

00:17:12 Jill Short: <https://theuniversityfaculty.cornell.edu/faculty-senate/archives-and-actions/ongoing-senate-business/rte-taskforce-proposed-resolution-structural-equity-and-inclusion-for-research-teaching-and-extension-rte-faculty/>

00:37:29 Mark Lewis (he/him/his): You have a chair/director, then there is an associate dean of academic affairs at the college level (who reports to the dean), and then at the university level Avery who reports to the Provost.

00:41:06 Linda Rayer: It is frustrating to have a career at Cornell defined by a thousand weekly slights. This proposal is long past overdue.

00:41:23 anne lapointe: Reacted to "It is frustrating to..." with 👍

00:42:00 Crystal Stewart Courtens (she/her): Reacted to "It is frustrating to..." with 👍

00:45:01 Hadas Ritz, MAE/CoE: I agree keeping specifics out of the "be it resolved" is entirely appropriate. I also think some specifics in either a "whereas" clause or in the background paragraphs would be helpful, especially for people who are entirely unaware of any inequity.

00:45:55 Lindsay Goodale: That seems like a good idea, Hadas

00:46:56 Michelle LaVigne: I think we need more than background documents - we need to publicize the issues/challenges across Cornell so that we can gather support to make changes in the years to come.

00:48:18 Lindsay Goodale: Michelle- I think many of us on the task force are hoping that this resolution itself publicizes the issues.

00:49:31 Michelle LaVigne: Lindsey, sure - but resolutions are a particular form of language and communication and generally, as this one is, pretty general.

00:50:34 Tobi Hines: And those two issues - academic freedom and job security - are inextricably linked

00:50:42 Michelle LaVigne: Reacted to "And those two issues..." with 🙌

00:50:43 Jenn Colt: Reacted to "And those two issues..." with 👍

00:51:11 Ashleigh Newman: Reacted to "And those two issues..." with 👍

00:51:23 Hari Nair: Reacted to "And those two issues..." with 👍

00:51:28 Emily Zinger: Reacted to "And those two issues..." with 👍

00:53:14 Elizabeth Lamb (she, her): This is the list - certainly not exhaustive - that I sent out:

00:53:17 Elizabeth Lamb (she, her):

- Being treated as faculty within a program

- A clear path for advancement with more than one step – where can you go from Senior Extension/Research Associate, etc.

- Ability to be a Principal Investigator on grants

- Clear rules on who can be on/lead graduate programs
- Ability to take sabbaticals
- A system to prevent receiving a termination notice yearly
- Being listed as faculty on program websites (this one is in the works, maybe)
- Having titles that fit within the large granting agencies' systems (so you don't have to be Other) – this fits into a larger discussion of titles and possibly links to #2
- A system that provides some job security and academic freedom, like tenure
- Standardization across programs, schools, departments, etc. so that what is available to an RTE faculty member is the same for all, and decisions are not left to supervisors
- Consistency of funding – this is a widely varied topic depending on funding source but it integrates into many of the topics above
- Having some small percentage of discretionary salary to allow for time to prepare grants. If 100% you technically have an issue preparing new grants. This one does not effect me directly as I have some funds I can use, but all RTE should have some funds (5%?) to be used for this purpose.
- title creep (What Elizabeth Higgins just mentioned)
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00:56:03 Michelle LaVigne: There is no where else to go if you are hired as a dr. Lecturer or extension

00:56:06 Linda Rayor: Thank you, Betsy. I am a senior lecturer, senior research associate, and refused to add senior extension associate to my title. Why not be considered a well rounded faculty member?

00:57:53 Michelle LaVigne: Replying to "There is no where el..."

Sorry- that was to be "sr" as in senior

01:00:37 anne lapointe: The lack of consistency of titles between Cornell and other schools is challenging especially when it comes to grants. Many senior research associates would be considered research professors at other R1 universities. Meanwhile research associate is a title typically associated with postdocs (in academics) and technicians (without PhD) in industry.

01:00:44 Kathryn Caggiano: Another example: Last year my application for CCTS was delayed until my re-appointment was official.

01:03:39 Michelle LaVigne: My previous institution had ALL faculty (tenured/tenure-track AND long-term faculty on contracts) with the same titles and we were promoted with the same titles (assistant prof, associate prof, full prof). I should also mention that faculty had a union. I was a long-term faculty and even was able to apply for sabbatical.

01:03:42 Roxanne Marino: I second what Heidi is raising, it is so demeaning to get those notices from HR, the way they are written makes you feel like the University sees you as completely expendable and a non-contributor the University

01:05:24 Michelle LaVigne: I agree with Charles.

01:10:22 anne lapointe: I would agree with the addition of a third level for the research associate track if there is resistance to feeding into the research professor track from the senior research associates

01:11:06 Michelle LaVigne: Yes - thank you!

01:11:48 Roxanne Marino: Echoing support for the idea of vestiture after some period of service, which provides some job and salary stability in times of lean funding, among other things

01:12:01 Tobi Hines: Reacted to "Echoing support for ..." with 👍

01:12:11 Michelle LaVigne: Reacted to "I would agree with t..." with 👍

01:12:17 Michelle LaVigne: Reacted to "Echoing support for ..." with 👍

01:12:27 Hadas Ritz, MAE/CoE: Reacted to "I would agree with t..." with 👍

01:12:28 Elizabeth Lamb (she, her): A level above Senior in Extension would also encourage people

01:12:44 anne lapointe: Reacted to "A level above Senior..." with 👍

01:13:00 Elizabeth Lamb (she, her): Above Senior Extension Associate, I mean

01:13:17 Larry Van De Valk: I generally support Charlie's and John's recent comments. When Professor of Practice, Research Professor, Teaching Professor titles were widely adopted in recent years, I was told by a Sr. Assoc. Dean in CALS that these were NOT to be a promotion path for Sr. Ext. Associates like me (similar to what John just said). However, in reading the position descriptions of recent Prof. Of Practice hires in my department, their responsibilities are very similar to what I do. Hence, I think a Prof. Of Practice title would be a legitimate promotion path for homelike myself.

01:13:19 Tobi Hines: Agreed, Bob - this was an excellent illustration of why we went in the direction we did!

01:14:42 Hadas Ritz, MAE/CoE: Is the language of any part of the resolution (including the background) still subject to possible change before the vote, or is it set in stone at this point?

01:15:00 Michelle LaVigne: Adding a level might help with retention as well.

01:15:27 Michelle LaVigne: Thank you for having this discussion - it would be great to have these on a regular basis.

01:15:38 Crystal Stewart Courtens (she/her): Reacted to "Thank you for having..." with 👍

01:15:39 Steve Lantz: Glad these issues are coming up, most of them are familiar to me (as a 25 yr.+ SRA), thanks everyone

01:15:45 Elizabeth Lamb (she, her): Thank you to Charlie, Eve and the RTE Task Force, as well as all the RTE faculty who have corresponded with me about their issues!

01:15:50 Heidi Mouillesseaux-Kunzman: Another concern is that there are a number of grant opportunities internally that are limited to tenure track faculty that support work done and led by RTE. E.g., I've written a number of proposals to these funders that have been funded. Although I've been the lead author and, for all intensive purposes, overseen the project implementation, the TT faculty member is the official and credited PI. I am the project coordinator. At the risk of seeming dramatic, this feels like a taking of intellectual property rights. To be clear the TT faculty members I have worked with have, in practice recognized and appreciated my work, and been supportive of the application in part to enable me to keep doing our collaborative work (including just ensuring that I have funding).

01:16:06 Ashleigh Newman: Reacted to "Thank you to Charlie..." with ❤️

01:16:23 Ashleigh Newman: Reacted to "Thank you for having..." with 👍

01:16:33 Roxanne Marino: It seems worth considering adding a linked list with some examples, perhaps drawn from Betsy L's list, that exemplify some of the biggest, or likely most not-realized slights and concerns / struggles RTE have. Thank you for this forum!

01:16:36 anne lapointe: Replying to "Another concern is t..."

I am in a similar situation

01:16:56 Ashleigh Newman: Thanks for having this forum!

01:16:58 Heidi Mouillesseaux-Kunzman: I echo the gratitude; this is a sort of reckoning that I did not think I would come during my now 30+ years at Cornell. THANK YOU!

01:17:01 Rajesh Bhaskaran: Reacted to "Thank you for having..." with 👍

01:17:04 Hadas Ritz, MAE/CoE: Reacted to "It seems worth consi..." with 👍

01:17:07 Lindsay Goodale: Replying to "Another concern is t..."

I'm in a similar situation too, Heidi

01:17:09 Jody Gangloff-Kaufmann: Thank you!

01:17:10 Crystal Stewart Courtens (she/her): Thank you so much!