

# Faculty Senate

April 12, 2023

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**

March 8, 2023

Unanimous consent requested

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

# **President Martha Pollack**

Professor, Computer Science

# Senate Q&A

# **Structural Equity and Inclusion for Research, Teaching and Extension (“RTE”) faculty**

**Background:** Eve De Rosa, Dean of Faculty

**Resolution presentation by Co-Chairs of the Senate’s RTE Task Force:**

Senator John Callister, Mechanical and Aerospace Engineering

Senator Kim Kopko, Bronfenbrenner Center for Translational Research

# Background for New Senators on RTE faculty

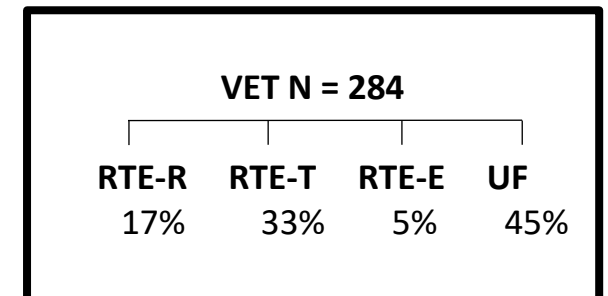
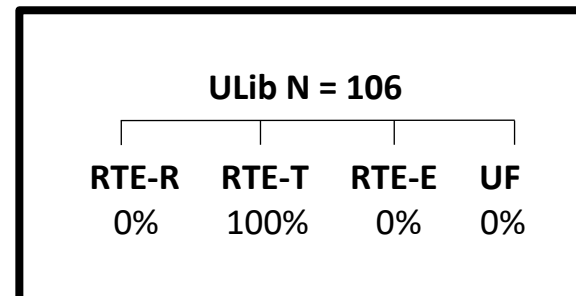
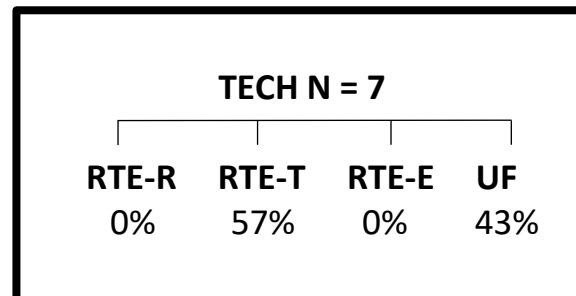
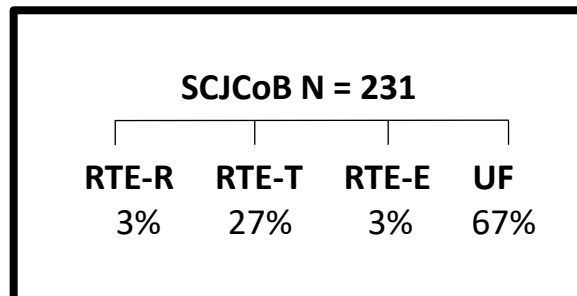
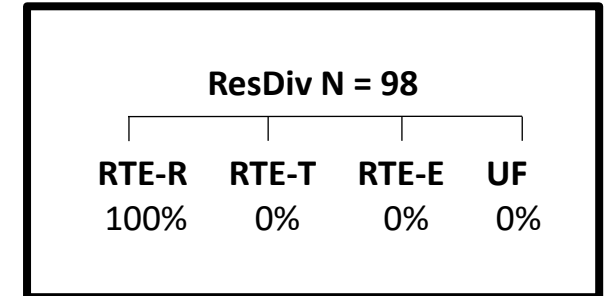
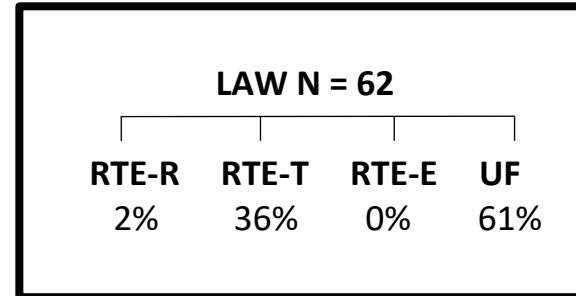
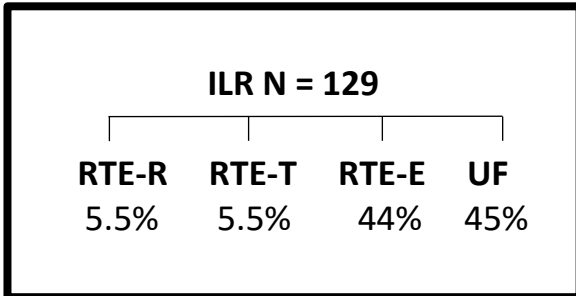
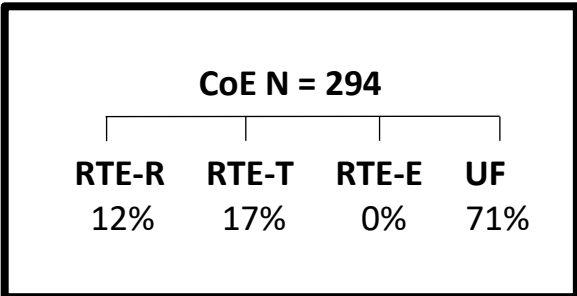
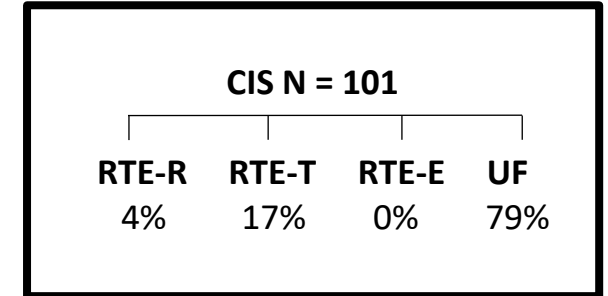
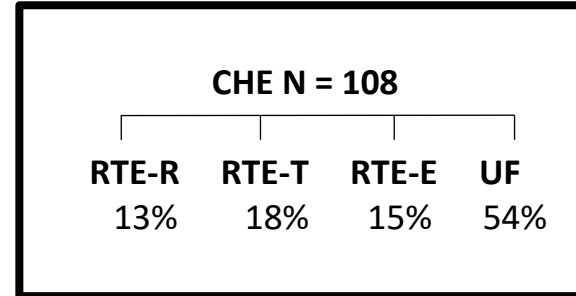
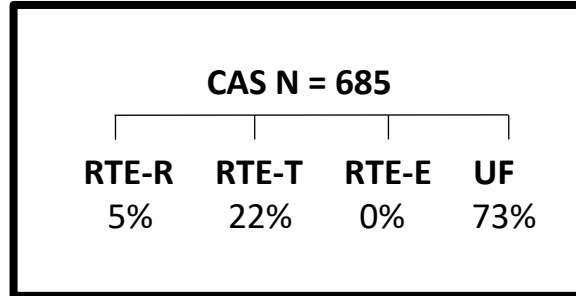
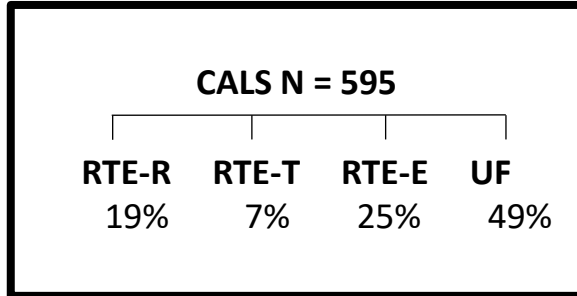
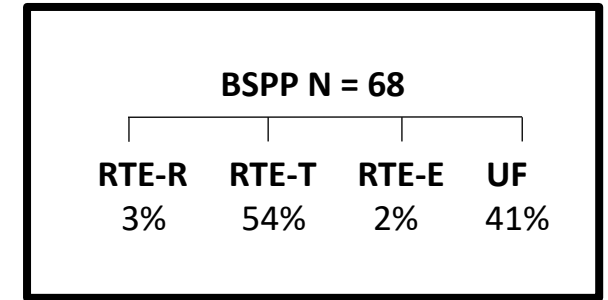
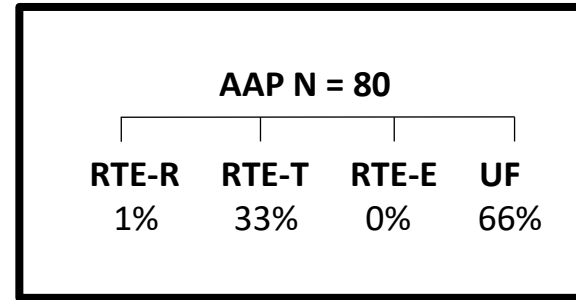
- **“RTE” = “Research Teaching Extension”** non-tenure-track full-time academics
  - 2019-2020 integrated into the Faculty Senate for enhanced shared governance role
  - Senior research, senior lecturer, and senior extension academics received **University Voting Rights and Senate representation**
- **Fall 2019 a Senate RTE Task force was also convened**
  - On COVID-19 hold during Spring 2020, Fall 2020, and Spring 2021
- **Fall 2021 to now:** (1) worked with HR to create new job family in WorkDay; (2) worked on benefits for RTE Emeritae/I; (3) College RTE Senators now receive their constituents; (4) RTE Task Force questions integrated into the faculty Work-Life survey; and (5) RTE in the faculty salary improvement plan (SIP) instead of staff



# Background for New Senators on RTE faculty

- **Resolution 131 – Research, Teaching and Extension (RTE) Faculty**
  - Passed: April 2, 2019
- **Resolution 141: Proposal regarding Emeritus/a Status eligibility for Retiring RTE Faculty**
  - Passed: December 11, 2019
- **Resolution 153: On RTE Percentage Caps in the CVM**
  - Passed: November 18, 2020
- **Resolution 155: On RTE Percent Limitation Approval Procedures**
  - Passed: November 18, 2020

# COMPOSITION: COLLEGES AND SCHOOLS



# RTE faculty resolution: Preface

- RTE faculty experience an inequitable workplace with regards to performance reviews, promotions, and employment duties.
- Further, there are wide disparities between RTE and other faculty with regards to human resources infrastructure and other institutional support, as well as eligibility for some “university-wide” awards
- Deeply affects RTE faculty, lowering morale, discouraging full participation in the academic life of the University, and hampering work performance. These issues are longstanding and serious.

# RTE faculty resolution: Whereas

- **Whereas** the Research, Teaching, and Extension (“RTE”) Task Force has examined the rights and responsibilities of RTE faculty with respect to job duties, resources, performance reviews and promotions, service, advising, governance, and other academic and administrative duties;
- **Whereas** RTE faculty have recently gained three key rights, those of University voting rights, the right to emeritus status, and the right to serve on the Faculty Senate;
- **Whereas** RTE faculty play a vital role at Cornell University by significantly contributing to research, teaching, extension, and service;
- **Whereas** egalitarian treatment and respect for all faculty is necessary to the health and vitality of the academic environment, sense of community, and reputation of the University;

# RTE faculty resolution: Resolutions

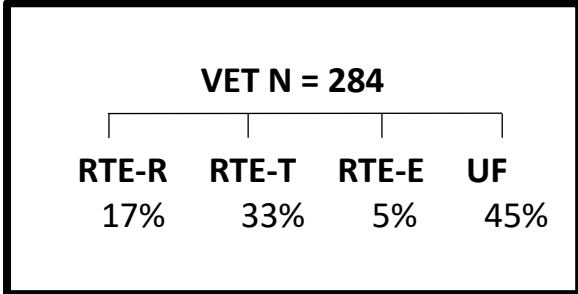
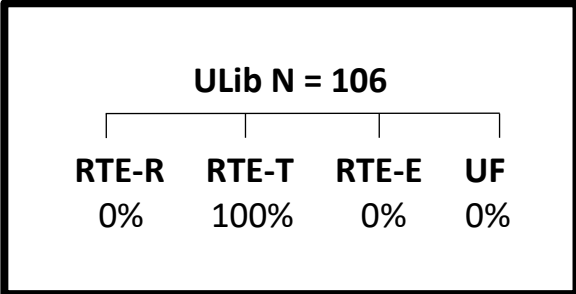
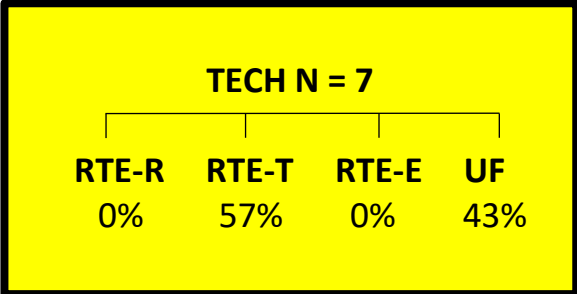
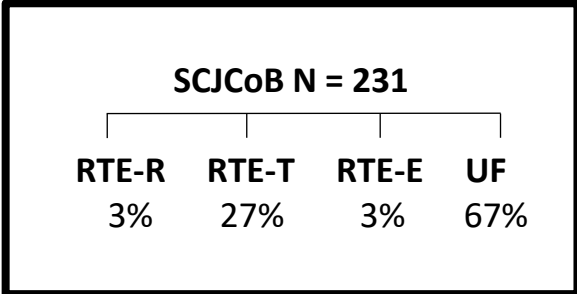
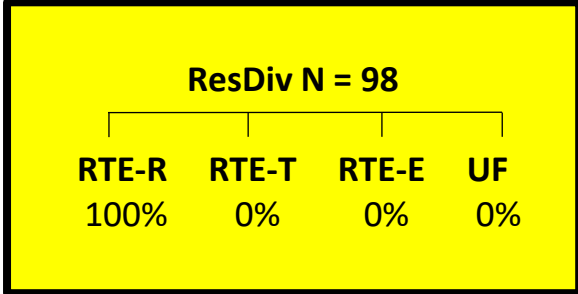
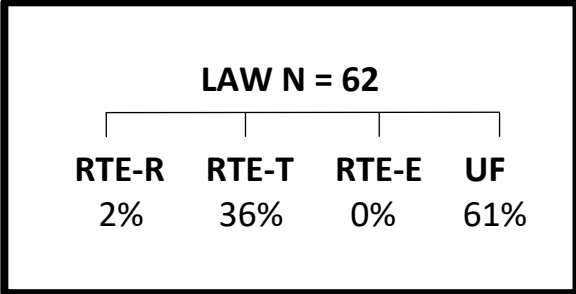
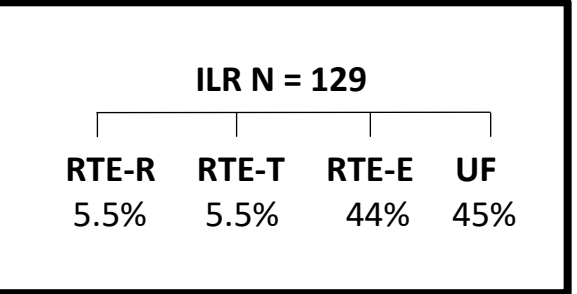
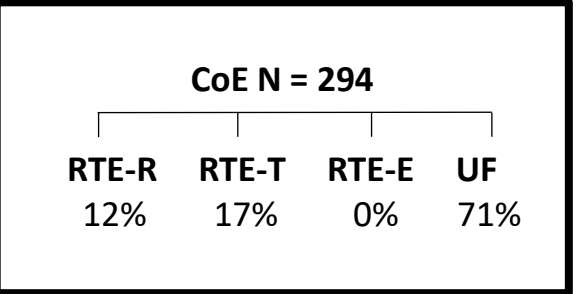
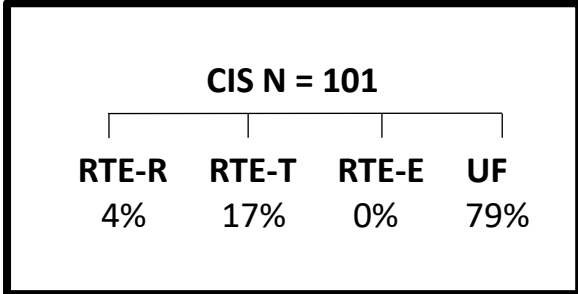
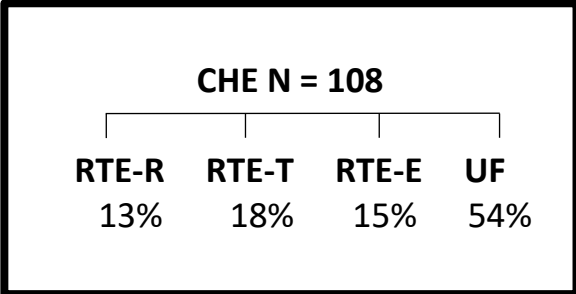
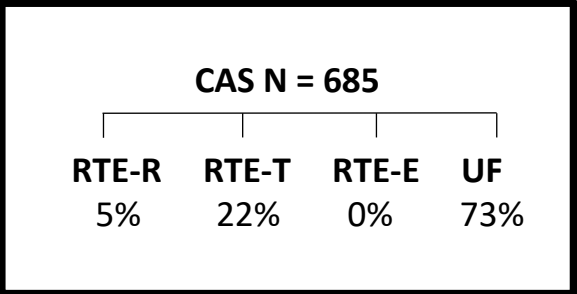
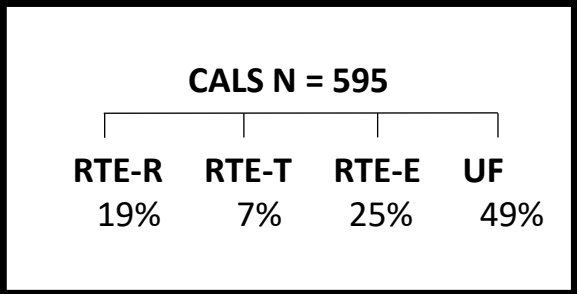
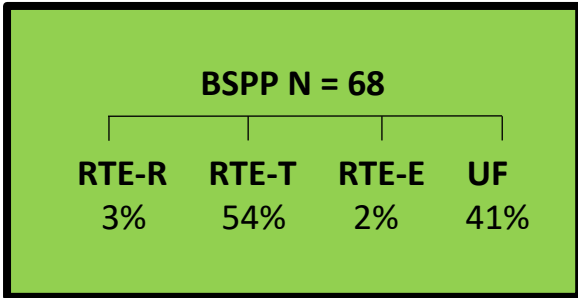
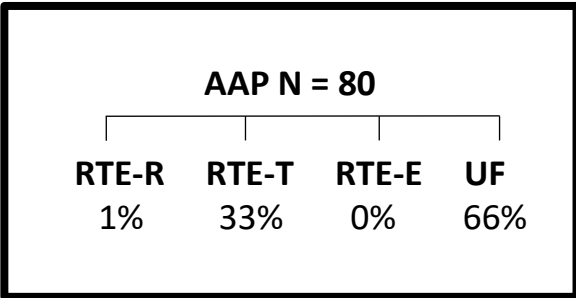
- ***Be it resolved*** that RTE faculty have comparable structural equity and inclusion to the tenure-track and tenured faculty, except for those rights and responsibilities specific to tenure-track faculty arising from the hiring of tenure-track faculty and service on tenure and promotion committees for tenure-track faculty;
- ***Be it further resolved*** that the Vice Provost of Academic Affairs represent the RTE faculty in the University Administration, with the responsibility of determining and implementing structural equity and inclusion of the RTE faculty in collaboration with the Deans of the schools and colleges.

# Senate Q&A

# **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

# COMPOSITION: COLLEGES AND SCHOOLS





# Senate Announcements and Updates

- **Next year will work with the University Faculty Committee and the Nominations and Elections Committee**
  - Determine Senate seat allocations
    - Departments/units, Colleges/Schools, and across the disciplines: Physical Sciences, Life Sciences, Social Sciences, Humanities, & Arts
  - Will be presented in the Faculty Senate
- **Faculty elections will start April 17 – May 1, 2023**
  - 2864 faculty with university voting rights
    - 1599 Tenured and tenure track faculty
    - 475 RTE - Research
    - 547 RTE - Teaching
    - 243 RTE – Extension

# Faculty Senate: Positions / Committees

- The Faculty Senate consists of 126 senators, elected by their respective departments/units for a 3-year term.
- **ALL University Faculty (~3,500 tenure-track, tenured, emeriti and RTE)** elect a Dean of Faculty, an Associate Dean of Faculty, 2 Faculty Trustees, 9 members of the University Faculty Committee (UFC), 10 members of the Nominations and Elections Committee, and 9 Senators-at-Large (terms and eligibility for positions vary).  
There are 24 elected positions.
- **The Dean of Faculty and Associate Dean of Faculty**, with the help of the nominations and election committee, appoints members to a network of 12 standing committees (with variable memberships from 5-10 members of the University Faculty) as well as other ad-hoc committees, as needed.  
There are 106 appointed positions

# Faculty Senate: Positions / Committees

**We thank**

- 126 senators
- 24 members of the University Faculty who serve in elected positions.
- 106 members of the University Faculty who serve in appointed positions on Senate Committees

**for their service, without which the work of the Faculty Senate could not take place.**

# Faculty Senate: Positions / Committees

- Elections are held in the Spring; appointments are made through spring and summer. Start date for all positions is July 1 (terms vary)
- The Nominations and Elections (N&E) Committee proposes names for all positions throughout the academic year. Self-nominations are encouraged. Please send details to the N&E Committee at [Deanoffaculty@cornell.edu]
- **10 Open ELECTED Positions and committee memberships in 2023 include**
  - 4 members of the University Faculty Committee (2023-2026)
  - 3 members of the Nominations and Elections Committee (2023-2026)
  - 3 Senators-at-Large (2023-2026)
- **39 Open APPOINTED Positions (all of which are filled)**

# Senate Q&A



# CORNELL UNIVERSITY FACULTY SENATE



Good of the Order

Adjournment