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.
Play with the tiles.

But NYS requires that

Class Days + Exam Days

\( \geq 75 \)

each semester.
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

<table>
<thead>
<tr>
<th>Choice</th>
<th>Assembly</th>
<th>Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>First</strong></td>
<td><strong>Second</strong></td>
<td><strong>Third</strong></td>
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<tr>
<td>Modified</td>
<td>Early</td>
<td>Current</td>
</tr>
<tr>
<td>Modified</td>
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<td></td>
</tr>
<tr>
<td><strong>Eligible -&gt;</strong></td>
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</table>
We Studied the Faculty Retirement Process

The Transition to Emeritus Committee

A great example of Human Resources and faculty working together.
Clarified the benefits for those who are retired and those who are emeritus/a

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

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.
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
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.

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

<table>
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<tr>
<th>Assembly</th>
<th>P1+P2</th>
<th>P1+P2+P3</th>
<th>Neither</th>
<th>Total</th>
<th>Eligible</th>
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<td>1</td>
<td>2</td>
<td>7</td>
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<td>22</td>
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<td>103</td>
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<tr>
<td>CRP Committee</td>
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<td>12</td>
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<td>18</td>
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</table>
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.

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
We Will Work With Others to Improve Representation for All Academic Title-Holders

These arrows point the wrong way.
Dean of Faculty Report: 2018-19

Charlie Van Loan
2018-19 Highlights

1. We expanded shared governance to include the research, teaching, and extension faculty.

2. We are deep into the review of all processes, protocols, and traditions associated with the awarding of tenure.

3. We expanded the list of allowable class meeting-time patterns.

4. We are deep into the review of how we handle student accommodations.
1. Expanded Faculty Representation

| Professors (Tenured, Tenure Track) | Can serve in: |
| 1580+ | Faculty Senate |
| Emeritus/a | Can vote for: |
| 600+ | Dean of Faculty |
| 550+ | Assoc. Dean of Faculty |
| Clinical Professors | Faculty Trustee |
| Research Professors | |
| Professors of the Practice | |
| Senior Lecturers | |
| Senior Research Associates | |
| Senior Extension Associates | |
| Librarians and Archivists | |

All done in a way that reinforces the responsibilities of the University Faculty
2019-20 Follow-Up

A committee on RTE issues is set to examine these topics:

1) title descriptions and college variations
2) adequacy of current line-up of titles and ranks
3) recruitment, renewal, promotion, retention
4) switching tracks
5) emeritus status
6) external funding opportunities
7) adjuncts and visitors
8) free speech Issues

RTE = Research / Teaching / Extension
2. Review of All Processes On the Tenure Track

2018-19
Talked to 10 colleges and developed a list of about 60 things (★) that we need to think about as a University Faculty.

2019-20
Build consensus and update our processes accordingly. Simplify the appeal procedures.

Joint work with Deputy Provost John Siliciano and others.
3. More Meeting-Time Options and Flexibility

Created additional options and flexibility so that the faculty can be creative with the new styles of teaching that are emerging.

Joint work with Vice Provost for Undergraduate Education Lisa Nishii and others.

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<th>Standard Meeting-Time Patterns</th>
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<td>7:30p</td>
<td>8:45p</td>
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<table>
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</tr>
<tr>
<td>7:30p</td>
<td>9:25p</td>
<td>M, W</td>
</tr>
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</table>
The Faculty Handbook has some language about religious observance accommodations. It says little or nothing about other accommodations, e.g., disabilities, varsity athletics, job interviews, family emergencies, medical emergencies, extracurricular activities, military service, etc.

Practical guidelines are necessary to reduce angst and confusion. Things are generally working, but the number of negative accommodation stories that come my way signals a need for more work on this topic.

Plus, some faculty are feeling overwhelmed by the increasing number of requests. We also have to address this issue.
Our Plan for Revision and Rollout

May Senate: Presentation ➔ Vet ‘n Edit ➔ September Senate: Vote

May-June Feedback:
Senators, CURW*/Chaplains, FACAPE**, Athletics/Coaches

Aug-Sept Feedback:
Faculty, ugrads, grads, staff

* Cornell United Religious Work
** Faculty Advisory Committee on Athletics and Physical Education
My 2018-19 Takeaways

The RTE Project and the TT Review Project are all about how to deliver the best possible academic workforce.

The Meeting-Time Project and the Student Accommodation Project are all about flexibility, empathy, and trust.
Associate Dean of Faculty Chris Schaffer

He understands the research scene, the student scene, and the shared governance scene.

He is a forthright, out-of-the-box thinker.

He is fun to be around, especially if he is on your side of an issue!

Thank You For Your Many Contributions 2016-19
Dean of Faculty Report: 2019-20

Charlie Van Loan
2019-20: Completed Work

Improved how we handle student accommodations.

Improved how we handle various integrity-related issues:

(a) device-enabled cheating on exams.

(b) the grade-change process.

(c) when a parent is the instructor.
Will continue to work on the tenure-track project which aims to clarify all the processes associated with the mentoring and review of assistant professors and the protocols associated with appeals.

Will continue to work on revised policies to improve how we hire, promote, and retain RTE (research/teaching/extension) faculty.
2019-20 Pandemic-Related Work

Faculty Senate Overdrive

Pandemic-related issues and concerns have defined agendas since mid-March. Five extra meetings. Will meet in summer.

Using town halls and the web to make sure the faculty are fully informed about the most pressing issues:

- how to think about personal risk on campus.
- how to promote equitable instruction and academic integrity online.
- how to reason about financial tradeoffs.
2020-21 Pandemic-Related Work

My Agenda:

1. Get faculty to rethink EVERYTHING associated with our profession. (“Never waste a crisis”)

2. Get older faculty to think about the Cornell that they are handing off to younger faculty. (“What may have worked for you may not work for them.”)
Dean of Faculty Report

2016-17  2017-18  2018-19  2019-20  2020-21

Charlie Van Loan
First Some Acknowledgements
Associate Deans Chris Schaffer and Neema Kudva

North Campus Faculty-In-Residence (like Chris) and West Campus House Deans (like Neema) understand the deep connections that exist between student life and academics. A tremendous resource.
The DoF Office Staff
Our Artistic Carrie Shugarts

Working with Carrie Shugarts we decorated the blank walls of the 305 Day Hall conference room with these poster-size reminders of why we are all here.
Cindy Robinson runs the CAPE Office.

She went far beyond the call of duty during February and March by single-handedly providing information to help hundreds of retired CAPE members find vaccinations.
Jill Short runs the show.

She knows that behind every box in every org chart is a knowledgeable assistant.

And working effectively with that person is a key to getting things done.
With Jill We Developed...

The Weekly Monday Message
   A less-is-more communication to faculty.

An Extensive DoF Website
   An exercise in transparency.

The Zoom Senate
   Greater participation and information flow
With Others We Improved…

The transition to emeritus status.

*Secretly about getting more younger faculty.*

Representation for the Research-Teaching-Extension (RTE) faculty.

*A version of Belonging at Cornell.*

How we deal with Consensual Relationships

*A line is a very hard thing to draw.*

How we handle research misconduct cases.

*Every case has an instructive context.*

The Weiss Award Selection Process

*A broader view of teaching that befits a research university.*
Instructive Projects that Never Left the Ground!

The Thermostat Project

*Lower the temperature in each building by x-degrees and pass the savings along to the occupants in the form of additional TA-ships.*

The First-Gen-Through-the-Ages Project

*Assemble Stories from First Gen alums from each of the last six decades.*
And now for 2020-21
The Antiracism Initiative

A Center for Racial Justice and Equitable Futures together with education for students and faculty
Think of it As a Trip From Chicago to LA

The destination is important but what you see and learn along the way is perhaps more important.

The trip was intentionally hard and uncomfortable; we are glad not to have taken the easy interstate route.
The Faculty and Student Education Requirements Are Highly Related

The goal of the requirement is for our students to become critical thinkers and lifelong learners in all matters that concern race, indigeneity, ethnicity, and bias, and who thrive and lead across diverse groups and communities in a multiracial democracy.

The goal of the requirement is for our faculty to become critical thinkers and lifelong learners in all matters that concern race, indigeneity, ethnicity, and bias, and who thrive and lead across diverse groups and communities in a multiracial university.

This squares with the idea of a liberal arts education and how we approach challenges as curious researchers.
How the Senate Voted

Results and comments from the voters [here](#).
2020-21: Nothing Better than This!

Professor Eve deRosa elected
Dean of Faculty
2016-2021

Had fun, learned a lot, thanks!