

Faculty Senate

October 13, 2021

ALL IN-PERSON ATTENDEES PLEASE SIGN-IN ON ONE OF THE SHEETS

ALL ZOOM ATTENDEES PLEASE SIGN-IN VIA THE CHAT

SENATORS: Name and Department

FACULTY GUESTS: Name and Department

NON-FACULTY GUESTS: Name and Affiliation

PRESS: Name and Affiliation

Gayogó:nq' Land Acknowledgement

Cornell University is located on the traditional homelands of the Gayogó:nq' (the Cayuga Nation). The Gayogó: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 Gayogó:nq' dispossession and honor the ongoing connection of Gayogó:nq' people, past and present, to these lands and waters.

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

#SENATEMYTHBUSTING

MY GOALS: Representation; Fairness; Openness; Faculty Engagement (HYBRID)

ALL FACULTY ARE WELCOME TO ATTEND THE SENATE AND TO SPEAK

- Professorial faculty, RTE, Emeritae / Emeriti
- We are only representative

ADMINISTRATIVE CHAT = Civility and Fairness

- Attend to and respect whomever is speaking on the floor
- Not multiple people speaking at the same time
- Shared publicly immediately after meeting

PUBLIC FORUM ON WEBSITE = Openness and Engagement

- Openly share perspectives and resources in an asynchronous manner

Press and non-faculty guests are welcome, unless closed session - Just have to let us know!

HYBRID FORMAT	In-person and remote attendance
ZOOM CAPTIONING	Choose “Live Transcription” in the Zoom menu
TO SPEAK	2 minutes to pose a question or make a statement Identify yourself: First name, Last name and Department Zoom first (Muted until called) Floor next (to allow Senators to come up to the microphone) Back to Zoom
CHAT	Administrative tool for the Dean of Faculty Office Want to attend to statements on the floor; everyone Do not want to disadvantage in-person attendees; 2 minutes
RECORDING	Started at 3:30PM Audio and chat will be posted on agenda webpage after meeting

Announcements

- **Update on Consensual Relationships Policy from the Employee Assembly**
- **President and Provost's response to the two Special Senate approved resolutions**
- **ILR-sponsored approved resolutions for a change to Professor titles**
- **Senator-sponsored approved resolution for Senate approval for new academic programs**

Policy 6.3-Consensual Relationships

Laura Rugless, AVP Office of Institutional Equity and Title IX
LaDreena Walton, Assistant Director of Institutional Equity & Investigator

Updated (8/2/21)

- Romantic or sexual relationships between staff members and undergraduate students are prohibited, regardless of work unit or location of either party. (See Policy 6.3, p. 9 - Provision 4)
- This same prohibition has existed for faculty members. (See Provision 2)
- Protects the integrity of the undergraduate experience from conflicts of interest and further positions staff as role models and professionals

Next steps

Stakeholders

- A full stakeholder review of this interim policy change is underway, consisting of the following members:
 - Jamal Lopez, Weill Cornell Medicine
 - Michelle Loparco, Employee Assembly
 - Anuli Ononye, Student Assembly
 - Mavis Omega-Dorr, Graduate and Professional Student Assembly
 - Courtney Roby, Faculty Senate
 - Greta Takaoka, Office of the Dean of Students
- A report will be prepared based on the stakeholder input and presented to leadership.

Thank you from the Office of Institutional Equity and Title IX

We welcome your feedback to be provided directly
equity@cornell.edu or through your representative!

Announcements

- Update on Consensual Relationships Policy from the Employee Assembly
- **President and Provost's response to the two Special Senate approved resolutions**
 - Y=67 , N =21 , Abs = 8; DNV=32
 - Y = 53 ,N = 34, Abs = 10; DNV=31
- **ILR-sponsored approved resolutions for a change to Professor titles**
 - 77 Yes, 3 No, 7 Abstain and 41 DNV
 - 75 Yes, 4 No, 8 Abstain and 41 DNV
- **Senator-sponsored approved resolution for Senate approval for new academic programs**
 - 44 Yes, 26 N, 16 Abstain and 42 DNV

Financial Policies Committee: Semester Plan

Ravi Kanbur, Chair

Educational Policy Committee
NYS Credit Hour Compliance

David Delchamps, Chair

- What is a credit hour? Cornell has a university-wide [definition](#).
- Many Cornell courses don't comply with the University's published policy.
- Cornell's longstanding policy approximates the guidelines mandated by the New York State Department of Education, The U.S. Education Department, and the Middle States Commission on Higher Education, but
 - NYSED has deemed it insufficiently detailed
 - It makes no reference to NYSED, USED, and MSCHE guidelines
- A committee was formed and drafted a revised policy which has not been implemented.
- A group with substantial faculty representation from across the university will work during the 2021-22 academic year to develop an implement plan.
- More about the revised policy is available [here](#).

Task Force to Review RTE ranks and career progression across the University

Presenter: Dean of Faculty Eve De Rosa

1. Bring “title clarity” to existing university-level policies as needed

- Across all policies reference is made to “faculty” and is intended and precise. “University Faculty,” “tenure track faculty,” “faculty with tenure,” “professorial faculty,” “RTE faculty,” and “visiting faculty” identify different subsets of “the faculty.” The [Faculty Handbook](#), the Cornell [Policy Library](#), the [Campus Code of Conduct](#), the [Senate Bylaws](#), the [University Assembly Charter](#), the [Code of Legislation for the Graduate School](#), as well as numerous policies that are maintained by the [Center for Teaching Innovation](#), the [Research Office](#) and the [Office of Human Resources](#) need to be reviewed with this consideration in mind.

2. Improve current title descriptions and associated “administrative” notes

- [Webpages](#) are currently maintained in the Faculty Handbook for each RTE title. The committee will review these and make recommendation to clarify or enhance the descriptions.

3. Address matters that have long-term importance

- [Standing Committee on RTE Issues](#).
- [Existing Senate Committees. Profile of RTE Faculty in the Colleges](#)
- [Professional Development](#).

[Background documents and resources](#)

Discussion

Global Hubs

Presenters:

[Wendy Wolford](#), Vice Provost for International Affairs and Robert A. and Ruth E. Polson Professor

[Gustavo Flores-Macías](#), Associate Provost for International Affairs and Associate Professor

[Rachel Beatty Riedl](#), Director of the Mario Einaudi Center for International Studies and the John S. Knight Professor of International Studies

Discussion

Resolutions

Two weeks to consult and deliberate with the faculty that you represent

Ask for 5 minutes in your departmental faculty meeting to update the faculty

OR

E-mail summary and a link to the agenda and recording on the Dean of Faculty website

Pending Resolutions

Presenter: Tracy Stokol

Member, Academic Freedom and Professional Status of the Faculty Committee (AFPSF)

Proposed Resolutions

Background

Most of the recommendations advanced by the AFPSF as part of the [Tenure Track Project](#) fall into the “advice, best practices” bucket.

The previous Dean of Faculty, Charlie Van Loan, feels that some of its recommendations warrant formal university-wide adoption and would like to see if the Senate agrees.

In this spirit, resolutions have been drafted that are concerned with

1. The Visibility of College TT Documents (passed May 28, 2021; [#170](#))
2. [The No-contact list in Tenure Cases](#)
3. [The External Reviewer Selection Process](#)
4. The Visibility of the Chair’s Summation Letter to Dean (future meeting)

No-Contact Lists

Reasons for candidate to place Dr. X on a no-contact list:

- candidate had a professional fight with Dr. X.
- candidate worries that Dr. X might steal research plans.
- candidate competing with Dr. X in some external funding venue.

College	What the College Says
AAP	Allowed and optional
CALS	Allowed and optional
CAS	Allowed and optional
CHE	Allowed and Optional
CVM	No comment
ENG	No comment
ILR	No comment
JCB	No comment
LAW	No comment

Proposal

- The candidate can place in the dossier a no-contact list with a brief explanation next to each name.
- The department can request a letter from a no-contact individual **but then it must produce a justification that becomes part of the dossier**

More details on the [Resolution Webpage](#).

Discussion

The External Reviewer List Selection Process

- **Typical Method**
 - Department receives the candidate's list
 - The final list has some from Department and some from candidate
 - The dossier indicates which of the reviewers are candidate-chosen and which are department-chosen.
- **Revised Method**
 - The candidate list and a preliminary department list are independently created with the charge being “produce the list that you would like to be used”
 - Both lists go into the dossier
 - The department then uses the two lists to produce a final list with rules about using some minimum number of candidate names
 - The dossier indicates which of the reviewers are candidate-chosen, department-chosen, or both

More details on the [Resolution Page](#).

Discussion

**Good of the Order
And
Adjournment**