Selection of the Speaker

The Speaker serves as an impartial moderator of Senate meetings and is selected by the Senate.

Charles Walcott

Professor Emeritus, Neurobiology and Behavior
University Ombudsman (2011-present)
Dean of Faculty (2003-8)
University Assembly, Chair (2009-11)
Remarks / Q&A

President Martha Pollack
Guidelines for Political Campaign Activity
On Campus—Proposed Policy

Vice President Joel Malina
University Relations
A New Modifier and Process for Awarding Emeritus/a Status

C. Van Loan
Where This is Coming From

Ad-Hoc Committee on Transition-to-Emeritus 2016-17

Policy shaped by presentations to Academic Deans, Department Chairs, and Cornell Association of Professors Emeritus. Broad support.

Approved by the Senate Committee of Academic Programs and Policies. (5-to-2 vote)

Approved by the Senate Committee on Academic Freedom and the Professional Status of the Faculty. (Unanimous)
The Committee

Charlie Van Loan (Chair)
  Dean of Faculty
Mary Opperman
  Vice President for Human Resources
Sandy Dhimitri
  Director of Human Resources, CHE
Yael Levitte
  Assoc Vice Provost for Fac Development & Diversity
Kevin Hallock
  Dean, ILR
Barbara Baird
  Associate Dean, CAS
Brian Chabot
  Emeritus, Ecology and Evolutionary Biology

George Hudler
  Emeritus, Plant Science
Judith Reppy
  Emeritus, Science & Technology Studies
Charlie Walcott
  Emeritus, Neurobiology & Behavior
Ron Ehrenberg
  Professor, ILR
Linda Nozick
  Professor and Director, Civil & Environmental Eng
Elaine Wethington
  Professor, Human Development
Cindy Robinson
  Cornell Association of Professors Emeritus
Eligibility & End Result

Current

Professor

Associate Professor

Proposed

Professor

Professor Emeritus/a

Associate Professor

Associate Professor Emeritus/a
Current

Associate Professor → Professor → Professor Emeritus/a

Proposed

Associate Professor → Professor → Professor Emeritus/a

Some units have trouble with this “convergence” onto a single title.
Modifiers: The Idea

Modifiers: Visiting, Courtesy, Adjunct, Acting

Titles: Professor, Associate Professor, Assistant Professor
Clinical Professor, Associate CP, Assistant RP
Research Professor, Associate RP, Assistant RP
Professor of the Practice, Associate POP, Assistant POP

A modifier comes with rules about what it can modify. For example:

You can be an adjunct assistant professor.
You cannot be an adjunct clinical professor.
We Propose a New Modifier: Emeritus/a

Modifiers: Visiting, Courtesy, Adjunct, Acting, Emeritus/a

Titles: Professor, Associate Professor, Assistant Professor
Clinical Professor, Associate CP, Assistant RP
Research Professor, Associate RP, Assistant RP
Professor of the Practice, Associate POP, Assistant POP

Professor Emeritus/a means that you rendered meritorious service as a professor.

Associate Professor Emeritus/a means that you rendered meritorious service as an associate professor.
Process for Awarding Emeritus/a Status

Current

Retire with 10+ yrs of meritorious service → Department Vote → Dean → Provost

Vague language leads to wide variation across the campus.
Process for Awarding Emeritus/a Status

Current

- Retire with 10+ yrs of *meritorious service*

Proposed Evaluation Framework

Meritorious service across the career through a combination of teaching, research, administration, extension, and/or outreach.
Process for Awarding Emeritus/a Status

Current

Retire with 10+ yrs of meritorious service → Department Vote → Dean → Provost

Proposed Voting Rules

Professors and current emeritus/a vote on professor emeritus/a cases.

Tenured faculty and current emeritus/a vote on associate professor emeritus/a cases.
Process for Awarding Emeritus/a Status

**Current**

- Retire with 10+ yrs of meritorious service
- Department Vote
- Dean
- Provost

**Proposed Appeal Process**

A simple appeal process that involves the Provost and Dean of Faculty if either the department or the dean is negative.
Approval Endgame

Legislation Posted (September)

Senate Vote (November)

Provost

Trustees
Student-Supervisor
Romantic & Sexual Relationships

Anna Waymack
graduate student
AFPS Faculty Senate Resolution, Fall 2015

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<th>Guidelines</th>
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<th>% Disapprove</th>
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AFPS = Committee on Academic Freedom & Professional Status of the Faculty
Timeline

Fall 1995  Current policy created

Fall 2015  AFPS / Senate Resolution on Romantic & Sexual Relations with Students

May 2016  GPSA Resolution on Supervisor-Student Relationships

May 2016  AFPS Committee Response to GPSA

May 2017  GPSA Resolution on Consensual Relationships Policy Revisited

GPSA = Graduate and Professional Student Association
Academic Ramifications

- Division within cohorts, labs, or departments
- Professional integrity
- Students’ reputations throughout career
- Program standing & recruitment
Misperceptions: Sexual Interest & Power Dynamic

Graduate and Professional Student Assembly Requests

- Disclosure to mitigate ethical ramifications
- Proactive communication with subordinate
- Consequences for nondisclosure
Suggestions

**Red: Off Limits**
Advisors, committee members, DGSs, & Pis
Individuals who directly control grades, academic progress, or professional development/career opportunities

**Yellow: Disclosure**
Same program or department
Same field
Likely potential for conflict of interest
Preexisting relationships

**Green: Minimal Risk**
Different fields and/or departments
No power differential
Prior academic relationship
Proposed Process
For Developing a Better
Faculty-Student
Consensual Relationships Policy

C. Van Loan
## Proposed Ad Hoc Committee Make-Up

<table>
<thead>
<tr>
<th>Role</th>
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<tr>
<td><strong>Senate-Selected</strong> Faculty</td>
<td>The University Counsel Office</td>
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<tr>
<td>Faculty</td>
<td>The Title IX Office</td>
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<tr>
<td>Faculty</td>
<td>The Office of Human Resources</td>
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<tr>
<td><strong>EA-Selected</strong> Non TT Faculty</td>
<td>The Graduate School</td>
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<tr>
<td>Post Doc/ Researcher</td>
<td>The Dean of Faculty Office</td>
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**SA-Selected** Undergraduate Student

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Start-to-Finish Transparency

Oct
Public Commenting On Issues

Nov
Rough Draft of Policy

Dec
Public Commenting On Rough Draft

Jan
Finished Draft of Policy

Feb
Mar
Apr
Assembly Discussion And Voting

Connections to Harassment
Conflict of Interest
Power Differentials

Radius of Influence
Disclosure
Right to Romance

Pre-Existing Relationships
Sanctions
Undergraduates, etc.

Title IX
Confidentiality
Gender Equality

Prevention and Education
The University Assembly would review the Assembly votes and Assembly recommendations and produce a final document that would go to the President.

The goal would be to produce a document that becomes part of the University Policy Library. (Like Policy 6.4 that deals with bias and harassment.)
Announcements / Short Topics
New Calendar Prep

Orientation

Much restructuring with 2 extra orientation weekdays added.

Have asked New Student Programs to give us a rough draft of their plans in a timely fashion so the Senate can comment.

End-of-Term/Exam Rules

Educational Policy Committee re-evaluating everything.

Proposals we show up in Senate this Fall.
The Faculty Handbook Project

The Problems

Broken links, inconsistencies, illogical structure, hard to maintain

Proposed Solution

Visit this restructured, rough draft version of the Handbook obtained via cut-and-pasting and greater reliance upon links that work.

Would like to form a small group that will step through the tenure track promotion part and produce cleaner, consistent procedures.

All changes carefully reviewed by the Senate, the academic Deans, the Department Chairs, and the Provost.
The preliminary report gives “all-respondent” results to questions like:

All things considered, if you had to do it all over again would you choose to be a faculty member/academic at Cornell?

To what extent do you have confidence in the decisions made by the central administration?

(a) Is it correct to assume that we would like to see what the responses look like by age, race, gender, rank, discipline, and college?

(b) How do we interpret the results and elevate the campus discussion so that we make progress on the problems that are exposed?
# Need to Hold a Pro Forma Election

**UFC**

- **Rosemary Avery** (Human Ecology)
- **Cynthia Bowman** (Law)
- **Harry de Gorter** (Dyson)
- **Shannon Gleeson** (ILR)
- **Kimberly O'Brien** (Nutritional Sciences)

**Nominations & Elections**

- **Julia Finkelstein** (Human Ecology)
- **Ruth Richardson** (Engineering)

**Senator-at-Large**

- **Rosemary Avery** (Human Ecology)
- **Michael Mazourek** (CALS)
- **Rob Thorne** (A&S)
- **Suman Seth** (A&S)

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**Bad math all over the place: #vacancies >= #candidates.**

This is a serious problem that needs to be addressed.