

Faculty Senate

December 12, 2018

To promote the communication of opposing views and to serve as a free-speech-with-respect model for the rest of the campus, all discussion in the Faculty Senate must be conducted in a civil fashion that is free of any intimidation or personal attacks.

- *the University Faculty Committee*

Announcements

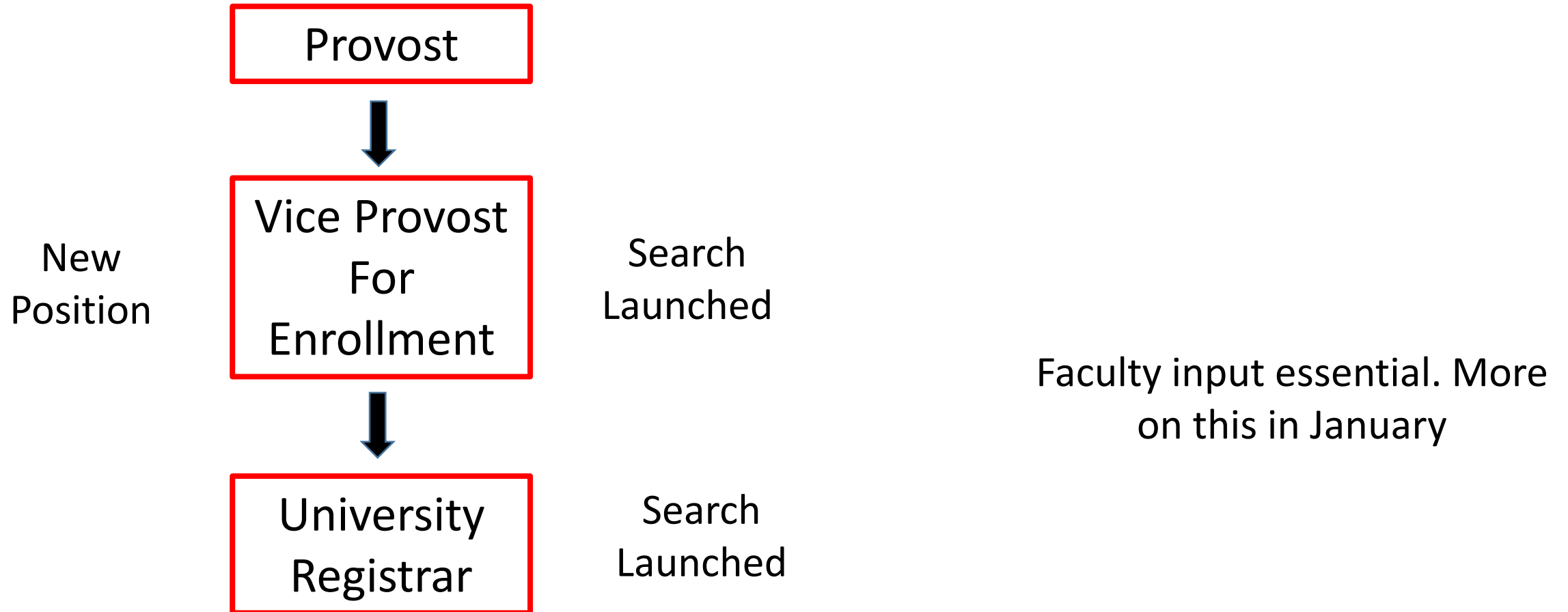
Transition

Karen Lucas, who has worked at Cornell for 42 years including 10 years as executive staff assistant to the Dean of Faculty, is retiring January 30, 2019. A truly remarkable colleague.

Jill Short will transition into this position starting January 10, 2019.

Jill has over 33 years of experience, including 16 years in her current position as Assistant to the Associate Dean for Academic Affairs, the Associate Dean for Education and the Veterinary Curriculum Director in the College of Veterinary Medicine.

Important Reorganization & Positions to Fill



Sense of the Senate Resolutions

Chris Schaffer
Associate Dean of Faculty

Sense-of-Senate Resolution 1

The Senate appreciates the response to the substantive concerns raised after the presentation at the October Senate meeting of a proposed revision to the policies for evaluating sexual misconduct (Policy 6.4) that implicates faculty or staff.

In response to the concerns raised, an ad hoc committee including faculty and members of the University Counsel's office, the Title IX office, Human Resources, and the Employee Assembly will meet to discuss these concerns and propose solutions.

The Senate looks forward to commenting on the new proposed revisions in the Spring.

Sense-of-Senate Resolution 2

The Senate affirms the need for a separation of the investigation and adjudication phases of the Policy 6.4 process and, further, affirms the need for an evidentiary hearing as an essential part of the process.

These are both features of the current Policy 6.4 process when a student is accused.

Sense-of-Senate Resolution 3

The Senate further expects that future policy decisions that substantively affect the faculty be developed in consultation with faculty representatives, beginning at an early stage of the process.

Sense-of-Senate Resolution 4

The Senate asks that President Martha Pollack outline the conditions under which the University would decline to enter into or would withdraw from an institutional-level academic or research collaboration with another University or institution due to concerns about the violation of human rights or academic freedom, or due to concerns regarding student safety.

The Senate asks for an opportunity to comment on a draft of such conditions in the Spring of 2019 and urges the President to make the broad conditions publicly known.

Sense-of-Senate Resolution 5

The Senate supports the efforts of the Office of Student and Campus Life to create a “scorecard” for fraternities and sororities that outlines accusations of misconduct and the resolution of cases.

The Senate further supports ongoing efforts by the Office of Student and Campus Life to educate individuals interested in participating or already part of Greek letter organizations of their rights when joining and participating in these organizations and the expectations for their behavior in these organizations.

Discussion of Concerns Relating To the RTE Representation Resolution

Charlie Van Loan
Dean of Faculty

Where We Are

December

Identify areas of concern in the current resolution that need to be addressed.

January

Encourage concerned colleagues to formulate motions to amend or modify the current resolution.

February

Those motions will be processed at the February Senate meeting in advance of a final vote.

March

University Faculty referendum.

Terminology

University Faculty

The tenured and tenure track faculty.

RTE Faculty

All other academic titleholders including all ranks of lecturer, research associate, extension associate, professor-of-the-practice, research professor, clinical professor, librarian, archivist, visiting critic, senior scientist, senior scholar, instructor, etc.

University Voting Rights

Eligible to serve in the Faculty Senate and eligible to vote in elections for Faculty Trustee, Dean of Faculty, Associate Dean of Faculty, etc.

The Resolution At-a-Glance

1. A subset of the RTE faculty are given university voting rights.
2. Departments and Schools are allowed to send RTE Faculty with university voting rights to the Faculty Senate.
3. Approximately 20 RTE-Only Senate seats are apportioned among the colleges and are to be filled by college-wide elections.
4. The Library is given a seat in the Faculty Senate.
5. Post-docs are given a seat in the Faculty Senate w/o voting rights.

What the Senate Would Look Like

1. The 90+ academic-unit seats and 9 At-Large seats filled by voting members of the University Faculty **or the RTE Faculty.**
2. **Approximately 20 RTE-designated Senate seats, apportioned among the colleges.**
3. **1 RTE-designated Senate seat filled by Cornell University Library.**
4. 1 Ex Officio seat each for the SA, GPSA, EA, ROTC, **and the postdoc community.**
5. 1 Senate seat designated for Emeriti and picked by Cornell Academics and Professors Emeritus.

The University Faculty (UF) – Faculty Senate (FS) Connection

The expanded-membership proposal **DOES NOT CHANGE** that connection:

The UF delegates its business to the FS and has complete authority over it as described in Article XII of its bylaws*.

The UF can meet on its own.

The UF can postpone and nullify any action of the FS.

* The Organization and Procedures of the University Faculty ([OPUF](#))

Three Further Perspectives

1. Almost all Faculty Senate votes are advisory and rarely of the 51-to-49 variety.
2. Many tenure-process issues are shared with other tracks and are informed by them, e.g., the role of teaching in promotion, the role of external funding in the assessment of research, etc.
3. Roll call votes can be used whenever independent assessments of how the two faculties “think” are needed.

Four Concerns

Voice

Won't an expanded Senate with RTE members have a diminished voice?

Identity

Is "RTE Faculty" the best way to refer to colleagues off the tenure track?

Voting

Is the voting/nonvoting line properly drawn across the RTE Faculty?

Ratio

Do we need legislation to prevent an RTE majority in the Senate?

The “Voice” Concern

Won't an expanded Senate with RTE members have a diminished voice?

“No” and here is the thinking behind the resolution:

The impact and the voice of the Faculty Senate has less to do with titles and more to do with the quality of its deliberations and the intelligence behind its resolutions.

A mixed Faculty Senate with “everyone in the room” makes this more likely because it squares with the idea of shared governance. Moreover, it creates opportunities for both the University and RTE faculties to lead.

The “Voice” Concern

Won't an expanded Senate with RTE members have a diminished voice?

“Yes” and here is what to do about it:

Create a separate “RTE Senate”. This would give representation to the RTE Faculty, avoid tensions, and not rock the current Faculty Senate “boat”.

Develop coordination mechanisms through the Office of Assemblies to facilitate discussion between the two senates on matters of mutual interest.

The “Identity” Concern

Is “RTE Faculty” the best way to refer to colleagues off the tenure track?

“Yes” and here is the thinking behind the resolution:

An academic titleholder who is a teacher or a researcher is a faculty member. This is a broadly-held definition of “faculty” .

Every academic job description on the books involves a significant mix of research, teaching, and extension (external engagement). Thus, “RTE” is an effective descriptor.

The “Identity” Concern

Is “RTE Faculty” the best way to refer to colleagues off the tenure track?

“No” and here are two alternatives:

- A.** Use terminology that communicates the distinction between those who are on the tenure track (“The Faculty”) and those who are not (“The Faculty Affiliates”, “The Faculty Associates”, “The Nontenure-Track Faculty”, etc.)

- B.** Expand the acronym so that in addition to referencing (1) research, (2) teaching, and (3) extension it also references (4) clinical work, (5) library work, and (6) entrepreneurial work.

The “Voting” Concern

Is the voting/nonvoting line properly drawn across the RTE Faculty?

“Yes” and here is the thinking behind the resolution:

This issue it is not about the value of a titleholder group. It is about length-of-appointment, appointment-renewal guidelines, and related matters that show up in the title and title-modifier definitions.

RTE Faculty with title visiting critic, visiting scholar, visiting scientist, instructor, and teaching associate do not have university voting rights nor do those whose title is modified by “visiting”, “acting”, or “courtesy”.

University Faculty whose title is modified by “adjunct”, “visiting”, or “acting” do not have university voting rights. (Not changing what is in the University Bylaws.)

The “Voting” Concern

Is the voting/nonvoting line properly drawn across the RTE Faculty?

“No” and here are two alternative strategies:

A. Because there may be limited vetting associated with the hiring of lecturers, research associates, and extension associates, those titleholders should not be given university voting rights. However, it is reasonable to revisit the issue after 3 years of experience with the expanded Senate.

B. Add a requirement that lecturers, research associates, and extension associates must have held those positions for at least 5 years in order to be eligible for membership in the Faculty Senate.

The “Ratio” Concern

Do we need legislation to prevent an RTE majority in the Senate?

“No” and here is the thinking behind the resolution:

Natural forces will lead to a Senate that has the right “RTE fraction”:

1. Academic units can be trusted to elect effective representatives, i.e., experienced colleagues who are willing to share department thought with the Senate and Senate thought with the department.
2. There is not a more-time-to-serve-in-the-Senate differential that would tip in favor of the RTE Faculty. Moreover, many RTE Faculty contracts leave no room for university-level service.

The “Ratio” Concern

Do we need legislation to prevent an RTE majority in the Senate?

“Yes” and here are three ways to control $R = \text{\#UF Senators} / \text{\#RTE Senators}$:

- A.** Insist that departments can only have University Faculty Senators and/or reduce the college RTE-only allocation. This forces $R \geq 100/20$.
- B.** If a department wishes to send one of its RTE faculty members to the Senate, then that individual must be an elected College-RTE representative. This forces $R \geq (100-20)/20 = 4$.
- C.** If a Dept RTE senator’s 3-year term comes to an end, then the successor must be a member of the University Faculty. This (essentially) forces $R \geq 1$.

Closing Reminder

The goal today is to identify parts the resolution that need to be modified in order to secure broad approval.

Towards that end, formal motions need to be put together for consideration at the February meeting.

deanoffaculty@cornell.edu is happy to assist.

Extension of DoF Term

Chris Schaffer
Associate Dean of Faculty

From Article XIII in the University Bylaws

There shall be a Dean of the University Faculty who shall be elected in such manner as the University Faculty may determine, for a term of not to exceed three years. The University Faculty Senate may extend the term of the Dean of the University Faculty for a period not to exceed two years. Both actions are subject to confirmation by the Executive Committee.

Request 1-Year Extension

The current DoF's 3-year term ends June 30, 2019 and a 1-year extension is requested for two reasons:

1. Time needed to complete several projects begun this year and to tidy up the job for the next DoF.
2. Need to ensure smooth transitions for critical office staff (long-time Executive Staff Assistant Karen Lucas is retiring) and for the next Associate Dean of Faculty (Chris Schaffer's 3-year term ends and is he is also going on sabbatical 2019-20)

The Nominations and Elections Committee has approved this request.