

# Preliminary Recommendations

*The Committee on Academic Titleholder Representation\**

September 2018

\*Commissioned at the February 2018 Faculty Senate Meeting.

# The Committee

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Stephane Bentolila	Molec Bio and Gen	Assistant Research Professor
Beth Bunting	Pop Med & Diag Sci	Senior Extension Associate
Brenda Dietrich	ORIE	Professor of the Practice
Aliqae Geraci	Library	Associate Librarian
Roger Gilbert	English	Professor
Kim Kopko	PAM	Senior Extension Associate
Bruce Lauber	Natural Resources	Senior Research Associate
Estelle McKee	Law	Clinical Professor
Bruce Monger	EAS	Senior Lecturer
Pilar Thompson	VET	Program Manager and EA Member
Charles Van Loan*	Computer Science	Professor Emeritus and Dean of Faculty
Makda Weatherspoon	Near Eastern Studies	Senior Lecturer

\* Chair

# Academic Titles: The Numbers

Professor (all ranks) 1582

Emeriti 619

University Professor 0

Professor-at-Large 17

Visiting Professor (all ranks) 168

Adjunct/Courtesy/Acting Professor (all ranks) 258

Research Professor (all ranks) 11

Clinical Professor (all ranks) 32

Professor-of-the-Practice (all ranks) 23

Librarian (all ranks) 96

Archivist (all ranks) 15

Post-docs 558

(Principal) Research Scientist 9

(Senior) Research Associate 324

(Senior) Extension Associate 225

(Senior) Lecturer 330

Senior Scientist/Scholar 3

Instructor 11

Teaching Associate 9

Visiting Instructor/Lecturer 131

Visiting Critic 33

Visiting Scholar/Scientist 168

Visiting Fellow 164

The numbers are based on 2017-18 data and are “accurate enough”. Take a look at the [distribution across the colleges](#).

# Current Senate/Employee Assembly Alignments

**Professor (all ranks)** 1582

**Emeriti** 619

**University Professor** 0

**Professor-at-Large** 17

These titles define the  
"University Faculty"

**Visiting Professor (all ranks)** 168

**Adjunct/Courtesy/Acting Professor (all ranks)** 258

**Research Professor (all ranks)** 11

**Clinical Professor (all ranks)** 32

**Professor-of-the-Practice (all ranks)** 23

**Librarian (all ranks)** 96

**Archivist (all ranks)** 15

**Post-docs** 558

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**(Senior) Extension Associate** 225

**(Senior) Lecturer** 330

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**Instructor** 11

**Teaching Associate** 9

**Visiting Instructor/Lecturer** 131

**Visiting Critic** 33

**Visiting Scholar/Scientist** 168

**Visiting Fellow** 164

**The Faculty Senate** 2644

**The Employee Assembly** 2141

# Proposed Senate/Employee Assembly Alignments

**Professor (all ranks)** 1582

**Emeriti** 619

**University Professor** 0

**Professor-at-Large** 17

**Visiting Professor (all ranks)** 168

**Adjunct/Courtesy/Acting Professor (all ranks)** 258

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**Visiting Scholar/Scientist** 168

**Visiting Fellow** 164

**The Faculty Senate** 4785

**The Employee Assembly** 0

# Why?

1. Representation for the University Faculty, the non-tenure track faculty, post-docs, librarians, and other academic titleholders should reflect the deep levels of professional interaction that already exist between these constituencies. (The Employee Assembly typically does not deal with academic issues and it supports the realignment.)
2. It sends a message that at Cornell there is respect for the work and contributions of all academic titleholders.
3. The challenges facing Cornell and higher education are so great that we need all points of view “on deck”.

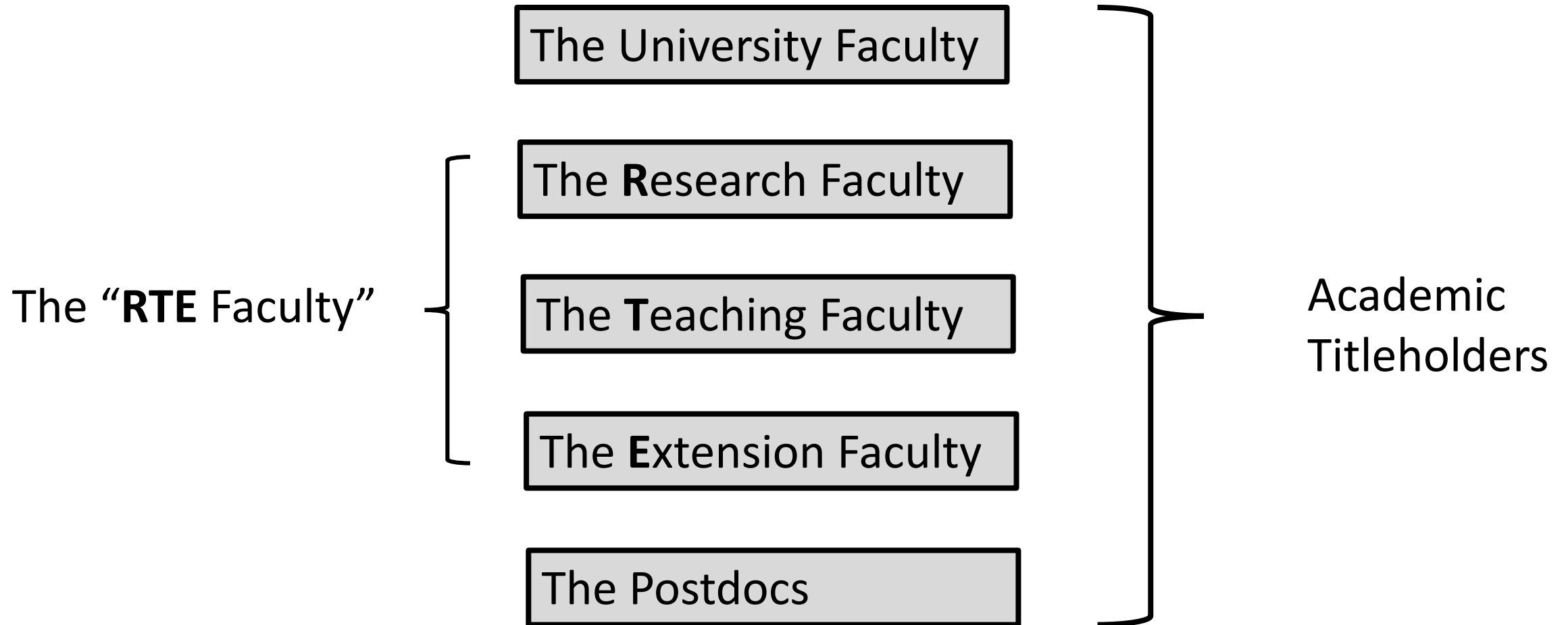
# How?

The Committee has preliminary recommendations  $R_1, \dots, R_{10}$  that address

- Senate Membership/Voting Rights
- Elections for DoF, ADoF, Faculty Trustee, etc
- Senate-Related Committees

The discussion of these recommendations now follows ....

# R1: Identify the RTE Faculty





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The University Faculty

The Research Faculty

The Teaching Faculty

The Extension Faculty

R1: Identifying  
the RTE Faculty

## R2: Voting Rights (Definition)

If a member of the University Faculty or the RTE Faculty has voting rights, then that member can serve in the Senate and participate in elections that determine

- (a) The Faculty Trustees
- (b) The Dean of Faculty
- (c) The Associate Dean of Faculty
- (d) The At-large Senators

and the make up of

- (a) The University Faculty Committee
- (b) The Nominations and Elections Committee

## R2: Voting Rights (Rationale)

Some academic titles have “ranks” meaning that there is a path for advancement within that track, e.g.,

Assistant Clinical Professor → Associate Clinical Professor → Clinical Professor

Lecturer → Senior Lecturer

Extension Associate → Senior Extension Associate

Research Associate → Senior Research Associate

Research Scientist → Principal Research Scientist

etc.

Individuals who are in such tracks have a coupling with the university that justifies having voting rights.

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The University Faculty

The Research Faculty

The Teaching Faculty

The Extension Faculty

R2: RTE Titles with voting rights.

## R3: Department and At-Large Senators

Departments can send either RTE Faculty or University Faculty to the Faculty Senate.

At-large Senate seats can be filled by either a member of the University Faculty or a member of the RTE Faculty.

If an RTE Faculty member is to serve in the Senate, then the commitment must be consistent with the “service component” of the RTE faculty member’s contract.

# R4: Twenty RTE - Designated Senate Seats

All to be filled by members of the RTE faculty who have voting rights.

1 seat for Cornell University Library.

19 seats distributed among the colleges roughly in proportion to their RTE -Faculty count, e.g., 

The library and the colleges select their RTE Senator(s) as they see fit.

1	AAP
4	CALS
3	CAS
2	CCB
2	CHE
2	COE+CIS
1	ILR
1	LAW
3	VET

# R5: Postdoc Representation

1 ex officio\* seat in Senate.

Selection details to be worked out through the Office of Postdoctoral Studies.

Note: the Student Assembly, the Graduate and Professional Student Assembly, and the Employee Assembly each have an ex officio seat in the Faculty Senate.

“Ex officio” allows for participation without voting rights. The intent here is to establish a communication channel between the Faculty Senate and the community of postdocs.

# Senate Membership Summary

1. The 90+ academic-unit Senators and 9 At-Large Senators must be voting members of the University Faculty **or the RTE Faculty.**
2. **19 RTE-designated Senate seats are apportioned among the colleges and filled at their discretion.**
3. **1 RTE-designated Senate seat filled by Cornell University Library.**
4. 1 Ex Officio seat each for the SA, GPSA, EA, **and the postdoc community.**
5. 1 Senate Seat designated for Emeriti and picked by Cornell Academics and Professors Emeritus.
6. 1 Senate Seat designated for ROTC and picked by ROTC.



# R6: Committee on the Professional Status of the RTE Faculty

Create a standing committee of the Faculty Senate that would be staffed by ten RTE faculty members. Two seats would be reserved for non-voting members of the RTE Faculty.

The Dean and Associate Dean of Faculty would be (nonvoting) ex officio members.

Sample issues that might be taken up by the committee include (a) promotion and renewal standards, (b) professional development, (c) recruitment and retention, (d) academic freedom, (e) switching tracks, and (f) emeritus/a status for qualified RTE faculty.

# R7: RTE Faculty on Standing Senate Committees

RTE Faculty who have voting rights can serve on any standing\* committee of the Senate except the following:

- (1) the Faculty Advisory Committee on Tenure Appointments
- (2) the Committee on Program Evaluation
- (3) the Academic Freedom and Professional Status of the Faculty Committee
- (4) The A.D. White Professor Selection Committee

Staffing should continue to be driven by the desire to have a diverse membership of interested faculty who are distributed across the colleges.

The Senate has standing committees on educational policy, academic programs, athletics, music, finances, the library, university lectures, benefits, ROTC, etc.

# R8: The University Faculty Committee and the Nominations and Elections Committee

The Chair of the Committee on the Professional Status of RTE Faculty should be a nonvoting ex officio member of these committees.

All voting members of the University Faculty and all voting members of the RTE faculty can participate in elections for these committees, but only the University Faculty can serve.

# R9: DoF, ADoF, and Faculty Trustee Elections

The Dean of Faculty, Associate Dean of Faculty, and Faculty Trustees are elected by voting members of the University Faculty **and voting members of the RTE Faculty.**

The Dean of Faculty, Associate Dean of Faculty, and Faculty Trustees must be members of the University Faculty.

# R10: Assembly Endorsement

The Student Assembly, the Graduate and Professional Student Assembly, the Employee Assembly, and the University Assembly should vote on whether or not they support the alignment of all titleholders through the Faculty Senate.

# A Little History

1. University Faculty numbers and RTE Faculty numbers from 2001 through 2017
2. The 2004 Report on the Status of Nontenure Track Faculty
3. A Recent “Survey” of the NTT Faculty and Postdocs

# Historical Data

	University Faculty			Voting RTE Faculty		
	Number	Women	URM	Number	Women	URM
2017	1563	31.7 %	8.6 %	1020	48.5 %	5.9 %
2016	1599	31.5 %	8.4 %	1024	48.7 %	6.2 %
2015	1594	30.8 %	8.2 %	1074	48.5 %	6.3 %
2014	1601	29.4 %	7.8 %	1033	47.4 %	6.0 %
2013	1579	28.8 %	7.3 %	1037	45.2 %	6.0 %
2012	1553	27.9 %	6.8 %	1076	44.9 %	6.1 %
2011	1563	27.5 %	6.3 %	1101	44.1 %	7.1 %
2010	1544	26.7 %	6.3 %	1118	44.1 %	5.2 %
2009	1580	26.2 %	6.1 %	1135	43.7 %	3.8 %
2008	1589	25.9 %	6.0 %	1212	43.9 %	3.7 %
2007	1606	25.2 %	6.0 %	1195	44.0 %	4.4 %
2006	1581	24.4 %	5.9 %	1182	43.8 %	4.4 %
2005	1544	24.3 %	5.8 %	1223	44.7 %	4.3 %
2004	1532	23.4 %	5.7 %	1208	44.0 %	4.6 %
2003	1520	23.3 %	5.6 %	1203	44.0 %	4.7 %
2002	1511	23.0 %	5.5 %	1192	45.6 %	4.8 %
2001	1503	22.8 %	5.2 %	1181	44.8 %	4.5 %

The data comes from [Institutional Research and Planning](#). Terminology Map: “Academic Professionals” = “Voting RTE Faculty”

# The 2004 Report on the Status of Nontenure Track Faculty

This was written as a set of recommendations to the Provost.

Lots of good ideas.

Some follow up on [professional development](#) and [emeritus/a status](#).

Advice to the Colleges about the importance of integrating the NTT faculty but no action by the Senate to do the same.

[Take a look.](#)



# Recent Poll of the NTT Titleholders and Postdocs

In December 2017 [NTT Titleholders](#) and [Postdocs](#) posted thoughts on how they would like to participate in shared governance through the various assemblies and the Faculty Senate.

We believe that our recommendations square with the “centroid” of opinion voiced by these two groups.

# Visit the Committee Website to Post Comments

Can comment on each of the recommendations specifically:

1. Defining the Research, Teaching, and Extension Faculties (the RTE Faculty)
2. Voting Rights for RTE Faculty
3. Senators from Department-Like Constituencies
4. Designated Senate Seats for RTE -Faculty
5. Postdoc Representation
6. Creation of a New Standing Committee that Deals with RTE -Faculty Issues
7. RTE -Faculty Membership on Senate Committees
8. RTE -Faculty Membership on UFC and N&E
9. Voting for DoF, Associate DoF, and Faculty Trustee
10. Assembly Endorsement

# Tentative Timeline

- September** Public commenting on the preliminary recommendations via the [Committee Website](#)
- October** Final Committee recommendations encoded as resolutions.
- November** The Senate votes on the (possibly modified) resolutions.
- December** What passes the Senate is packaged and presented to the University Faculty as a referendum.
- January** What's approved by the University Faculty is enacted.