAN

a

AAMIR KHAN
PRODUCTIONS

WRITTEN & DIRECTED BY
ASHUTOSH GOWARIKER
LYRICS JAVED AKHTAR

Sony Music



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2016 ... 2017 ... 2018 ... 2019 ...

2020/21
onlineharassment
ROBERTSRULES
pandemic
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thetenureproject antiracism
radicaltransparency endowmentpayout

