

Faculty Senate

October 12, 2022

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:hó:nq' Land Acknowledgement

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

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

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

Back to Floor

CHAT

Want to attend to statements on the floor; set to everyone

Do not want to disadvantage in-person attendees; 2 minutes

Please limit chat to sharing resources with each other

Will be published ‘as is’ publicly on DoF website after meeting

RECORDING

Started at 3:30PM

Audio and chat will be posted on agenda webpage after meeting

Approval of Zoom Transcription Minutes

September 14, 2022

Unanimous consent requested

Raise hand (in-person or remote) for corrections only

Senate Announcements and Updates

Eve De Rosa

Dean of Faculty, Chair of the University Faculty Committee, Psychology

Chelsea Specht

Associate Dean of Faculty, Chair of the Nominations and Elections Committee, Plant Biology

Senate Announcements and Updates

New Cross-Cornell undergraduate Minor in Data Science

- Will implement a broad cross-college (College of Arts & Sciences, College of Agriculture and Life Sciences, Computing and Information Science, College of Engineering, and School of Industrial and Labor Relations) coordinated curriculum in data science integrating the respective college efforts.
- Will build curriculum structure and recognition for expertise in data science for students across Cornell.
- Six courses of 3-4 credits are required (the minimum would therefore be 18 credits)
- The Statistics and Data Science (SDS) department will be the lead department in administering the minor.
- Changes to the minor will be approved by a Data Science Curriculum committee comprising members nominated by the Senior Associate Deans for Undergraduate Education from each college.

Senate Announcements and Updates

- **Sense of the Senate: Appreciation for the Cornell community efforts during the pandemic vote**
 - 94Y; 1N; 2 abstain; 33 DNV results
- **Work-Life Survey is coming!**
 - RTE – Task Force: clear expectations for career advancement and ability to express and opinion
- **Faculty Forum: Future of Academic Communication**
 - October 26, 2022
 - Remote format only; voluntary attendance
 - E.g., how are: arXived articles, trade books, open access publications, etc. valued?

Senate Announcements and Updates

In November

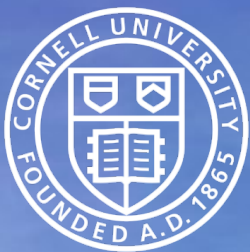
- President Pollack, Computing and Information Sciences, will visit the Senate
- University Faculty Committee
 - Student Disability Services Accommodations
 - Proposal to have a Faculty Advisory Committee
- Nominations and Elections
 - Academic Freedom and Professional Status of Faculty (AFPSF)
 - AD White Professor-At-Large Selection Committee
 - Financial Policies Committee (FPC)
 - Committee on Music
 - University-ROTC Relationships (URRC)

Senate Q&A

Academic Freedom and Professional status of the Faculty (AFPSF) Committee Update

Tracy Stokol, Chair, AFPSF and Professor, Population Medicine and Diagnostic Sciences

Senate Q&A



Division of Public Safety

Faculty Senate

Joanne M. DeStefano and David M Honan

October 12, 2022

Background

Cornell's Public Safety Advisory Committee (PSAC) in accordance with NYS Education Law 129A is composed of students, staff, and faculty members who advise on issues of campus public safety.

July 2020 - President Pollack outlined new initiatives to promote racial justice, including:

Evaluating and reimagining the university safety and security protocols through a methodical, open, and inclusive process.

Background cont'd

Academic Year 2021 - Focused on gathering community feedback and campus recommendations.

July 2021 - PSAC Report Recommendations:

1. Public Statement and Commitment to Enacting Anti-Racist Public Safety
(complete)
2. Develop and Implement an Alternative Public Safety and Response Model
(AY22 focus)
3. Design and Implementation of Educational Campaign for Public Safety Calls
4. Diversification of the Public Safety Workforce throughout an Inclusive Process

Background cont'd

Academic Year 2022 – Focused on developing and implementing an Alternative Response Model

1. Community Response Team (CRT) was deployed as an Alternative Response Model (complete, being refined with PSAC input)
2. Continued data gathering & refined recommendations:
 - Comprehensive CUPD service call review (complete)
 - Diversify PSAC membership to include other public safety groups to help create a unified vision of public safety (added emergency management and CU EMS)
 - Preparing to launch search for CRT clinician and program manager (in-process)
3. Announced new Public Safety Organization in spring 2022 (implementation in process)

New Public Safety Organization



David Honan associate vice president for public safety

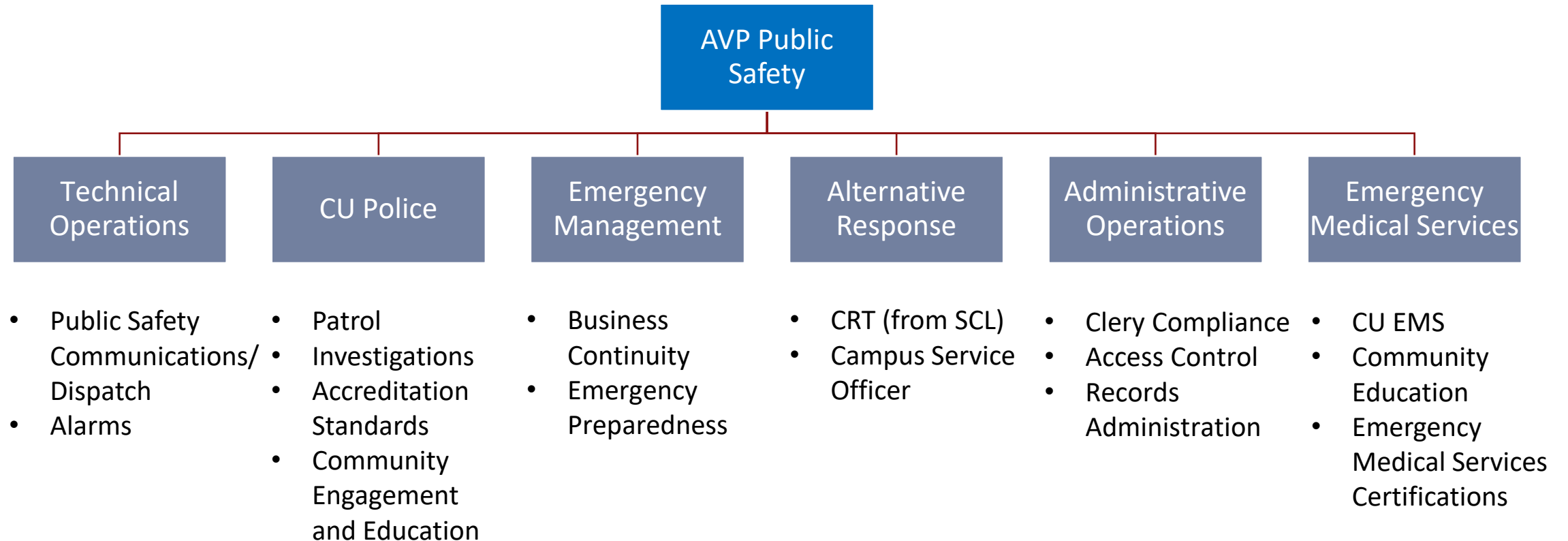
“This change will establish the framework for a holistic, equitable and sustainable public safety approach on our campus,” said Honan, who joined CUPD in 1995. “I will be stepping out of my law enforcement role and will no longer be a sworn officer. But my job will focus on continuing the principles I have held my entire career to make sure that we have a safe campus for people and that we devote the right resources to that safety and feeling of well-being.”



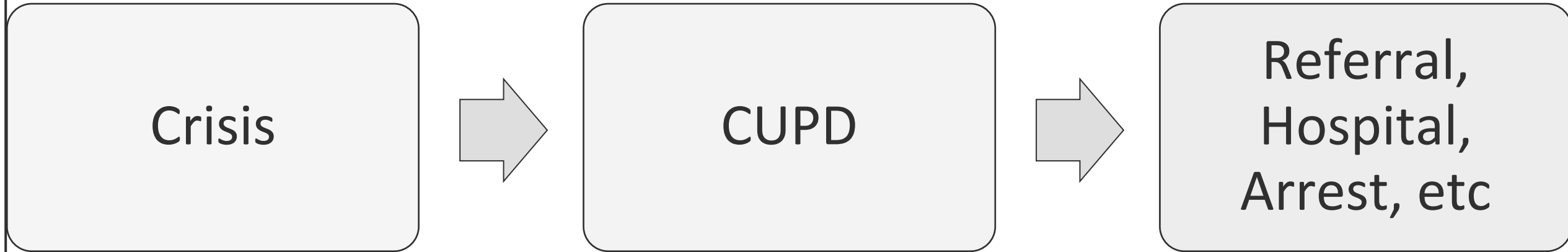
Anthony Bellamy Chief of CU Police

“I recognize the importance of engaging with all community members. This allows for inclusive and transparent conversations to determine shared responsibilities and goals. My hope is these dialogues build trust with the Cornell community. As chief, I will aim to be present and public, so students, faculty, staff, and our entire community know me and know I am available. We want everyone at Cornell to know that the police department is here to support them, be a resource for them, and to work with them.

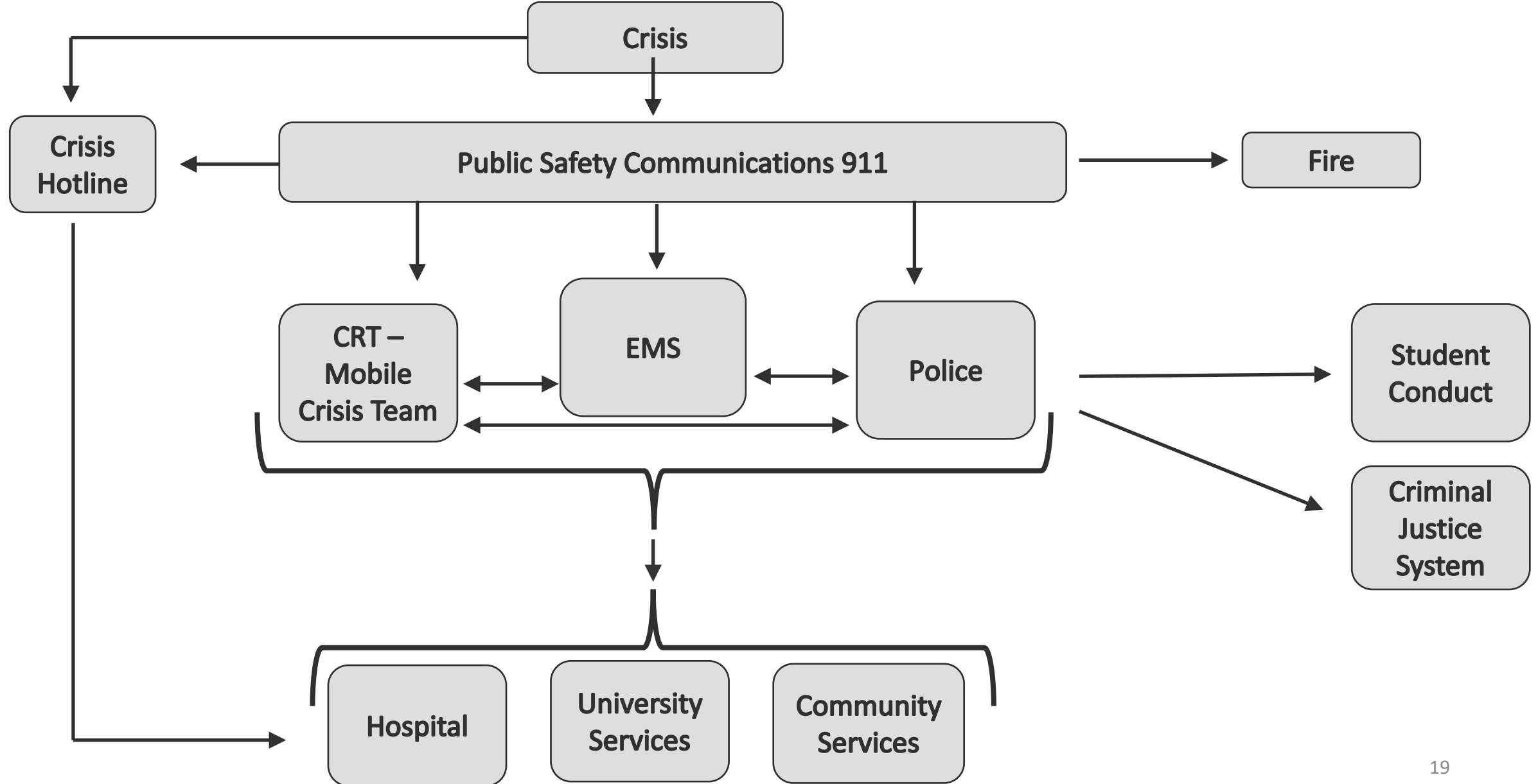
New Public Safety Organization



Former Response Framework

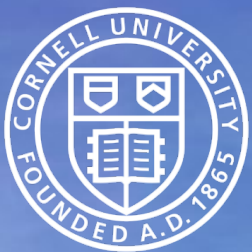


Alternative Response Framework



Update and Current Year Activities

1. Data gathering and analysis continued through summer 2022 to inform organization;
2. AVP and Chief of Police making campus connections;
3. AVP is new lead for campus emergency planning teams;
4. Revamped position descriptions for CRT's were finalized and searches imminent;
5. Developing unarmed campus service officer position descriptions;
6. Rebranding is on-going.



Questions



Research Scientist: Senate History and Institutional Context

Eve De Rosa, Dean of Faculty

Who are RTE Researchers?

- Contract-based researchers
- Not eligible for tenure, yet often pursue long-term research careers
- No promotion line between the different RTE Research families:
 - Research Associate
 - Senior Research Associate

 - Assistant Research Professor
 - Associate Research Professor
 - Research Professor

 - Research Scientist [**only units of the Research Division in new appointments**]
 - Principal Research Scientist [**only units of the Research Division in new appointments**]

Resolution 42: Recommend Establishment of the Titles Research Scientist and Principal Research Scientist

Passed: October 13, 2004

Sponsor: University Faculty Committee

WHEREAS, the College of Engineering has proposed the new titles of Research Scientist and Principal Research Scientist and;

WHEREAS, the Task Force on Non-tenure Track Faculty has endorsed the creation of these new titles, and;

WHEREAS, the Provost's Office has proposed guidelines for the use of these titles;

THEREFORE BE IT RESOLVED that Faculty Senate recommends to the Provost and the Board of Trustees that the two titles of Research Scientist and Principal Research Scientist be established as outlined in the following descriptions.

Resolution 109: Enabling Legislation for Research Professor Titles

Passed: May 13, 2015

Sponsors: Kimberly O'Brien & R. Bruce Van Dover, Committee on Academic Freedom & Professional Status of Faculty (AFPSF)

- Established the “research professor” titles at all ranks
- Currently, only units of the Research Division may use the principal research scientist or research scientist titles in new appointments.
- College or school that wishes to adopt the Research Professor title must prepare a written proposal for use of the title [At the discretion of the Dean]
- UFC anticipated that individuals who would have previously been considered for research scientist roles would instead become research professors at a suitable rank.
- Consequently, the UFC proposed that Cornell cease to appoint researchers to “research scientist” and “principal research scientist” positions.

Definition of Research Scientist titles

Note: In May 2015, the research professor title was established to replace the titles of principal research scientist and research scientist.

- Principal research scientists and research scientists are responsible for initiating new research activities; creating and managing research laboratories; seeking funding opportunities, submitting proposals, and fulfilling the terms of research grants and contracts; planning, conducting and reporting on original research; and representing their research groups externally.
- Persons appointed to these titles may serve routinely as principal investigators on grants and contracts.
- Principal research scientist and research scientists are voting members of the University Faculty.
- Research scientists and principal research scientists are non-voting members of their college or school faculty and may be given the right to vote by that faculty.

Approved Academic Titles

Professorial Faculty Titles

[Professor](#)
[Associate Professor](#)
[Assistant Professor](#)
[Professor Emeritus or Emerita](#)

Special Use Titles

[University Professor[^]](#)
[Professor-at-Large[^]](#)

Research, Teaching, and Extension (RTE) Faculty Titles

[Professor of the Practice*](#)
[Associate Professor of the Practice*](#)
[Assistant Professor of the Practice*](#)
[Research Professor*](#)
[Associate Research Professor*](#)
[Assistant Research Professor*](#)
[Clinical Professor*](#)
[Associate Clinical Professor*](#)
[Assistant Clinical Professor*](#)
[Senior Lecturer](#)
[Lecturer](#)
[Instructor](#)
[Senior Scholar](#)
[Senior Scientist](#)
[Teaching Associate](#)
[Principal Research Scientist](#)
[Research Scientist](#)

[Senior Research Associate](#)
[Research Associate](#)
[Senior Extension Associate](#)
[Extension Associate](#)
[Librarian](#)
[Associate Librarian](#)
[Assistant Librarian](#)
[Archivist](#)
[Associate Archivist](#)
[Senior Assistant Archivist](#)
[Assistant Archivist](#)
[Visiting Fellow](#)
[Visiting Critic](#)
[Visiting Scholar](#)
[Visiting Scientist](#)

Postdoctoral Titles

[Postdoctoral Associate](#)
[Postdoctoral Fellow](#)

Modified Academic Titles

[Trustee-Approved Modifiers \(Table\)](#)
[Descriptions of Modifiers \(Appendix\)](#)

2004 Senate Resolution 42:

- Created new options: Research Scientist and Principal Research Scientist.
- These emulated titles in use at peer institutions
- Still in current use: **only units of the Research Division**
- **At the Dean's discretion to provide this title within the college or school**



* Title available in a college only by special procedure.

[^] Use of this title involves separate process overseen by the Provost's Office.

Resolution 131: Research, Teaching and Extension (RTE) Faculty

Passed: April 2, 2019

Sponsors: University Faculty Committee (UFC)

Senate Discussions: November and December 2018; February, March and April 2019

- An individual with UVR is eligible to serve in the Faculty Senate and can vote in University-wide elections that determine the Faculty Trustees, the Dean of Faculty, the Associate Dean of Faculty, the University Faculty Committee, and the Nominations and Elections Committee.
- Individuals with UVR can also vote in elections that determine the senators from their own department.
- Faculty Senate Membership Rules: Representation at the Department / Unit; College-At-Large; University-At-Large; Designated University Library

**Motion to reactivate the Research Scientist title for
new appointments outside of Research Division**

Senator Ken Birman, Computer Sciences

Why did we authorize research scientist titles in 2004? RTE career development

- ▶ It centers on the professional stature and respect we accord our full-time research colleagues
- ▶ Like the tenure-track faculty, we all agree that this community does deserve a professional career track with promotions that express accomplishment and will garner respect from colleagues elsewhere.

Professorial titles!

- ▶ All of this was revisited with the introduction of professorial titles, such as clinical professor and research professor
- ▶ The Senate did not include RTE Senators, hence at that time was only composed of tenure-track faculty.
 - ▶ Concerns voiced: erosion of tenure, with the potential replacement of tenured faculty who conduct research and teach by non-tenured research faculty and non-tenured teaching faculty.
 - ▶ Sense of excessive proliferation of new titles, and the risk that this could exacerbate the erosion of traditional tenured stature

Drill-down: Impact of these tougher standards?

- ▶ The Senate required a dossier review.
- ▶ Candidates for research professor titles should generate their own funding via successfully funded proposals, teach very rarely, but are generally expected to supervise graduate students.
- ▶ World-class research visibility documented by external letters. “If anything, stronger than our expectations for tenure...”
- ▶ At the same time, the tough research bar was adopted and enforced

Count of COE and Bowers CIS Research Professors & Associates

Row Labels	Current Count
Bowers CIS	4
Assistant Research Professor	2
Research Associate	1
Senior Research Associate	1
College of Engineering	35
Assistant Research Professor	2
Research Associate	24
Senior Research Associate	9
Grand Total	39

Comparison with some peers

School	Research Associate, Senior Research Associate	Research Scientist, Principal Research Scientist	Assistant/Associate/Full Research Professor
Cornell University	Yes	Currently Frozen	Yes
Berkeley	Couldn't find this title	Couldn't find this title	Yes
CMU	Yes	Yes	Yes
MIT	Yes	Yes	Couldn't find this title
Princeton	Yes	Couldn't find this title	Yes
Stanford	Indicates they no longer use this title	Yes	Yes
University of Michigan	Yes	Yes	Yes
University of Washington Seattle	Yes	Couldn't find this title	Yes
University of Wisconsin	Yes	Yes	Yes

Huge thank you to Sue Shipman in COE for preparing these two summary tables!

Proposal today?

- ▶ The Senate should reauthorize use of research scientist titles
- ▶ Doing so shows courtesy and expresses support for our RTE colleagues who may not be on a research professor track, as defined by the Cornell Senate
- ▶ This step will also reestablish Cornell's competitiveness for staffing research groups and centers.

Draft motion

Whereas by Senate action in 2004, the Cornell Faculty Senate determined the senior research associate title to be unsuitable for our professional researchers, citing concerns about RTE professional stature and competitiveness,

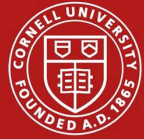
And whereas the UFC draft of the more recently enacted research professor title assumed that research scientists would shift to this new rank (and therefore recommended freezing use of the research scientist title), but the Senate subsequently strengthened the criteria for appointment to the research professor titles, limiting their use to Cornell's most prestigious RTE research appointments,

And whereas the senior research associate title has consequently been revived without Senate consultation, recreating precisely the problems that led the Senate to make its 2004 decision authorizing the research scientist titles,

And whereas, for individuals for whom a research professor title is inappropriate, many of Cornell's peer institutions favor the research scientist title (using a promotion criteria equivalent to that for senior research associate) or the principal research scientist title (for a more senior researcher with greater visibility and stature), and have ceased to use the senior research associate title,

Therefore, the Senate reauthorizes use of the research scientist and principal research scientist titles and recommends that any existing senior research associates be moved to the research scientist title without additional dossier review.

Senate Discussion



CORNELL UNIVERSITY FACULTY SENATE



Good of the Order

Adjournment

#IAMYOURSENATOR