

Dean of Faculty Report: 2016-17

Charlie Van Loan

We Studied the Academic Calendar

The Academic Calendar Committee

A great example of students, staff, and faculty working together.

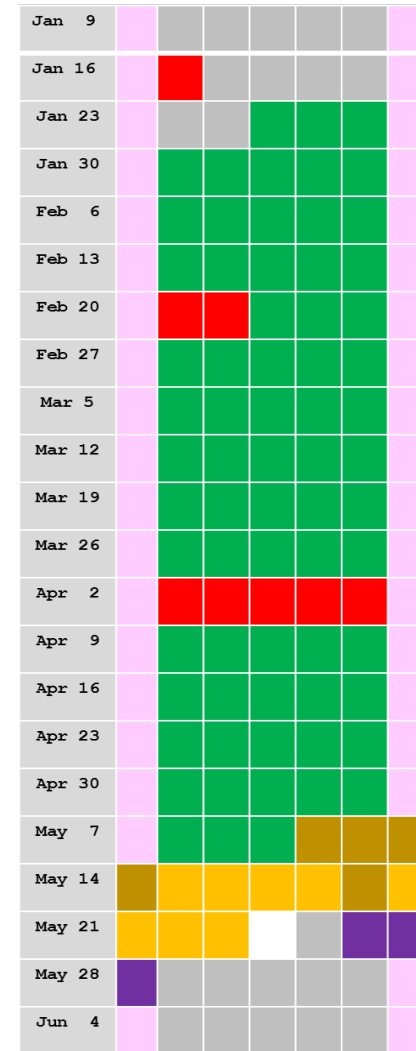
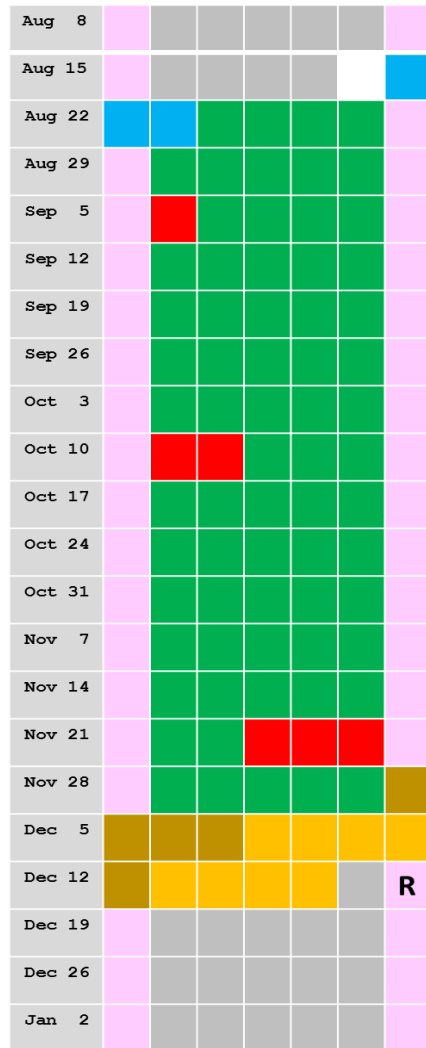
The Current Calendar

Play with the tiles.

But NYS requires that

Class Days + Exam Days
 ≥ 75

each semester.



- Orientation Day
- Class Day
- Break Day
- Study Day
- Exam Day
- Commencement
- R December Recognition

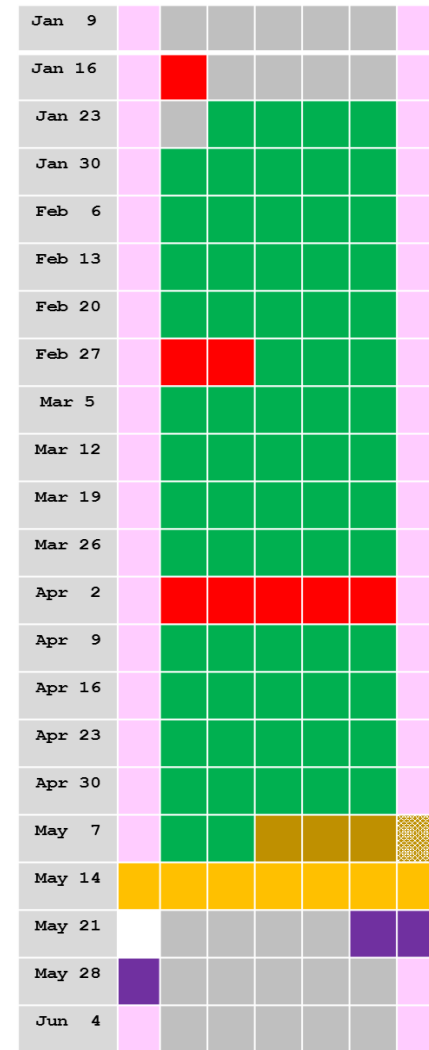
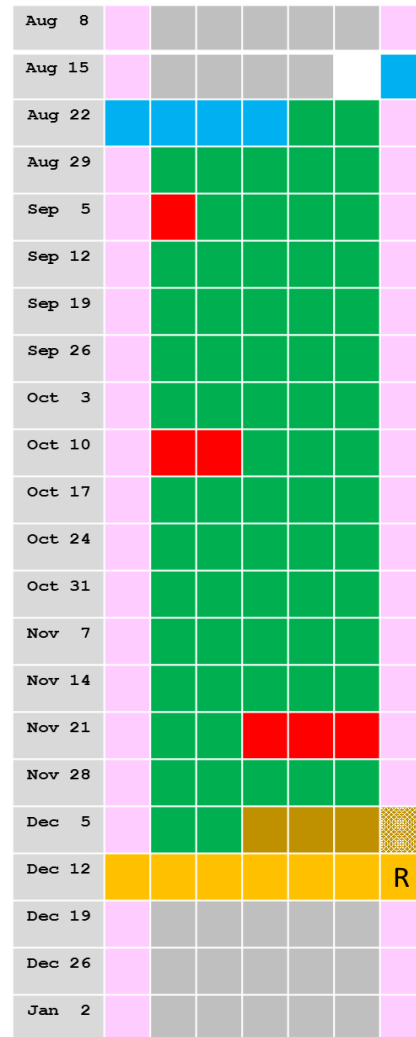
The Modified Current Calendar Framework

Five-day orientation.

Classes start 2 days later.

Seven class days after Thanksgiving.

Modified study/exam period.



Feb break is always after 24 class days.

Modified study/exam period.

Increases the gap from the last exam day to graduation.

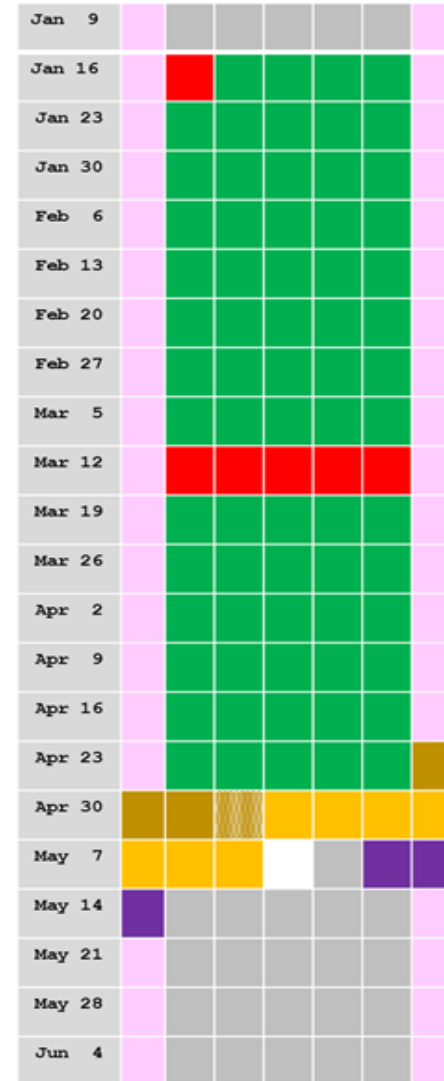
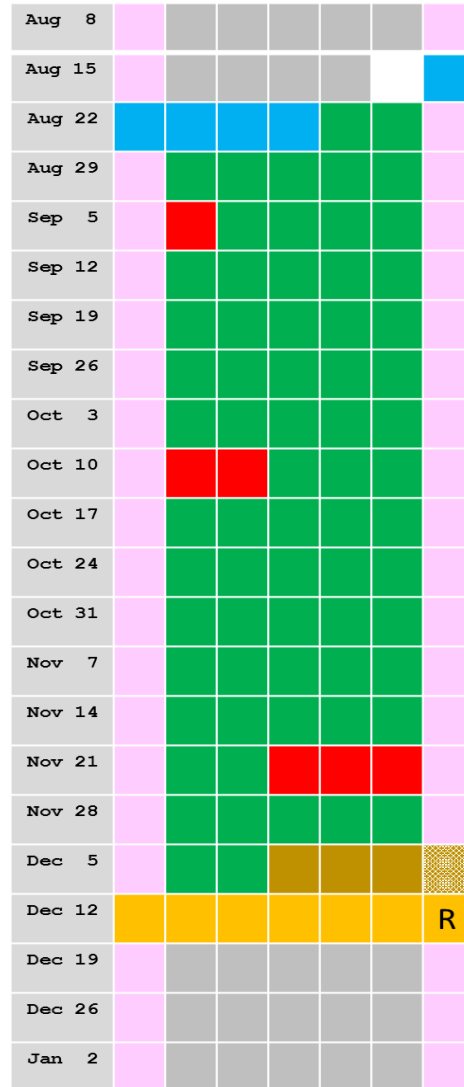
The Early Commencement Calendar Framework

Five-day orientation.

Classes start 2 days later.

Seven class days after Thanksgiving.

Modified study/exam period.



Classes start 8 days earlier.

Only one break.

Modified study/exam period.

Graduation is two Weeks earlier

Results

Choice			Assembly					Committee	
First	Second	Third	Senate	SA	GPSA	EA	UA	Calendar	EPC
Modified	Early	Current	15	5	2	2	4	5	5
Modified	Current	Early	44	17	10	9	11	7	1
Early	Modified	Current	22	2	2	7	3	4	3
Early	Current	Modified	1				1		
Current	Modified	Early	17		4	1	1		1
Current	Early	Modified	1		1				
		Voted ->	100	24	19	19	20	16	10
		Eligible ->	101	29	22	20	20	16	10

We Studied the Faculty Retirement Process

The Transition to Emeritus Committee

A great example of Human Resources and faculty working together.

Perquisites and Opportunities for Retired and Emeritus/a Faculty Draft (3/9/2017)

In the following, *retired faculty* means all retired faculty whether they have emeritus/a status or not. From the WorkDay/HR point of view (a) a retired faculty who does not have emeritus/a status is a *retired academic*, (b) a faculty member who is on the university payroll is regarded as an *active faculty member*, and (c) a retired faculty member who is not on the university payroll is regarded as an *inactive faculty member*.

Health Care	
Benefits Cornell offers a wide variety of healthcare benefits and programs for retired faculty. There is no mandatory age for retirement for Cornell faculty. However, to receive certain benefits you must be at least age 55 and have ten years of credited service at the university.	More information for contract college faculty . More information for endowed college faculty .
Wellness Program The \$175 annual membership fee is waived for emeritus/a faculty.	You must have a Cornell ID card that identifies you as an emeritus/a faculty member when you apply for membership. Wellness Program details .
Transportation	
Parking on Campus Retired faculty are eligible for free O-permit or R-permit parking. Emeritus/a who maintain a campus office may request a Central-tier parking permit.	You must have a Cornell ID card that identifies you as a retired faculty member when you apply for these parking privileges. More details and contact information .
TCAT Bus Service Retired faculty get free service in Zone 1 which includes the City of Ithaca, Cornell, Ithaca College, Kendal, the hospital, the airport, and the mall.	You must have a Cornell ID card that identifies you as a retired faculty member when you use TCAT. In lieu of an annual parking permit, retirees may choose a no-fee Omniride Transit pass, which provides full TCAT transit privileges, seven days a week. More details and contact information .
Campus-to-Campus Bus Service Emeritus/a faculty are entitled to the same discounted rate as all non-retired faculty.	More details and contact information .

Clarified the benefits for those who are retired and those who are emeritus/a

Retirement Process Checklist Draft (5/24/2017)

In the following, it is important to distinguish between "retiring" and "become emeritus." Retirement is *human resources event* whereas becoming emeritus is an *academic event*.

1. Become Familiar with the University's Retirement Resources

The Office of Human Resources maintains a [pre-retirement planning](#) webpage with links to many important resources. Financial planning and health care planning are central. A good place to start are the benefit overviews for [endowed faculty](#) and for [contract college faculty](#).

Other valuable sources of information about retirement are colleagues who have recently gone through the process, the [Cornell Association of Professors Emeriti \(CAPP\)](#), and [Cornell Retirees Association \(CRA\)](#).

It is never too early to begin thinking about the finances associated with retirement. Interaction with Medicare is required several months before your 65th birthday.

2. Understand How Phased Retirement Works

Eligible faculty members who are less than seventy years old may choose to reduce their job duties prior to retirement. This is called [phased retirement](#) and it requires a signed mutual agreement between you, your department, and the dean of your college. The agreement identifies an official retirement date, a workload percent, and the responsibilities that must be discharged during the phased retirement period. If the workload percent is (for example) 75%, then you would receive 75% of your normal salary. In addition to providing a nice transition to full retirement, a phased retirement has economic value because the university continues to pay benefits as if you were a full-time faculty member.

3. Initiate a Conversation with Your Chair

These discussions are typically spread out over time. They should be initiated at least one year before you decide to retire or one year before you decide to enter phased retirement. The idea is for the Chair and the candidate to reach an understanding about resources and other key issues that are of mutual importance.

A make-it-easy retirement checklist for chairs and candidates

Proposed! Process for Becoming Emeritus/a (5/20/2017)

Eligibility and Criteria	
Upon retirement, a university professor, full professor, or associate professor who has been a tenured member of the University Faculty for ten or more years may be considered for emeritus/a status. Awarding the title of university professor emeritus/a, professor emeritus/a, or associate professor emeritus/a shall be based upon the career contributions of the candidate through a combination of teaching, research, advising, administration, extension, and outreach. An overall record of meritorious service to the university is expected.	<i>From the title point of view, we are recommending that "emeritus" and "emerita" be used as modifiers just like "adjunct" or "visiting". The Faculty Handbook offers details about titles and modifiers. Thus, a retired associate professor is eligible for the title of "associate professor emerita" or "associate professor emeritus".</i> <i>The point of identifying these five areas of contributions is to encourage a broad view of what we mean by "meritorious service to the university." Faculty contribute in many different ways over the course of their careers. There is no formula for emeritus/a status any more than there is a formula for tenure.</i>
Process	
The candidate supplies a curriculum vita to the department chair together with a cover letter that includes the date of retirement and a request to be considered for either emeritus or emerita status. If the request is from a full professor, then it is reviewed and voted upon by the full professors and the emeritus faculty in the candidate's department. If the request is from an associate professor, then it is reviewed and voted upon by the tenured professors and the emeritus faculty in the candidate's department. The result of the vote and the chair's recommendation to either approve or deny emeritus/a status is communicated to the dean of the candidate's college. The dean reviews the dossier and makes a recommendation to the provost.	<i>As much as possible, the CV should relate the full history of the candidate's contributions though teaching, research, administration, advising, and outreach. It is not necessary to document every single talk or the names of every single freshman advisee. The cover letter can also be used to explain career contributions.</i> <i>In the event of a joint appointment, the lead department handles the emeritus/a process in full consultation with the other units.</i> <i>The candidate should hear back from the provost after at most two months.</i>
If either the dean or chair recommendation is negative, then the candidate is so informed by the provost and given the opportunity to respond in writing within ninety days. The final decision to approve emeritus/a status is made by the provost, perhaps in consultation with the dean of faculty and others.	

¹ This proposal must be approved by the Faculty Senate and other entities. If all goes well, it will take effect July 1, 2018

An improved process for becoming emeritus/a that is uniform across the colleges

The Great “Teaching Moments” of 2016-17

1. The Presidential Search
2. The Calendar
3. The March 14-15 Snow Day Experience

Next Year

Re-Do the Faculty Handbook with special attention paid to promotions, titles, and supervisor-student relationships.

Get ready for the new academic calendar that will be launched during 2018-19.