# Dean of Faculty Summary of 2017-18

# Charles Van Loan

# We Worked on the Weiss Award Process

Recognizing the importance of undergraduate education and the vision of Stephen H. Weiss,  the Board of Trustees has established three university-wide  awards for teaching and mentoring. **The nomination process requires letters of support from faculty and students, course descriptions, and course evaluations**. **An FAQ for nominators and letter-writers is provided. A broad definition of excellence in undergraduate education is taken into account when evaluating nominations**.

What we want:
   A half dozen great photos/year

How to get them:
   **1. Think about Background**
   **2. Focus on Foreground**
   **3. "Point-and-Click" Simplicity**

# We Worked on Communication to the Faculty

The Monday Message: 2-3 items that are 1-2 sentences each, e.g.,

1. Join Senator Kirsten Gillibrand, President Pollack, and others at an ILR-Sponsored Forum on Sexual Harassment at Work: Policy, Practice, and Law. Monday, March 19, 2:30-4:00pm, Statler Auditorium. More in this Sun article.

2. These comments on the March 2 university closing were received via snowdays@cornell.edu.

# We Worked on Developing an Effective Consensual Relationships Policy

# Three Quotes

The relationship between a teacher and a student depends on trust and benefits from mutual respect. As soon as a teacher makes a sexual advance, the relationship is altered irrevocably.

Sexual harassment policies that are not supplemented by consensual sexual relationships policies will leave some students without adequate support and resources.

The point of consensual sex policies should be to prevent situations that do not amount to actionable sexual harassment from interfering with students' education.

Margaret Mack (1999). ``Regulating Sexual Relationships Between Faculty and Students," *Michigan Journal of Gender and Law*, 6 (1) , 79-112.

# The "Prohibitions"

**Prohibition P1**
General

> Any member of the Cornell community who has (or has had) a romantic or sexual relationship with a student or post-graduate is prohibited from exercising academic or professional authority over that student or post-graduate.

**Prohibition P2**
Fac + Any Ugrad

> A romantic or sexual relationship between an undergraduate student and a faculty member or coach is prohibited regardless of the student's department, school, or college affiliation.

**Prohibition P3**
Fac + **Certain Grad**

> A romantic or sexual relationship between a graduate or professional student and a faculty member is prohibited whenever **both parties are affiliated with the same department, field, or degree program**.

# We Asked the Assemblies and the Senate

| | P1+P2 | P1+P2+P3 | Neither | Total | Eligible |
|---|---|---|---|---|---|
| Student Assembly | 4 | **13** | 5 | 22 | 31 |
| Grad and Professional Student Assembly | **27** | 13 | 1 | 41 | 85 |
| Employee Assembly | **11** | 4 | 0 | 15 | 28 |
| University Assembly | **4** | 1 | 2 | 7 | 20 |
| Faculty Senate | **48** | 30 | 22 | 100 | 103 |
| CRP Committee | 6 | **12** | 0 | 18 | 18 |

# The Faculty+Grad Restriction

**Prohibition P3**
Fac + **Certain Grad**

A romantic or sexual relationship between a graduate or professional student and a faculty member is prohibited whenever **both parties are affiliated with the same department, field, or degree program**.
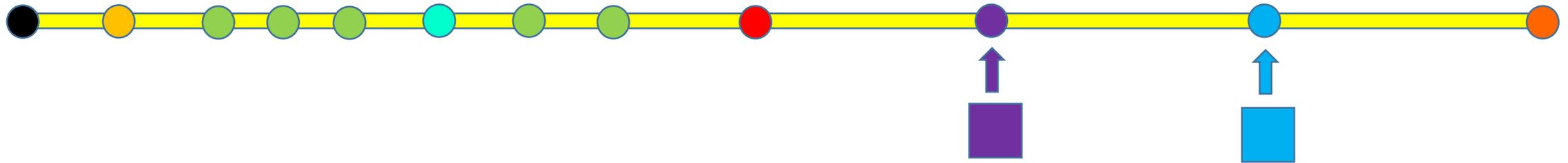
**Prohibition P3'**
Fac + **Certain Grad**

A romantic or sexual relationship between a graduate or professional student and a faculty member is prohibited whenever **the faculty member exercises direct academic authority over the student, or is likely to in the foreseeable future.**
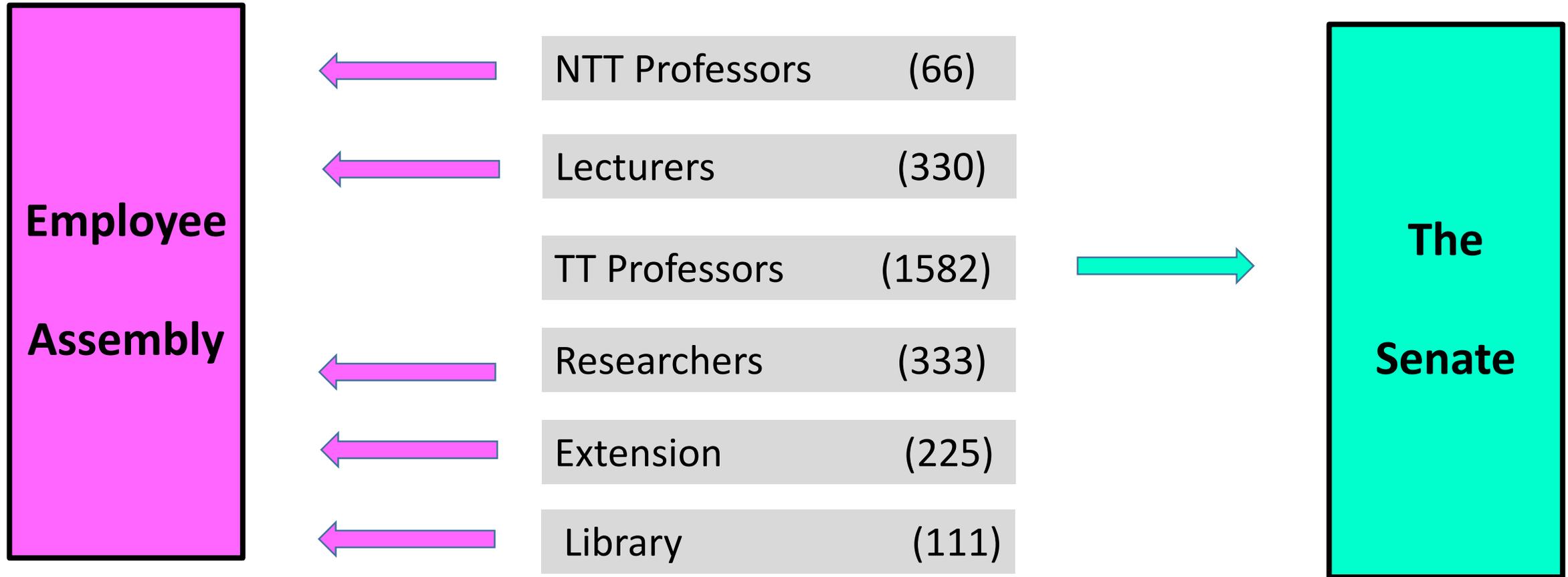
We go with this and re-evaluate in 3 years.

# What About 2018-19?

# We Will Work With Others to Clarify the Path to Tenure

- ● Recruitment
- ● Orientation
- ● Annual Review
- ● Department Three-Year Review
- ● Department Tenure Review
- ● College Review including the Ad Hoc Committee Review ■
- ● Provost Review including the FACTA Review ■
- ● Trustee Approval