

New draft of Resolution A (III.A of NTTF report of 8/4/05)

date: 2/24/05

A. PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Whereas non-tenure-track faculty (NTT faculty) are continuing long-term employees of the University who support the central missions of the institution in teaching, research, and outreach; and

Whereas the University has a positive interest in the professional and intellectual growth of all faculty; and

Whereas equity across college, school, and other administrative boundaries recommends similar treatment of faculty in similar titles,

Be it resolved that the Senate calls on the Provost and officers of schools, colleges, and administrative units employing NTT faculty to create professional development opportunities for these faculty where they do not exist, in the form of paid and unpaid leaves and individual research and travel accounts corresponding as closely as possible to the following descriptions.

1. Professional Development leaves. Senior lecturers, senior research associates, and senior extension associates should become eligible to apply for paid Professional Development (PD) leaves at regular intervals.
 - i. Eligibility. Senior lecturers, senior research associates, and senior extension associates should become eligible to apply for PD leaves after their first reappointment after six years of full-time service. Part-time service should be prorated for progress toward eligibility. Interruptions in service, unless spent in a comparable PD or study leave or Prestigious Fellowship leave, should not interrupt progress toward eligibility. After a first PD leave, senior lecturers, senior research associates, and senior extension associates should become eligible for another after seven years of full-time service.
 - ii. Duration. Under this proposed policy a PD leave will normally be for a full semester (or in the case of 12-month employees, six months) at full pay and benefits. In exceptional circumstances it may comprise two semesters or 12 months at half pay.
 - iii. Proposals. Applicants for PD leaves will present proposals for projects allowing for concentrated thinking on or investigation of substantive topics of interest related to their professional or intellectual commitments. Proposed PD projects need not be related directly to improvements in pedagogy or extension/augmentation of research skills, but they should promise (and deliver) a yield of contributions to the applicant's discipline or department that would not otherwise have been possible.

- iv. Application. Applicants will submit proposals together with the endorsement of the chairs of their departments to their school or college deans or other officers of their employing units, or to their designees.
2. Leaves without pay.
 - i. Unpaid leaves of absence should be available to senior lecturers, senior research associates, and senior extension associates after six years of service (and, by negotiation with the department chair or head of administrative unit, before that time).
 - ii. Leaves may be for one or two semesters with assurance of reemployment in the same position upon return.
 - iii. Under these conditions, unpaid leaves of absence should be granted upon suitable application. University contributions to retirement, medical, and Cornell Children's Tuition Scholarship plans of those taking leave should be continued at the level obtaining immediately prior to the leave.
 - iv. A senior lecturer, senior research associate, or senior extension associate should not be unduly penalized with respect to salary increases by taking an unpaid leave for which she or he is eligible.
 - v. Those in these titles who win any of the prestigious awards which make tenure-track faculty eligible for unpaid leaves with continuing benefits from Cornell should be eligible for unpaid leaves with the same continuing benefits as tenure-track faculty receive.
3. Research and travel support. Continuing NTT faculty in some schools and colleges are already provided with annually replenished individual research accounts and with funding for attendance at and travel to professional conferences. Where these opportunities do not exist, we believe they should be established
4. Funding and implementation of these proposals. The University should work with the several colleges, schools, and employing administrative units to identify funds available and to seek them where they do not exist. Colleges and schools should keep NTT faculty informed of the availability of such PD opportunities as develop.
5. Adoption of any part of this PD proposal should not diminish travel and research funding already made available to NTT faculty as members of a college school, or department. The granting of a PD leave to a NTT faculty member should not impair his or her eligibility for such travel and research funding as is available to other NTT faculty members in his or her college, school, or department.

New draft of Resolution C (III.C of NTTF report of 8/4/05)

date: 2/24/05

C. ELIGIBILITY FOR EMERITUS/A STATUS

Whereas senior non-tenure-track (NTT) faculty, like their tenure-track counterparts, are continuing long-term employees of the University who support the central missions of the institution in teaching, research, and outreach; and

Whereas senior NTT faculty may continue to contribute to the missions of the University and the campus community after their retirement; and

Be it resolved that the Senate calls on the Provost and the Board of Trustees to create emeritus/a titles to which senior lecturers, senior research associates, and senior extension associates with sufficient service may be appointed and to extend to them perquisites comparable to those available to their tenure-track colleagues upon their transition to emeritus/a status on these conditions:

1. The emeritus/a title should be made available to Senior Lecturers, Senior Research Associates, and Senior Extension Associates who have retired after ten years of service and who have rendered distinguished and meritorious service to the University in these titles. "Emeritus" is not synonymous with "retired." Just as the title emeritus or emerita is not conferred upon members of the University Faculty automatically upon retirement, so appointment to these NTT Faculty emeritus titles should be contingent upon a history of distinguished and meritorious service and on departmental and school/college recommendation and the Provost's approval.
2. University policy (including, if necessary, Trustee legislation) be amended to effect such an change as this to the description of the emeritus title found in the 2002 *Handbook*. pp. 31-32.

Professor, Senior Lecturer, Senior Research Associate, Senior Extension Associate Emeritus. Any member of school, college, or University faculties who retires after ten years in the tenured ranks of university professor, professor, or associate professor or in the nontenured ranks of senior lecturer, senior research associate, or senior extension associate and who has rendered distinguished and meritorious service to the university, may be appointed to an *emeritus* or *emerita* title corresponding to his or her title upon retirement by the provost after recommendation by the members of the particular department and the dean of the college or school faculty to which that member belonged.

A faculty member who does not seek or is not qualified or approved for *emeritus* status is considered a retired academic.

3. University policy for emeritus faculty recorded in section 4.2 (pp. 64-68) of the 2002 *Faculty Handbook* should be modified to extend to NTT faculty emeritus/a perquisites comparable to those available to tenure-track faculty, and these in particular:

i. Emeritus/a perquisites pertaining to use of the approved title, to legal defense and indemnification, and to membership in the University community (directory listing, *Chronicle* delivery, identification cards) should be extended without reservation to NTT faculty emeriti/ae, as should those providing basic resources for study and communication (library and computer services, mail, and C.U. course enrollment).

ii. Schools and colleges should be requested to consider revising their policies to permit emeritus/a NTT faculty to retain all of the college/school rights and privileges of active NTT faculty members, including voting rights in the college/school faculty. Emeritus/a NTT faculty are to be welcome to attend departmental faculty meetings. Each department will set its own policies regarding voting rights and privileges, but these policies should be put in writing.

iii. Depending on individuals' involvement in continuing teaching, research, and outreach activities and on the availability of resources, office space and basic office and clerical support should be provided NTT faculty emeriti/ae by departments, colleges, and schools. Laboratory or experimental space is not an entitlement for emeritus/a faculty. Provision of such space should be made by department chairs for emeritus/a NTT faculty who maintain active research programs meeting conditions for those of tenure-track faculty laid down in the Provost's Policy Statement, 4.a. 4.b, and 4.c (2002 *Faculty Handbook* pp. 66-67).

iv. It should be noted that in the Provost's Policy Statement of 1997 (see *Faculty Handbook*, pp. 66-67) there appears an important qualifier in the matter of providing office and other support facilities to emeritus/a faculty, to wit: "The allocation [of space and support facilities] will treat faculty who have retired on an equitable basis with non-retired faculty, based upon post-retirement levels of teaching, research/scholarship and outreach/extension activities." Said somewhat differently: The provision to provide certain University support facilities to those with emeritus status is based on the assumption that there is a balancing responsibility on their part to continue, albeit at a lower intensity and, perhaps, along different channels, "distinguished and meritorious service to the University." Such an assumption should be equally applicable to non-professorial academics who might be appointed to emeritus status.

v. Participation in Graduate School faculty responsibilities will be available only to those NTT faculty emeriti/ae who have been members of graduate Fields hitherto.

4. Where appropriate, emeritus/a status should be extended to already-retired NTT faculty on the above conditions.