Committee on Academic Freedom and Professional Status of the Faculty

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Bruce Van Dover (Materials Science and Engineering)
Joe Burns (ex officio, Astronomy and Engineering)
Mike Fontaine (ex officio, Classics)
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CAFPS: **Research Professor Enabling Legislation**

Replace existing titles of Senior Scientist, Research Scientist and Principal Research Scientist with Assistant, Associate and Research Professor Titles

- Met twice this year to discuss this legislation

- Considered feedback from academic leadership on campus and views of President Elect Garrett

- Compared duties and benefits of these titles in relation to our existing comparable titles

- Delineated restrictions to define how these titles differ from tenure track titles

- Goal today: present an update on our discussions to date with the goal of voting on this legislation in the fall
Arguments in favor:

• Cornell is the only major American University (other than Princeton) that has not updated these titles to include a Research Professor Title

• Adopting these titles will aid Cornell in competing with our peers for top faculty; we will be at a competitive disadvantage without these titles

• Lack of these titles has limited recruitment or retention of tenure track faculty, particularly in the dual career context

• Adoption of these titles will provide some groups on campus with opportunities to expand their research enterprises

• President Elect Garrett supports this legislation and has found these titles to be invaluable at USC in the strategic recruitment and retention of faculty
Arguments against:

• Adoption and increased use of these titles will lead to the disappearance of tenure track lines

• Increased numbers of non-tenure track lines will dilute the role or need for “professors”
On balance, CAFPS thought benefits outweighed negatives given that:

- Differences in these positions versus tenure track positions have been clearly delineated
- The ground rules for these new titles remain the same as for the existing titles they are replacing
- Use of the titles must go through a multi-tiered adoption process in each unit
- Limits will be placed on the number of these positions that can be used by units (no more than 10% of the tenure track faculty but individual units can lower percentages)
- These are non-tenure track positions, that have term appointments but that can be renewed indefinitely