

## 2020-2021 Annual Report, Committee on Academic Freedom and Professional Status of the Faculty

### 1. Members of CAFPS during 2020-2021

B. Gillian Turgeon (Chair, SIPS, CALS)  
Ritchie Patterson (A&S)  
Tracy Stokol (VET)  
Bruce Van Dover (ENG)  
Diane Burton (ILR)  
Michael Scanlon (SIPS, CALS)  
Muna Ndulo (LAW)  
Ellen Gainor (CAS)  
Kendrick J Backmon (graduate student)  
Claire Tempelman (undergraduate student)

Charles Van Loan (Dean of Faculty, ex officio)  
Neema Kudva (Associate Dean of Faculty, ex officio)

### 2. Activity during 2020-2021

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

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

Meetings to review tenure track processes and procedures were held to provide more detail and guidance in the Faculty Handbook. The CAFPS committee, in consultation with both Avery August and John Siliciano in the Provost Office, produced a FAQ “Study Guide. The Senate reviewed 60+ TT recommendations ([FAQ](#)) at the Feb 10, 2020 meeting. Four resolutions for Senate consideration were posted Feb. 24, 2021.

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

May 19, 2021 Senate meeting. The Senate was asked to consider a proposed eVote on the *Resolution on the Visibility of College Tenure Process Documents* (<https://theuniversityfaculty.cornell.edu/faculty-senate/archives-and-actions/ongoing-senate-business/resolution-on-visibility-of-college-tenure-process-docs/>).

#### B. Freedom of Speech (<https://theuniversityfaculty.cornell.edu/the-new-faculty-handbook/statement-on-academic-freedom-and-freedom-of-speech-and-expression/> )

The CAFPS discussed the original draft document and made it available for comment. The senate didn’t vote at the Dec. 16<sup>th</sup>, 2020 meeting because four amendments were proposed. CAFPS met prior to the Jan. 20, 2021 Senate meeting to discuss the amendments and some additional modifications suggested by Professor Risa Lieberwitz. This meeting included General Counsel Madelyn Wessel and Professor Risa Lieberwitz. The Cornell Board of Trustees approved the [Policy Statement on Academic Freedom and Freedom of Speech and Expression](#) on March 19, following its endorsement in January by the Faculty Senate. [Resolution 157](#) *Resolution in support of Academic Freedom and Freedom of Speech and Expression*