

Office of the Dean of Faculty

2017-18 Annual Report

Submitted by Charles Van Loan, Dean of Faculty

Highlights

Improved Communication with the Faculty

We instituted the “Monday Message”, a simple low-overhead approach to keeping all 2500+ academic title-holders informed. It is used for regular DoF business such as announcements that related to university-wide lectures and the faculty senate as well as classroom-related reminders that deal with semester start, semester breaks, and semester wrap-up. Events that address campus climate issues are especially highlighted. Doing this weekly obviates the need for crisis-driven messaging. Each Monday Message consists of 3-4 items. Respecting how busy everybody is, each item is at most 1-2 sentences at length and typically includes a link that can send the interested reader to pages with more information.

Established “Emeritus/a” As a Title Modifier

The Board approved a change to the University Bylaws making “emeritus/a” a title modifier that can be applied to both “Professor” and “Associate Professor. This was a critical component of a larger plan to smooth the transition to faculty retirement across the university. The awarding of emeritus/a status is a recognition— not a promotion. With this point of view, being a professor emeritus means that as a professor, your contributions to the university were distinguished and meritorious. Likewise, being an associate professor emeritus/a means that as an associate professor, your contributions to the university were distinguished and meritorious. The advantage of having this pair of emeritus/a titles is that it disentangles the two “feeder streams” and creates a more level playing field for associate professors. It also sets the stage for such titles as “Senior Lecturer Emeritus/a” in the future after appropriate approvals are obtained.

Improved the Weiss Teaching Award Nomination Process

We clarified the process in several ways in order to develop a more diverse pool of nominations. First, we put together an FAQ to make the job of assembling the dossiers and writing support letters easier. Second, we identified the many ways that excellence in teaching can be manifested dispelling the perception that big-course contributions are favored. Third,

we made more effective use of electronic media in order to encourage more nominations from students.

Recommended an Improved Consensual Relationship Policy (CRP)

President Pollack charged the CRP Committee in October:

The policy must be part of our official policy library, and it must be clear in its parameters: when if ever are romantic and/or sexual relationships between faculty/staff and students permitted; what are the requirements for disclosure where such relationships have developed; how is such disclosure handled; and how should conflict of interest issues be managed if such relationships develop. The policy must also address how misconduct will be handled and who will address it.

The work of the committee and its recommendations are documented in its [Final Report](#). Key points include the creation of an office within Human Resources to serve as a resource for students and for those who must enforce the policy. Three prohibitions were proposed

P1. Any member of the Cornell community who has, or has had, a sexual or romantic relationship with a current student or current postgraduate is prohibited from exercising academic or professional authority over that student or postgraduate.

P2. Sexual or romantic relationships between faculty members and undergraduate students are prohibited regardless of department, school, or college affiliation.

P3. Sexual or romantic relationships between faculty members and graduate or professional students are prohibited whenever both parties are affiliated with the same graduate field or degree program.

There is broad support for both P1 and P2 across all the Assemblies and the Faculty Senate. The community is divided on P3, opponents believing that there are more effective methods for preventing conflict of interest at the graduate level. We are confident that there is a way to adjust P3 that will move the campus forward with broad support.

Selected Faculty Achievements

Professor **Anthony Bretscher** (Molecular Biology and Genetics) and Dr. **Catherine Lord**, (Psychiatry, WMC) were elected to the American Academy of Sciences.

Three assistant professors won Sloan Research Fellowships: **Brett Fors** (Chemistry and Chemical Biology), **Jin Suntivich** (Materials Science and Engineering), and **Karthik Sridharan** (Computer Science). The Sloan Research Fellowships seek to stimulate fundamental research by early-career scientists and scholars of outstanding promise.

Twelve assistant professors from Cornell's Ithaca and New York City campuses have been recognized with National Science Foundation Faculty Early Career Development Program awards, given annually to support junior faculty members' research projects and outreach efforts. They are **Steven Adie** (Biomedical Engineering), **Yoav Artzi**, (Computer Science at Cornell Tech), **Cristian Danescu-Niculescu-Mizil** (Information Science), **Nicola Dell** (Information Science at Cornell Tech), **Brett Fors** (Chemistry and Chemical Biology), **Damian Helbling** (Civil and Environmental Engineering), **Song Lin** (Chemistry and Chemical Biology), **Matthew Paszek** (Chemical and Biomolecular Engineering), **Jamol Pender** (Operations Research and Information Engineering), **Brad Ramshaw** (Physics), **Karthik Sridharan** (Computer Science), and **Fei Wang** (Healthcare Policy and Research, WMC).

Robin Radcliffe, senior lecturer in wildlife and conservation medicine in the College of Veterinary Medicine, is the recipient of the 2018 George D. Levy Faculty Award in recognition of his exemplary and sustained work with community partners.

Associate Professor **Shorna Allred** (Natural Resources) – known for enhancing student engagement experiences in New York state, Thailand and Malaysia – is the recipient of Cornell's third annual Engaged Scholar Prize.

The National Academy of Engineering awarded Professor **John Hopcroft** (Computer Science) the Simon Ramo Founders Award for "fundamental achievements in the formation of computer science as a discipline through his research, service, and pioneering textbooks." The award acknowledges outstanding professional, educational, and personal achievements to the benefit of society.

Adjunct Professor **Edward S. Buckler** (Plant Breeding and Genetics at the Institute for Genomic Diversity, received the 2017 NAS Prize in Food and Agriculture Sciences, the first time this prize is being awarded. Buckler's work focuses on nutrition and food security.

Professor **Annelise Riles** (Anthropology, Law) has received the Anneliese Maier Award for lifetime achievement across the social sciences and humanities from the German government and Humboldt Foundation.

Associate Professor Renata **Ivanek** (Epidemiology) and Assistant Professor **Jeongmin Song** (Microbiology and Immunology) received awards from Schwartz Research Fund for Women in Life Sciences.

Roger Moseley, associate professor of music, received the Otto Kinkeldey Award of the American Musicological Society (AMS) for his 2016 book, "Keys to Play: Music as a Ludic Medium from Apollo to Nintendo," Nov. 11. The award recognizes a musicological book of exceptional merit by a scholar who is past the early stages of his or her career.

Associate Professor **Robert Reed** (Ecology and Evolutionary Biology) with colleagues **Linlin Zhang** and **Anyi Mazo-Vargas** won the 2017 Cozzarelli Prize for scientific excellence and originality. The annual prize recognizes papers for outstanding contributions to the scientific disciplines represented by the National Academy of Sciences (NAS). Winning papers were chosen by the editorial board of the Proceedings of the National Academy of Sciences (PNAS) from the more than 3,200 research articles published in the journal last year.

Professor **Robert Sternberg** (Human Development) won the 2018 Grawemeyer Award in Psychology for his concept of “successful intelligence.” The award, given by the University of Louisville, is in recognition of Sternberg’s view that intelligence encompasses several skills – including analytical reasoning, creative thinking, common sense, wisdom-based and ethical skills – that help people succeed.

Three assistant professors – whose work explores horizontal gene transfer, precision monitoring of solid-organ transplants, and how facial recognition is encoded in a genome – have won National Institutes of Health Director’s New Innovator Awards. They are **Ilana Brito** (Meinig School of Biomedical Engineering), **Iwijn De Vlaminck** (Meinig School of Biomedical Engineering) and **Michael Sheehan** (Neurobiology and Behavior).

Tisch University Professor **Geoffrey W. Coates** (Chemistry and Chemical Biology) received the 2017 Newcomb Cleveland Prize from the American Association for the Advancement of Science (AAAS) for the best paper published in Science. Papers are chosen based on scholarship, innovation, presentation, likelihood of influencing the field and interdisciplinary significance. The paper was co-authored with Anne LaPointe, research associate in chemistry; former Cornell postdocs James Eagan and Rocco Di Girolamo; Jun Xu, Christopher M. Thurber, Christopher W. Macosko, and Frank S. Bates.

Helen L. Carr Professor of Developmental Psychology **Stephen Ceci** (Human Development) won the American Psychological Association’s G. Stanley Hall award for distinguished contributions to developmental science. The highest honor in the field of developmental psychology, the award is given to an individual or research team who has made distinguished contributions to developmental psychology in research, student training and other scholarly endeavors.

The National Cheese Institute (NCI) named Professor **David M. Barbano** (Food Science) the 2018 NCI Laureate. The award recognizes individuals who have made significant long-term contributions to the development and growth of the cheese industry.

Summary of Faculty Senate Meetings

September

The year was launched with Q&A session with President Pollack. The process for developing a new Consensual Relationships Policy was outlined and received well.

October

Preliminary results of the Work-Life Survey were shared. As a response to the September racial incidents in college town there was a presentation by Dean of Students Vijay Pendakur on bias reporting. The “Monday Message” plan was announced as a way to control mass mailings to the faculty. Vice Provost Julia Thom-Levy announced a plan for reviewing Blackboard and other Learning Management Systems. These systems help faculty run their courses and have a huge educational impact.

November

The new process for becoming emeritus was approved. Central was the idea of using “emeritus/a” a title modifier. This was the “last stop” for this reform before going to the Board of Trustees. There were three presentations about free speech on campus prompted by the Collegetown incident and concern about regulating hate speech. Professor Risa Lieberwitz (ILR) spoke about the activities of the Codes and Judicial Committee. Professor Nelson Tebbe (Law) gave an overview of the First Amendment. Wendy Tarlow (University Counsel Office) talked about the regulation of hate speech and the blurry line with harassment.

December

The North Campus housing expansion was discussed by Provost Kotlikoff and Vice President Lombardi. Professor Rayna Kalas reviewed the Financial Policy Committee’s work on the new budget model and its implications. There was a presentation by those in charge on Sustainability and the Climate Action Plan.

February

There was brief discussion about a modified Weiss Award selection process. The “pig roast” generated major faculty concerns about the Greek System. Cornell Health presented a sobering assessment about student mental health and their ability to deliver adequate support. There was also Q&A session with President Pollack.

March

A rough draft of a Proposed Consensual Relationships Policy was shared with lots of Q&A. There was extensive discussion about the state of shared governance as it relates to the Senate.

April (First Meeting)

Long discussion with the Provost, Associate A&S Dean Ted O'Donoghue, and Vice Provost Judy Appleton about the "organizational structures" proposal that is a critical component of the Social Science Review. Everything was about the ILR-CHE college merger option. This in turn prompted concerns about the role of the Senate in shared governance.

April (Second Meeting)

Discussion of two Consensual Relationship Policies (CRP). Much of the meeting dealt with a resolution that sought to modify the recusal plan proposed by the CRP Committee. The resolution failed. The sense of the Senate is that most were opposed to a ban that would prohibit grad-faculty relationships when both partners were associated with the same graduate field or degree program.

May

Discussion of all the non-merger options that are part of the Social Science Review.