Online Faculty Senate

April 29, 2020

Stay muted unless you are called upon to speak.

Use ‘Raise Your Hand’ to request permission to speak. Stay muted until recognized. Once unmuted, you have 2 minutes to pose a question or make a statement.

You can submit online questions or comments via the Chat or Comments function. Be brief. Time permitting, questions/comments will be read to all participants.

‘Gallery View’ within Zoom allows you to see this slide and the participants
Announcements
Election Results

Faculty Trustee
   Abby Cohn

University Faculty Committee
   Rosemary Avery, Courtney Roby, Charles Walcott, Alan Mathios

Nominations and Elections Committee
   David Levitsky, Alison Power

Senator-at-Large
   TT: Brooke Duffy, Kerry Shaw
   RTE: Kim Kopko
Coming Up at the May 13 Meeting

CVM Request to Relax Certain RTE Percent Limitations

Right now in the College of Veterinary Medicine (CVM) the following must hold in each of its five departments:

#Clinical Profs <= .25 #TT

To address their clinical needs and to better match RTE faculty to the most appropriate RTE titles, the CVM would like a limitation constraint that is college-wide and of the form:

#RTE <= .85 #TT (roughly)
The Tenure Pause Resolution: Q&A

John Siliciano (Deputy Provost)

Avery August (Vice Provost for Academic Affairs)
What Happens When These Sequences Collide?

The misconduct policy sequence:

- Alleged Policy Violation
- Policy Procedures Activated
- Candidate NOT found Responsible for Misconduct
- Candidate found Responsible for Misconduct

The tenure review sequence:

- Start
- Department Review
- College Review
- University Review
- Trustee Review
The Pause Panel & The Misconduct Proceedings
(Chair Dean, Provost, DoF)

Alleged & Serious Policy Violation

Policy Procedures Activated

Candidate NOT found Responsible for Misconduct

Candidate found Responsible for Misconduct

Panel gets this information and initiates a pause. Before finalized, the candidate can respond.

Panel gets final report and writes a privacy-respecting summary that is added to the dossier.
The review resumes at the pause point.

Reference to the allegations is not allowed UNLESS the candidate gives permission.

The candidate can augment the dossier with a statement about any aspect of the allegations.
If the pause point is at the college level, then the department will have to revisit the case with the dossier augmented with the misconduct summary. “Revisit” does not necessarily mean “start from scratch.” E.g., probably no need to re-assess the external letters.

Rationale for restarting: evaluators at the department, college, and university levels must “see” the same dossier.
Concerns Voiced at the 4/15 Meeting

1. Why not let the candidate decide if there is to be a pause?

2. Misconduct allegations take a long time to adjudicate. Wouldn’t a pause be damaging to the candidate?

3. Doesn’t this open the door to spurious allegations and retaliation?

4. Aren’t women and minority faculty tenure cases more likely to be paused?
AFPSF Committee Review
Cornell Law School Clinical Tenure Proposal

Professor Gillian Turgeon
Chair
Academic Freedom & Professional Status of the Faculty Committee (AFPSF)
AFPSF Charge

Among other things, this standing Senate committee deals with all matters that pertain to the tenure process.
The Process Followed by the AFPSF

• Provided informal feedback on an early draft of the Cornell Law School (CLS) proposal for a tenure option in its *clinical professor track*.

• Coordinated with the CLS to produce this *1-page overview* of the proposal for the busy reader.

• Carefully reviewed the *Final CLS Proposal*.

• Articulated concerns to the CLS which responded with this *elaboration* of key points.

• Met with the CLS team that subsequently *presented* at the 4/15 Senate.

• Produced this *report* for the Senate that explains lingering concerns and the Committee’s final vote: 2 in favor, 6 not in favor, 1 abstention.
The following slides describe the opinions and concerns laid out in the **AFPSF Report** and is informed by the **CLS response** to it.

The goal is to have a fully educated Senate when the time comes to vote.
Preface

The AFPSF enthusiastically supports the CLS effort to strengthen the clinical component of its operation and to better prepare its graduates for careers in public service.

The AFPSF appreciates the importance of self-governance within the context of “decentralized Cornell”.

The AFPSF appreciates the level of detail in the CLS proposal and the comprehensive answers that the CLS provided to its questions.
AFPSF Consensus is for a Unitary Tenure System

The CLS proposal argues for having a second path to tenure within the clinical professor track. The criteria for promotion are such that clinical work is tenurable work.

The “regular” tenure track produces tenured *doctrinal faculty*. It will have connections to the proposed clinical track. For example, tenured doctrinal faculty will be involved in clinical promotion cases.

To have a *unitary system*, the CLS would have to adjust its current promotion criteria so that there is one *tenure system* that “works” for both doctrinal faculty and clinical faculty.
1. The vast majority of tenure-granting units across campus have adjusted their promotion criteria over time by taking into account new definitions of what’s important to their strategic directions. That is to say, they have successfully managed to have unitary systems of their own without sacrificing high standards of excellence.

2. A unitary system that unambiguously embraces clinical work sends a more positive message about the value of clinical work than does the creation of a second track.

The AFPSF duly considered and respects counter-arguments based on rankings, recruiting, and evidence of the CLS’s current enthusiasm for clinical work.
AFPSF is Concerned about “Environmental Impact”

1. Consideration of the CLS proposal leads to a fundamental question: What makes an RTE title “tenure worthy”? The tenure system protects academic freedom. That said, shouldn’t tenure be given to qualified senior lecturers and senior researchers who teach or research controversial topics? This points to a “slippery slope”.

2. There needs to be “enabling legislation” that creates a framework so that subsequent proposals from other colleges are handled systematically.
Why?

1. The AFPSF is concerned that the slippery slope will lead to an erosion of the tenure system. One of the few common denominators across the colleges is the belief in a single common tenure system.

2. If indeed it is important for Cornell to create RTE tenure paths, then the AFPSF thinks that there has to be a measure of consistency across the colleges. That argues for having University-level enabling legislation that establishes criteria that need to be satisfied before a college is authorized to make such a move.

The AFPSF duly considered and respects counter-arguments based on analogies to clinical tenure at our medical school and experiences at peer institutions.
Summary

This CLS proposal concerns tenure and is therefore deserving of very careful consideration.

Senators need to:

- review the [1-page overview](#), the [AFPSF report](#), and the [CLS response](#).
- share the pros and cons of the proposal with their unit.
- prepare for a likely final discussion at the May 13 meeting.
- anticipate an e-vote soon thereafter.
The Reopening Committees
Committee on Teaching Reactivation Options (TRO)

How and when to re-activate the campus for teaching.

Chair: Provost Mike Kotlikoff

Report to the President by June 15

Two Subcommittees:
  Teaching and Social Distancing
  Health Considerations
Teaching & Social Distancing Subcommittee

Lisa Nishi  Chair, Professor, ILR, Vice Provost for Ugrad Ed
Shorna Allred  Professor, Natural Resources
Joe Anderson  Undergraduate, ILR
Lance Collins  Dean, College of Engineering
Deborah Estrin  Professor, Computer Science, Cornell Tech
Pat Wynn  Assistant Vice President, Student and Campus Life
Kim Weeden  Professor, Sociology
Meejin Yoon  Dean, Architecture, Art, Planning
Charlie Van Loan  Dean of Faculty
Heath Considerations Subcommittee

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<tr>
<th>Name</th>
<th>Title/Position</th>
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<tr>
<td>Gary Koretzky</td>
<td>Chair, Vice Provost for Academic Integration, Professor, WMC</td>
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<td>Frank Cantone</td>
<td>Director, Emergency Management and Business Continuity</td>
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<td>Jason Cole</td>
<td>Associate Vice President, University Relations</td>
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<td>Peter Frazier</td>
<td>Professor, Operations Research and Industrial Engineering</td>
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<td>Sharon McMullen</td>
<td>Associate Vice President SCL for Health and Well Being</td>
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<td>Paul Streeter</td>
<td>Vice President Budget and Planning</td>
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<td>Lorin Warnick</td>
<td>Dean, College of Veterinary Medicine</td>
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<tr>
<td>Isaac Weisfuse</td>
<td>Adjunct Professor, Public Health</td>
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Consider the implications of having all or most of our classes online in the fall semester, and possibly the spring semester as well.

Chair: Deputy Provost John Siliciano

Report to the President by June 15
The Committee

John Siliciano  Professor of Law, Deputy Provost
Julia Thom-Levy  Professor of Physics, Vice Provost for Academic Innovation
Vijay Pendakur  Dean of Students
Patti McClary  Associate University Counsel
Paul Streeter  Vice President for Budget and Planning
Dave Lifka  Vice president, Information Technologies
Lisa Nishii  Professor ILR, Vice Provost for Undergraduate Education
Rachel Bean  Professor of Astronomy, Associate Dean for Education, CAS
Michael Thompson  Professor of Material Sci & Eng, Associate Dean for Ugrad, COE
Steve Carvell  Professor SHA, Vice Provost for External Education Strategy
Courtney Roby  Professor of Classics
Neema Kudva  Professor of City Planning, Associate Dean of Faculty
Maria Fitzpatrick  Professor, Policy Analysis and Management
Wendy Wolford  Professor of Development Sociology, Vice Provost Int’l Affairs
Liel Sterling  Undergraduate, ILR
Committee on Research and Operations Reactivation (ROR)

Develop a plan for a phased campus re-activation, using metrics that are consistent with federal and state recommendations, and also appropriate for our campus setting. The focus should be on operational activities and research.

Report to the President by May 15
The Committee

Joanne DeStefano  Chair, Executive Vice President and Chief Financial Officer
Christine Stallman  Co-Chair, Chief Compliance Officer
Rick Burgess  Vice President Facilities and Campus Services
Avery August  Microbiology and Immunology, Vice Provost Academic Affairs
Emmanuel Giannelis  Materials Science and Engineering, Vice Provost Research
Chris Schaffer  Biomedical Engineering, Faculty Senate Representative
Kathryn Boor  Food Science, Dean Agriculture and Life Science
John Lis  Molecular Biology and Genetics
Barb Knuth  Natural Resources, Dean of the Graduate School
Mary Opperman  Vice President Human Resources
Lorin Warnick  Population Medicine and Diagnostic Sciences, Dean of CVM
Pat Wynn  Assistant Vice President, Student and Campus Life
Fred Van Sickle  Vice President, Alumni Affairs and Development
Simon Allen  Associate Vice President Asset Management
Juliet Weissman  Cornell Tech
High Bandwidth Channels Are Essential
Research and Operations Reactivation (ROR)

Sub-committees handling different aspects of campus operations:

Facilities:
• construction restart (underway)
• shipping/receiving
• building readiness for reopening
• decontamination protocols
Research and Operations Reactivation (ROR)

Sub-committees handling different aspects of campus operations:

Workforce:
- improving and evaluating remote work
- effective social distancing for on-campus work
- policies around those who cannot come to campus
- policies to avoid inappropriate pressure on workers to return
- reentry for furloughed workers
Research and Operations Reactivation (ROR)

Sub-committees handling different aspects of campus operations:

Student services and events (note overlap with TRO):
- reopening of cafes and food vendors
- student activities with social distancing
- decontamination protocols in dining, housing
- move-in protocols
- facilities for housing ill students
- student events, Greek life
- athletics
- alumni events
Research and Operations Reactivation (ROR)

Sub-committees handling different aspects of campus operations:

Research and Academic:
- priorities for restarting research and scholarly work
- protocols for research while social distancing, decontaminating
- proposal and approval process for PIs restarting activity
- core facility reopening and use
- PPE supplies
- library, museum, archival collection access
- field work
- human subjects research
- business travel and campus visitors
Research and Operations Reactivation (ROR)

Process, so far, to learn questions, concerns, and suggestions of the faculty:

1. Met with faculty interested in ROR committee (past weekend)
2. Town hall for Faculty Senate (Monday)
3. Town hall for junior faculty (Tuesday)
4. Town hall for all faculty (Tuesday, ~100 attendees)
5. Suggestions today (~15 minutes)
6. C-ROR website, with comments, on Dean of Faculty site
7. Future town halls (TBA)
8. Contact me: cs385
The S20 Course Evals