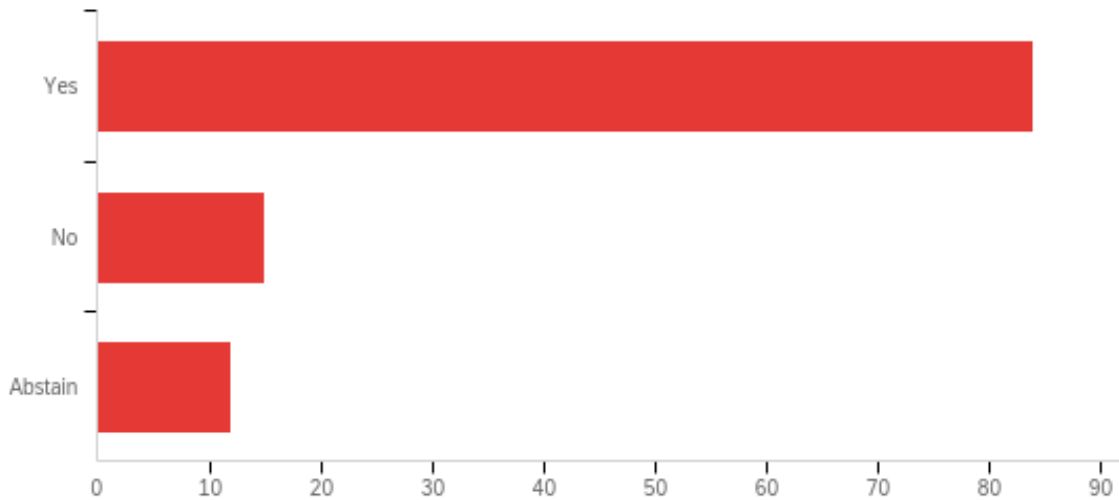


# Results

Senate Vote February 2023

## Q13 - Are you in favor of proposed resolution regarding SC Johnson College of Business Harmonization of Tenure Clock?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you in favor of proposed resolution regarding SC Johnson College of Business Harmonization of Tenure Clock?	1.00	3.00	1.35	0.67	0.44	111

#	Answer	%	Count
1	Yes	75.68%	84
2	No	13.51%	15
3	Abstain	10.81%	12
	Total	100%	111

## Q16 - Comments

### Comments

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Voting yes with reservations about contributing to the trend toward increasingly contracting faculty on a contingent basis.

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Don't feel I have enough understanding of how this might impact equity across other faculty in other colleges to vote.

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Most of my department (in CALS) did wonder, however, why anyone would want to add 2 years to tenure clock. Most make tenure in six years and would not want the extension.

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I think 8 years is too long.

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This extends both time and expectations, while extending the hellish years of uncertainty about long-term acceptability of one's work, and in the event of an unsuccessful outcome, delays a search for a replacement. Matching the competition is not persuasive when the extension of both time and output is considered.

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I heard the presentation but do not feel sufficiently informed. I recognize that one of the motivations is to be competitive with other universities but I do not understand why eight years better. Therefore, I am abstaining in determining what is correct for this college.

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What makes the 'business types' so special?

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This is a competitive imperative and I think it reduces risk for junior faculty given the lumpy publication process in business. I think the longer clock especially helps junior faculty who start in a disadvantaged position.

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Fundamentally, I agree with Professor Leiberwicz, who noted that the global norm is for a six year tenure clock with flexibility to accommodate special circumstances such as health issues or childbirth. CMU uses an eight year clock in computer science and this causes huge confusion when we are asked to write tenure and promotion letters for CMU faculty: Every other school brings people up for tenure after six years. I believe that we should probably stick with six years at Cornell, but explicitly allow some timing flexibility for business school areas where eight is somehow a universal norm among our colleagues -- and not make six the norm for the entire school.

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Within the same college the policies of tenure and promotion standards and time frames should be consistent. Cornell shouldn't lose advantages in the recruitment and retention of being promising assistant professors because of the uncompetitive policies.