

Faculty Senate

March 13, 2019

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

Charlie Van Loan
Dean of Faculty

Upcoming Elections

Associate Dean of Faculty

University Faculty Committee (2 seats)

Nominations and Elections Committee (2 seats)

Senator At-Large (2 seats)

More later. But if you are interested or can think of someone who would be good, then please contact our office.

RTE Representation: Proceeding Towards a Vote

A plan to create an ad hoc committee to look into the representation of the nontenure track faculty is announced at the [February 2018 Meeting of the Faculty Senate](#)

Recommendations from the Committee on Academic Titleholder Representation is presented at the [September Meeting of the Faculty Senate](#).

University Faculty Committee resolution endorsing the recommendations is presented at the [November Meeting of the Faculty Senate](#).

Various concerns are discussed at the [December Meeting of the Faculty Senate](#).

Ten sense-of-the-senate votes are taken at the [February Meeting of the Faculty Senate](#).

Today

We will present the revised proposal. It amounts to a response to our February SOS voting and other feedback.

We will pause all along the way answering questions and checking to see if there are any proposed amendments.

If we finish and there are no approved amendments or motions to postpone, then we will call for a vote. E-voting for one week will be allowed.

Otherwise, we will work our way towards a vote in April.

Cornell Core Values '19

Mary Opperman
Vice President, Human Resources

Core Values

A foundation of conduct:

- Consistent and constant through change
- Not the work we do or the strategies we employ

The values that underlie:

- How we work and interact with each other
- Strategies to fill our mission
- How we go about our work
- Practices we use every day

Core Values

- Govern personal relationships
- Guide business processes
- Clarify who we are
- Articulate what we stand for
- Explain why we do what we do
- Guide us how to teach
- Inform us how to reward
- Guide us in making decisions
- Underpin the whole organization
- Require no external justification

Core Values Are Not:

- Operating practices
- Business strategies
- Cultural norms
- Competencies
- Changing in response to circumstances
- For individuals only

University of Texas at Austin

- **Learning:**
A caring community, all of us students, helping one another grow
- **Discovery:**
Expanding knowledge and human understanding
- **Freedom:**
To seek the truth and express it
- **Leadership:**
The will to excel with integrity and the spirit that nothing is impossible
- **Individual Opportunity:**
Many options, diverse people and ideas, one university
- **Responsibility:**
To serve as a catalyst for positive change in Texas and beyond

Harvard University

- Respect for the rights, differences, and dignity of others
- Honesty and integrity in all dealings
- Conscientious pursuit of excellence in one's work
- Accountability for actions and conduct in the workplace

Southwest Airlines

- **Warrior Spirit**
 - ✓ Strive to be the best
 - ✓ Display a sense of urgency
 - ✓ Never give up
- **Servant's Heart**
 - ✓ Follow The Golden Rule
 - ✓ Treat others with respect
 - ✓ Embrace our Southwest Family
- **Fun-LUVing Attitude**
 - ✓ Be a passionate Team Player
 - ✓ Don't take yourself too seriously
 - ✓ Celebrate successes
- **Work Safely**
 - ✓ Follow standard operating procedures
 - ✓ Identify and report hazards
 - ✓ Respect and comply with regulations
- **Wow Our Customers**
 - ✓ Deliver world-class Hospitality
 - ✓ Create memorable connections
 - ✓ Be famous for friendly service
- **Keep Costs Low**
 - ✓ Show up and work hard
 - ✓ Protect our Profit Sharing
 - ✓ Find a better way

Next Steps

- Discussion with all assemblies and other staff, faculty, and student groups
 - Create draft
 - Draft on website for campus community comment
 - Hold additional listening sessions
 - Refine and finalize
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- Target completion: May 2019



Thank You

**Conversation with
President Martha Pollack**

UFC Proposal for RTE Representation

Faculty Senate

March 13, 2019

The Proposal

Recommends use of the terminology “RTE Faculty”.

Supports the alignment of this constituency with the Faculty Senate.

The Proposal

With respect to UVR in the research, lecturer, and extension tracks, it recommends the “Senior Only” option.

Consistent with this, it recommends giving UVR to the top two ranks of the four-rank librarian and archivist tracks.

Notation: RTE* and UF*

“ RTE* “ will hereafter denote the RTE faculty who have UVR:

Research Professor (all ranks)
Clinical Professor (all ranks)
Professor-of-the-Practice (all ranks)
Research Scientist (both ranks)
Senior Scientist/Scholar
Senior Research Associate
Senior Lecturer
Senior Extension Associate
Librarian, Associate Librarian
Archivist, Associate Archivist

“ UF* “ will hereafter denote the University Faculty who have UVR:

Professor
Associate Professor
Assistant Professor
The Emeriti

(Consistent with current legislation.)

The Proposal

All RTE Faculty, regardless of UVR, would be allowed to attend Senate meetings and speak.

Departments can let RTE faculty without UVR participate in their secret-ballot senator elections if they so choose.

The Proposal

Recommends:

- 1 RTE-designated Senate seat filled by Cornell University Library.**
- 1 Ex Officio seat each for the SA, GPSA, EA, ROTC, and the postdocs**
- 1 Emeritus-designated Senate seat filled by CAPE**

(The Library and Postdoc seats are new.)

The Proposal

Recommends that there be nine at-large Senate seats to be filled through university-wide elections. The seats would be designated as follows:

3 for tenured members of the UF*

3 for untenured members of the UF*

3 for members of the RTE* faculty

The electorate for these positions would be the UF* and the RTE*.

Attributes of a Good Senate Membership Plan

It must be possible to have RTE* Senators from the departments. This is because it is in the departments where having a positive TT-RTE chemistry does the most good.

It is important to have College at-large Senate seats because it creates a guaranteed RTE* presence with an independent voice. They will be necessary until there is sufficient representation through the departments.

The Proposal

Department Senate Seat Rules

Each of the 72 departments gets one seat if $TT + RTE^* \leq 25$ and two seats if $TT + RTE^* > 25$.

Each department must have at least one University Faculty Senator.

College At-Large Senate Seat Rules

The 10 colleges each get one RTE^* -only seat if $RTE^* \leq 25$ and two seats if $RTE^* > 25$.

The Proposal

Every three years there would be an adjustment in the distribution of senate seats based on current UF* and RTE* numbers.

Every three years the University Faculty Committee with broad consultation would assess the quality of Faculty representation. All concerns would be discussed in the Faculty Senate.

Proposed modifications would be brought before the University Faculty in accordance with the Bylaws of that body, i.e., *The Organization and Procedures of the University Faculty*.

5 Voiced Concerns

1. College RTE At-Large: Why? How?

Why?

A pathway for small-department RTE* faculty representation.

A pathway for RTE* faculty who want to represent themselves.

How?

Self-nomination

Each college has its own e-voting mechanism.

No-takers means OK to leave vacant.

2. College RTE At-Large: It Tips the Balance

The Numbers:

- a) If the number of 2-seat depts increases by 70% then mathematically we could have $\#RTE > \#UF^*$.
- b) Even with current populations, the delegations from CVM, JCB, ILR, and LAW could mathematically have RTE* majorities.

The Realities:

- a') Maybe in 10 years after unprecedented levels of RTE* hiring and zero increase in the UF.
- b') CVM, JCB, ILR, and LAW know what's best for themselves.

3. Quorum: Possible Worry?

50 vs 65 is unlikely to be a problem because

- the membership profile will change in q-friendly directions
- we will push for more effective use of single-meeting alternates
- we will use e-voting as required*
- sense-of-senate operation does not require quorum

*E-voting on the calendar and the consensual relationship policy was at the 95% level

4. Critical Topics: How to Process and Vote?

Creation of new titles and ranks
Assessing teaching and research in promotions cases
Tenure-related procedures
Etc

Committee on the Academic Programs and Policy



Roll call voting will support separate tallies for UF and RTE*

Committee on the Academic Freedom Professional Status of the Faculty



The Faculty Senate

Planned Committee on RTE Faculty Issues and Policy



One must remember Senate voting on critical issues is almost always advisory

5. Irreversible! Go Slow

We are taking radical steps that may not work out. Then what?

Comments

The Senior-Only UVR Option is a non-radical “go slow” strategy.

Membership numbers will evolve slowly and if we pay attention the various allocation rules can be adjusted under the auspices of continual UFC oversight.

Yes or No

Thinking in terms of whether or not it will improve the Cornell environment for research, teaching, and extension, do you support [this proposal](#) for broader representation and engagement of the RTE faculty?