Faculty Senate

April 12, 2017
Announcements

1. Gannett is now known as **Cornell Health**.

2. 300+ responses to **snowdays@cornell.edu**. Anonymized collection will be available before May. Protocols must be revisited.

3. Issues surrounding Faculty/grad romantic relationships. New forward motion on this important topic.
Senate Meeting Next Week: Statler Ballroom

Vote
   Honesty and Reliable Knowledge Resolution

Discuss
   The recommendations of the Academic Calendar Committee
   (The vote will be in May.)

Meet
   President Martha Pollack
   (Reception afterwards)
Financial Aid Models

Senior Vice Provost Barb Knuth
Resolution Endorsing the “Statement on Academic Freedom”

Professor Risa Lieberwitz (ILR)
Professor Matt Evangelista (Government)
WHEREAS, academic freedom of faculty and students is central to the basic integrity of the university as an institution created to serve the public interest in education, scholarship, and an uninhibited exchange of ideas;

WHEREAS, academic freedom and freedom of speech are essential to enable members of the university community to engage in public debate and dissent;

WHEREAS, Cornell University has a longstanding commitment to academic freedom and freedom of speech;

WHEREAS, University statements of rights and principles tied to academic freedom and freedom of speech should be easily accessible to all members of the University community;

WHEREAS, the current political climate has led to increased fear and uncertainty that can chill the exercise of academic freedom and freedom of speech by faculty, students, and staff.

WHEREAS, Cornell’s current guidelines and policies should be reviewed and revised, as needed, to ensure broad and strong protection of academic freedom and free speech;

BE IT THEREFORE RESOLVED, that the Faculty Senate endorses the attached “Statement on Academic Freedom.”
Mindful of these emerging threats as well as longstanding university commitments, we call on Cornell to reaffirm the following basic principles:

1) To reaffirm the University Faculty’s 1960 “Principles of Academic Freedom and Responsibility” (Cornell Faculty Handbook).
   - Broad definition of academic freedom (teaching, research, intramural speech, extramural speech);
   - Protects all faculty (part-time and full-time, tenure-track, tenured, and non-tenure-track) and teaching assistants.

2) To reaffirm the statement in the Cornell Campus Code of Conduct (Art. III. A. 2), which protects the ability of faculty members to express unpopular or unorthodox views, analysis, and opinions.
   - Cornell administration and Board of Trustees should resist and reject internal or external demands or pressures to censor or censure faculty for their speech.
Academic Freedom for the Faculty of Cornell University means:

Freedom: of expression in the classroom on matters relevant to the subject and the purpose of the course and of choice of methods in classroom teaching; from direction and restraint in scholarship, research, and creative expression and in the discussion and publication of the results thereof; to speak and write as a citizen without institutional censorship or discipline;

and

Responsibility: to perform faithfully the duties of the position; to observe the special obligations of a member of a learned profession and an officer of an educational institution to seek and respect the truth; to make it clear that utterances made on one's own responsibility are not those of an institutional spokesman.

Academic freedom is valued very highly at Cornell, and the University Faculty defends it tenaciously; nevertheless, the same University Faculty is disinclined to see the concept abused. Academic freedom does not imply immunity from prosecution for illegal acts of wrongdoing, nor does it provide license for faculty members to do whatever they choose.
3) To reaffirm that the protections regarding free speech contained in the Cornell Campus Code extend to students, faculty and staff (Art. I. A and Art. III. A. 2), including non-academic and non-teaching staff and administrators within the Cornell University community.

4) To reaffirm that processes of faculty hiring, tenure, review, promotion, and retention will not be influenced by the candidates’ political viewpoints or actions – and that the same holds true for assessment and grading of students. The University must affirm that candidates will not be disadvantaged in the tenure and promotion or retention process due to their political views, activism, race, gender, class, religion, sexual orientation, or gender identity.
We call on Cornell to endorse and formally commit to defend the following values, goals, and principles, which are more explicitly articulated here than in either the Cornell Campus Code or Cornell Faculty Handbook.

1) To commit to publicize and circulate to all members of the University community statements of these rights and principles tied to academic freedom.

2) To commit to publicize a series of guidelines pertaining not only to academic freedom but also to academic responsibility in a climate of growing political monitoring and intimidation.
   e.g. Policies that prohibit and penalize the unauthorized recording or taping of classes.
   e.g. Make available resources designed to encourage faculty, students, and staff to fully and freely exercise their academic freedom.
3) To commit that Cornell will refrain from monitoring student organizations or political groups and their faculty advisors, and that it will actively prevent any non-University or external organizations from engaging in the surveillance of such groups.

4) To commit to foster and cultivate (financially and otherwise) existing Cornell programs and departments that concentrate on the study of and knowledge about minoritized or disadvantaged nationalities, religions, or populations and groups, particularly those that are the target of discrimination by government or private organizations.
5) To commit the legal resources and expertise of the University Counsel’s office to support and defend faculty in the event that external entities or organizations intrude upon or otherwise violate Cornell’s academic freedom and free speech protections.

6) To commit to work with faculty, student and staff organizations, including governance bodies (including the Faculty Senate, Student Assembly, University Assembly, Graduate and Professional Student Association) to revise Cornell’s current guidelines and policies to ensure broad protection of academic freedom.
Resolution on Judicial Administrator Procedures

Richard Bensel (Government)
Matthew Evangelista (Government)
Robert Howarth (Ecology and Evolutionary Biology)
Bruce Levitt (Performing and Media Arts)
The Resolution

Title: A Proposal for Partially Redressing an Imbalance in Judicial Proceedings Involving University Administrators and Students

Whereas there exists an immense discrepancy between the power, authority, and status of a senior University administrator and that of a student,

And whereas that discrepancy is exacerbated when a senior University administrator files a complaint against a student,

Resolved, the Faculty Senate requests that proceedings in which a senior administrator prosecutes a member of the Cornell community be open and public if the defendant requests that they be open and public.
Budget Model Incentives and Disincentives

Vice President for Budget and Planning Paul Streeter
Provost Mike Kotlikoff
Central Budget Deficit History & Projection

(millions)

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<td>Deficit</td>
<td>$(73.0)</td>
<td>$(84.0)</td>
<td>$(68.7)</td>
<td>$(63.5)</td>
<td>$(45.7)</td>
<td>$(64.3)</td>
<td>$(58.7)</td>
<td>$(22.8)</td>
<td>$0.0</td>
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Yearly deficits from 2009 to 2017, showing a decline in the deficit amount over time.
Central Budget Reduction - FY16 & FY17

**FY16 Actions (Provosts Fuchs/Katz)**

- Assigned Budget Reductions
  - Colleges – 1.7% average
  - Central Administration – 2%

- Revenue Capture
  - Reduced Provost Support based on projected net revenue growth

**Value**

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
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<tbody>
<tr>
<td>Assigned Budget Reductions</td>
<td>$20.1M</td>
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<tr>
<td>Revenue Capture</td>
<td>$20.2M</td>
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**FY17 Actions (Provost Kotlikoff)**

- Shifted costs from USP funding to Allocated Cost Model and adjusted subvention to “net zero” position by based on actual financial results and projected net revenue growth

- Central Administration funding held flat – required to self-fund salary improvement program

**Value**

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<tr>
<th>Description</th>
<th>Value</th>
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<tbody>
<tr>
<td>Allocated Cost Model and adjusted subvention to “net zero” position</td>
<td>$18.4 M</td>
</tr>
<tr>
<td>Self-fund salary improvement program</td>
<td>$6.5M</td>
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U GRAD TUITION REVENUE

U GRAD TUITION POOL

COLLEGES
90%

60/40

College A
College B
College C
College D

PROVOST
10%

Subvention
University Initiatives
Undergraduate Tuition Distribution

FY14 Initial Model Rollout
  • 25% Enrollment; 75% Teaching

FY15 and FY16
  • 40% Enrollment; 60% Teaching
    Note: Subvention adjusted to offset impact.

FY17 and FY18
  • 40% Enrollment; 60% Teaching
  • Teaching %’s by College Frozen at FY16 Level
“Unfrozen” Teaching Distribution Metrics

<table>
<thead>
<tr>
<th>College</th>
<th>FY14</th>
<th>FY15</th>
<th>FY16</th>
<th>FY17</th>
<th>FY18</th>
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<tbody>
<tr>
<td>Agriculture &amp; Life Sciences</td>
<td>19.97%</td>
<td>20.79%</td>
<td>21.08%</td>
<td>21.06%</td>
<td>20.48%</td>
</tr>
<tr>
<td>Architecture, Art &amp; Planning</td>
<td>2.80%</td>
<td>2.80%</td>
<td>2.71%</td>
<td>2.67%</td>
<td>2.58%</td>
</tr>
<tr>
<td>Arts &amp; Sciences</td>
<td>41.47%</td>
<td>39.90%</td>
<td>38.70%</td>
<td>37.32%</td>
<td>37.46%</td>
</tr>
<tr>
<td>Computing &amp; Information Science</td>
<td>3.93%</td>
<td>4.50%</td>
<td>5.21%</td>
<td>5.66%</td>
<td>6.28%</td>
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<tr>
<td>Engineering</td>
<td>11.03%</td>
<td>11.41%</td>
<td>11.74%</td>
<td>12.31%</td>
<td>11.98%</td>
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<tr>
<td>Hotel Administration</td>
<td>7.11%</td>
<td>7.24%</td>
<td>7.43%</td>
<td>7.61%</td>
<td>7.73%</td>
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<tr>
<td>Human Ecology</td>
<td>6.78%</td>
<td>6.64%</td>
<td>6.40%</td>
<td>6.51%</td>
<td>6.47%</td>
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<tr>
<td>Industrial &amp; Labor Relations</td>
<td>4.13%</td>
<td>4.28%</td>
<td>4.63%</td>
<td>5.03%</td>
<td>5.16%</td>
</tr>
<tr>
<td>Johnson</td>
<td>0.60%</td>
<td>0.57%</td>
<td>0.53%</td>
<td>0.53%</td>
<td>0.58%</td>
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<tr>
<td>Law</td>
<td>0.22%</td>
<td>0.22%</td>
<td>0.25%</td>
<td>0.32%</td>
<td>0.37%</td>
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<tr>
<td>Veterinary Medicine</td>
<td>0.72%</td>
<td>0.68%</td>
<td>0.65%</td>
<td>0.64%</td>
<td>0.63%</td>
</tr>
<tr>
<td>Cornell in Washington</td>
<td>0.16%</td>
<td>0.17%</td>
<td>0.16%</td>
<td>0.18%</td>
<td>0.15%</td>
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<tr>
<td>No Primary Instructor</td>
<td>1.07%</td>
<td>0.80%</td>
<td>0.51%</td>
<td>0.17%</td>
<td>0.13%</td>
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<tr>
<td><strong>TOTAL COLLEGES</strong></td>
<td>100.00%</td>
<td>100.00%</td>
<td>100.00%</td>
<td>100.00%</td>
<td>100.00%</td>
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UNFREEZING OPTIONS

1. Unfreeze and adjust subvention (does not respond to changes in student demand)

2. Unfreeze and don’t adjust subvention (incentive to capture students)

3. Move to a hybrid system of funding to colleges with some base funding and some activity–dependent funding (balance of both negatives)