

# Faculty Senate

April 9, 2025

ALL IN-PERSON ATTENDEES PLEASE SIGN-IN ON ONE OF THE SHEETS

ALL ZOOM ATTENDEES PLEASE SIGN-IN VIA THE CHAT

SENATORS: Name and Department

FACULTY GUESTS: Name and Department

NON-FACULTY GUESTS: Name and Affiliation

PRESS: Name and Affiliation

# Gayogó:hó:nq' Land Acknowledgement

Cornell University is located on the traditional homelands of the Gayogó:hó:nq' (the Cayuga Nation). The Gayogó:hó:nq' are members of the Haudenosaunee Confederacy, an alliance of six sovereign Nations with a historic and contemporary presence on this land. The Confederacy precedes the establishment of Cornell University, New York state, and the United States of America. We acknowledge the painful history of Gayogó:hó:nq' dispossession and honor the ongoing connection of Gayogó:hó:nq' people, past and present, to these lands and waters.

This land acknowledgment has been reviewed and approved by the traditional Gayogó:hó:nq' leadership.

**ACKNOWLEDGE THE MOMENT**

# Rules of Engagement

## HYBRID FORMAT

In-person and remote attendance

## ZOOM CAPTIONING

Choose “Live Transcription” in the Zoom menu

## TO SPEAK

2 minutes to pose a question or make a statement

Identify yourself: First name, Last name and Department

Order: Zoom first, Floor next, Back to Zoom, Back to Floor, etc.

## CHAT

Want to attend to statements on the floor; set to everyone

Do not want to disadvantage in-person attendees

Limit chat to sharing resources with each other, published ‘as is’ publicly on DoF website

## RECORDING

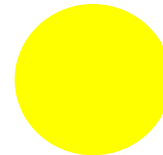
Started at 3:30PM, Video, audio, and chat posted publicly after the meeting

## THREE MICROPHONES

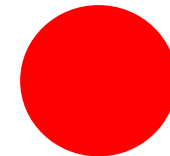
To ensure all perspectives are fairly represented and discussed



Comments in favor



Neither in favor or opposition



Comments in opposition

# **Approval of Zoom Transcription Minutes**

March 12, 2025

Unanimous consent requested

Raise hand (in-person or remote) for corrections only

**Proposed resolution in support of a  
Cornell University transfer credit policy  
for undergraduate students**

Lisa Nishii, Vice Provost for Undergraduate Education, Industrial and Labor Relations

# Education Policy Committee Feedback

- **Clarify role and requirements of Middle States; use as a framework (improve compliance)**
- **A more nuanced approach for some details?**
  - Now states that courses taken more than 7 years prior won't be counted -- we suggest a more nuanced consideration of time
  - Taking a course twice when it's a different experience
  - Need for appeals process
- **Revisit role of Dept of Education**
- **The document could be streamlined to reduce redundancy**

# Senate Q&A



# Teaching Professor proposals

Larry Blume, Associate Dean for Academic Affairs for [Bowers CIS](#)  
Information Science and Economics

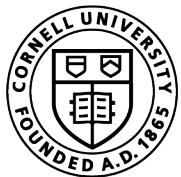
Jeff Niederdeppe, Senior Associate Dean for [Brooks School of Public Policy](#)  
Communication

Alan Zehnder, Associate Dean for Undergraduate Programs for [Cornell Engineering](#)  
Mechanical and Aerospace Engineering

# **Cornell Bowers College of Computing and Information Science Teaching Professor Titles**

Larry Blume, Associate Dean for Academic Affairs for [Bowers CIS](#)  
Information Science and Economics



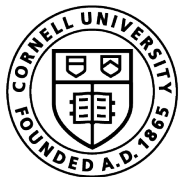


# Cornell Bowers C·IS

College of Computing and Information Science

## Justification

- Moral Reasons
  - The commitment to Cornell of many RTE faculty is no less than that of TT faculty. Their commitment, their leadership, and their importance to our programs should be recognized.
- Pragmatic Reasons
  - To compete in a national market for RTE faculty
  - To create a career path

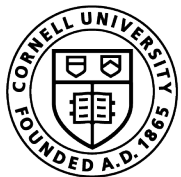


# Cornell Bowers C·IS

College of Computing and Information Science

## Eligibility

- $\geq 50\%$  FTE Appointment
- Long-term, primarily teaching role
- Ph.D. required

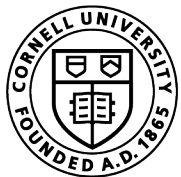


# Cornell Bowers C-IS

College of Computing and Information Science

## Ranks

- Assistant Teaching Professors
  - Demonstrated potential for excellent teaching and innovative curriculum development
- Associate Professor
  - Record of excellence in teaching and curriculum development
  - Record of service contributions
- Full Teaching Professor
  - Demonstrated commitment to the teaching mission
  - Record of leadership in the Department, engagement in the College and beyond

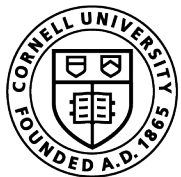


# Cornell Bowers C·IS

College of Computing and Information Science

## (Re) - Appointments

- Associate and Full Teaching Professors have five-year contracts
- Associates have a dossier-based review every term
- Full TPs have a dossier-based review every other term
- Dossier-based reviews will be voted on by the Departments



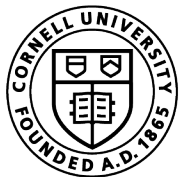
# Cornell Bowers C·IS

College of Computing and Information Science

## Transitions

- Opt-in
- Initial transmissions will be lateral
- Evaluation will be dossier-based
- Decision is by the Dean in consultation with the Department Chair



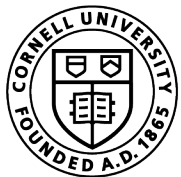


# Cornell Bowers C·IS

College of Computing and Information Science

## Limitations

- $\frac{RTE}{TT+RTE} \leq 30\%$
- Lecturer titles will be retained for short-term and part-time instructors and those without Ph.Ds
- Searches are national in scope and dossier-based



# Cornell Bowers C-IS

College of Computing and Information Science

## CAPP Response

- We ask for two letters that are external to the College. We expect our senior teaching faculty to engage with the larger Cornell community.
- CAPP has raised a concern with cross-college equity in teaching loads. The extent to which this is a concern is a question for the FS. Any remedy should be implemented through University regulation and not by a huddle of associate deans.

# Brooks School of Public Policy

## Teaching Professor Titles

Jeff Niederdeppe, Senior Associate Dean for [Brooks School of Public Policy](#)  
Communication

# Brief Review of Development Process

- Fall 2023
  - Teaching-Title Task Force (T4) featuring Associate Deans from every college convened to develop potential Enabling Legislation
- May 2024
  - Enabling Legislation approved by the faculty senate, thus permitting colleges to submit proposals for their use of the titles
- Summer/Fall 2024
  - Brooks and other colleges developed proposals; T4 group met regularly
- Spring 2025
  - Provost/HR/Legal review of working proposals; Brooks school vote

# Justification for the Position

- Recruit and retain stellar teaching faculty
  - To grow and develop new degree programs in public policy and public administration, meet student and curricular demand
  - To recognize critical roles played by current Lecturers and Senior Lecturers in curriculum development, teaching excellence, leadership
  - Open an additional pathway to promotion

## Key Attributes of the Proposal / Position

- Only eligible for long term, non-tenure track, and benefits-eligible ( $\geq 50\%$  FTE appointment) faculty members whose efforts are devoted primarily to the teaching mission of the school
  - Non-benefits eligible ( $< 50\%$  FTE) instructors will remain as Lecturers
- Can be used for external recruitments or internal title changes
  - Anticipate that new hires will be recruited in a full-time capacity
- Degree Requirements
  - Generally a PhD, though exceptions (more later). Hold a graduate degree that is appropriate for the level and field of instruction to be provided

# Key Attributes of the Proposal / Position

- TP + PofP limited to  $\leq 35\%$  of our total RTE faculty
  - Currently 53 TTT faculty; 11 (benefits-eligible) Lecturer/Senior Lecturers, 2 Profs of Practice, 1 Senior Extension Associate
  - With automatic title transfer, we'd be at 21%
- Automatic Title Transfer for Current ( $\geq 50\%$  FTE) Lecturers
  - Lecturer  $\rightarrow$  Assistant Teaching Professor
  - Senior Lecturer  $\rightarrow$  Associate Teaching Professor
  - (Full) Teaching Professor title use go through formal promotion process

# Key Attributes of the Proposal / Position

- Assistant Teaching Professors
  - Promise or evidence of high-quality teaching
  - Commitment to fostering learning/service in a diverse community
- Associate Teaching Professors
  - Equivalent of at least 6 years of full-time teaching experience at undergraduate and/or professional graduate levels
  - Evidence of sustained, high-quality teaching and student mentoring
  - Evidence of pedagogical innovation and curriculum development
  - Promise or evidence of leadership skills or potential
  - Evidence of fostering learning/service in a diverse community



# Key Attributes of the Proposal / Position

- (Full) Teaching Professors
  - Equivalent of at least 12 years of full-time teaching experience at undergraduate and/or professional graduate levels
  - Evidence of sustained, high-quality teaching and student mentoring
  - Evidence of pedagogical innovation and curriculum development
  - Leadership experience (in program administration or other admin roles)
  - Documented evidence and sustained commitment to fostering learning/service in a diverse community

# What is Different, and What is the Same?

- What is Different

- Titles would change for 11 faculty
- Additional promotional pathway (associate to full)
- Increased voting eligibility and formalizing process
  - Proposal would formalize a voting process for new Teaching Professor hires & would involve TTT, TPs, and PofPs.

- What is the Same

- No change to job descriptions, reappointment, or promotion processes except the addition of full TP (L→Assistant TP; SL→Associate TP)
- No change to terms of current appointment or compensation
- No change to processes of performance review or grievances

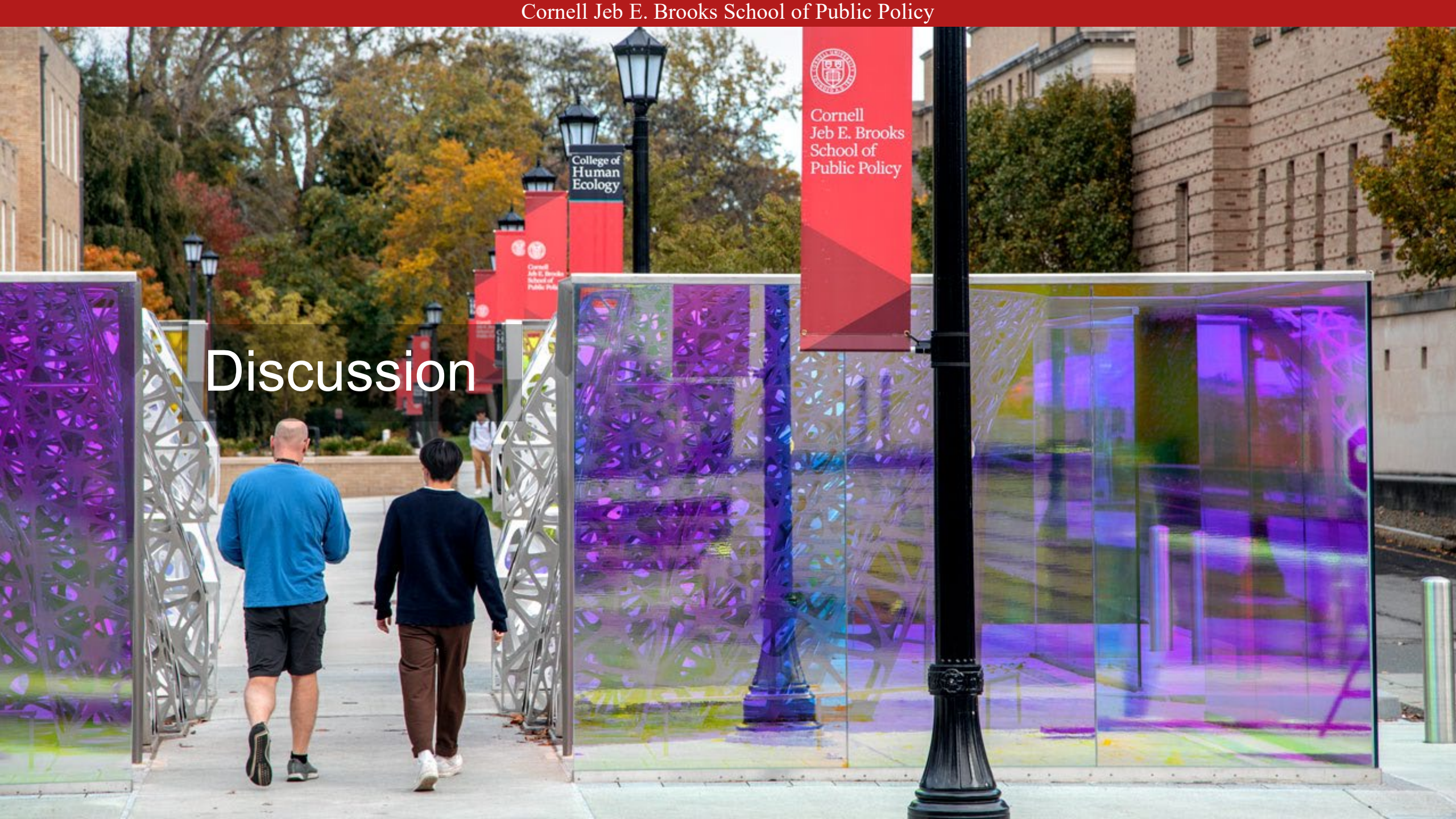
# Results of Faculty Voting

	<b>Approve</b>	<b>Disapprove</b>	<b>Abstain</b>	<b>Did Not Vote</b>
TTT Faculty	40	3	1	9
RTE (Teaching) Faculty	11	0	1	1

# Responses to CAPP Review Comments

- Variability in Teaching Loads
  - “One course” is not a standardized metric across colleges
  - Brooks TTT faculty are 50% Teaching/Advising (3 courses), 50% Research
  - Thus, 100% Teaching/Advising = 6 courses (3-3 course load)
- Exceptions to PhD Degree Requirement (permitted already)
  - Proposing existing SLs with MPA or MPP to be eligible for TP titles
  - Applies to 3 Senior Lecturers with 9+ years of teaching excellence at Cornell and who teach exclusively in MPA or Undergraduate programs
  - PhD in public policy is a research degree; these are not research positions
  - Teach engaged/applied courses in public admin/policy (not P of P)

# Discussion



# Cornell Engineering Teaching Professor Titles

Alan Zehnder, Senior Associate Dean for Undergraduate Programs for [Cornell Engineering](#)  
Mechanical and Aerospace Engineering

# Teaching Professor Titles in the College of Engineering

Alan Zehnder

Sr. Associate Dean for Undergraduate Programs

April 9, 2025

## Process Summary

- Draft developed by Engineering Policy Committee incorporating feedback from Associate Deans, Dean Archer, Deputy Provost Avery August and Stephanie Beery, university academic HR
- Circulated draft to all faculty, sought feedback via a survey, held meetings for RTE and TT faculty. Edited draft based on feedback
- Voted Feb 27 – March 6. About 90% of both RTE and TT groups voted in favor



## **Rationale for new titles**

- Recognize value of RTE faculty in the mission of the college
- Help recruit and retain outstanding faculty
- Provide additional advancement opportunities
- Resolve inconsistencies in how titles are used, including Professors of Practice

# Criteria for appointment at each TP rank

Rank	Criteria and expectations (abbreviated)	Years of FT teaching
Assistant	... have potential to develop into excellent classroom teachers, contribute to the development of existing or new courses, and/or serve as faculty advisors ...	0
Associate	... contribute to their department's educational mission beyond ...assistant teaching professor. ... novel and effective learning activities, contributing to curricular development and assessment, ... a new course ... service to or leadership in areas of importance to their department ...continued development of their pedagogy.	6
Full	... be significant contributors to the broad educational mission of their department, advance teaching and learning in their discipline, ... have impact beyond their department ... contribute to department, college, or university service.	11

# New Appointments

- Search required
- Ph.D. required
- Must meet criteria for appointment
- Voted on by department, Dean has final decision.
- Appointments at the level of assistant teaching professor are for up to three years.
- Appointments for associate and full teaching professors are for up to five years.

# Promotions

- Promotions require review and faculty vote
- Dossier Guidelines (not all items apply to each faculty)
  - CV (required)
  - A statement summarizing contributions made by the candidate to the educational and, if appropriate, outreach and engagement mission of the department; (required)
  - Letters of evaluation by tenure track and/or RTE teaching faculty (can be internal or external to Cornell) with first-hand knowledge of the candidate's teaching obtained through teaching observations, or review of course materials, or collaborations; (required)
  - Selected examples of teaching materials and instructional aids that document the candidate's teaching and development of courses;
  - Laboratory notes or manuals, and any teaching software or textbooks (with evidence of adoption of such materials outside of Cornell);
  - Course evaluations and summaries of course evaluations;
  - A summary of participation at national or international conferences on education and/or in their discipline and/or service to their educational or disciplinary community;
  - A summary of academic advising of individual students at all levels, and advising student projects, academic or honorary organizations;
  - Letters from students, including a sample of the solicitation letter and a list of individuals solicited;
  - Additional materials following any special guidelines and criteria developed by the department.
- Dean has the final decision

# Reappointments

- Assistant Teaching Professors
  - Vote by department faculty based on a review of the candidate's teaching and service relative to the criteria for assistant teaching professors. Documentation at the discretion of the department, typically includes an up-to-date CV, teaching and service statement, student evaluations of teaching and peer review of teaching.
- Associate and full teaching professors will be reviewed for reappointment every five years, with dossier-based reviews every other period.
  - For non-dossier based review cycles decision to reappoint made by the department chair based on a continuing review of course evaluations, annual reports, curricular needs, and resources.
  - Dossier based review cycles require a full dossier-based review similar to a promotion and a departmental vote
- Dean has final decision

# Transition to new titles

*Mapping of current lecturer track titles to teaching professor track titles.*

<b>Current Title</b>	<b>Eligible Mapped Title</b>
Lecturer	Assistant teaching professor
Sr. lecturer meeting criteria for appointment at the rank of associate teaching professor.	Associate teaching professor
Sr. lecturer meeting criteria for appointment at the rank of (full) teaching professor	(full) teaching professor

## **Notes –**

- Opt-in process
- Transition to assistant and associate TP requires CV, letter from candidate and chair to Dean.
- For *current* sr. lecturers only: 6 years FT teaching requirement reduced to 5, matching sr. lecturer appointment term
- Transition to full TP is treated as a promotion, requiring dossier and dept vote
- PoP may transition following procedures for target TP rank
- Once title approved by Senate, we will write a detailed process flow and plan

# Percent Limitation

RTE teaching faculty, are defined as all full-time faculty who have appointments at any rank in the Lecturer, Teaching Professor or Professor of Practice tracks. The number of RTE teaching faculty, R, in the college, to T, the number of tenure-track faculty in the college is limited to 30% of the total teaching faculty, i.e.

$$R \leq (30 / 100) (R + T).$$

- RTE teaching faculty now make up 20% of total teaching faculty
  - 236 TT faculty (source = College HR)
  - 60 RTE teaching faculty:
    - 11 lecturers, 27 senior lecturers, 22 PoP
  - $60/(236+60) = 0.21$

# Concerns raised by CAPP review

- Teaching load
  - 2-2 is 2× nominal load of TT faculty. TT faculty nominally expected to be 50% teaching, 50% research
  - It will vary. Some courses are a lot more work than others and RTE faculty may have program and leadership roles
- Title modifiers
  - Following the enabling legislation we added that the titles ... *may be modified with “acting,” “courtesy,” or “visiting.”*
  - In interest of consistency with Brooks and Bowers, we will drop this and simply rely on university policy. Faculty Handbook needs to be updated to reflect modifiers to the new titles.
- Concern with external letters in promotion and renewal processes
  - We ask that at least one letter be from someone external to the department. This external evaluator will be provided with the candidate’s teaching statement and materials. This is particularly important for (full) teaching professors, where there is an expectation of impact beyond the candidate’s own teaching and home department.
- Not clear if observations of teaching are done by faculty internal or external to department
  - Will edit the plan to make it clear that peer teaching observations are conducted by faculty in the department



# Senate Q&A

# **Senate Announcements and Updates**

Eve De Rosa, Dean of Faculty, Chair of the University Faculty Committee; Psychology  
Chelsea Specht, Associate Dean of Faculty, Chair of the Nominations and Elections  
Committee; Plant Biology

## **HARNESS THE POWER OF THE FACULTY**

Who in your department is a great communicator?  
What solutions can you imagine?

# Senate Announcements and Updates

- **Information on executive Orders** (<https://info.cornell.edu/executive-orders>) that my impact faculty
  - Can only access with your NetID
  - Immigration and travel
    - [International Services](#)
  - Federal agency guidance
    - [ExecutiveOrders@cornell.edu](mailto:ExecutiveOrders@cornell.edu)
  - Research specific guidance
    - [researchimpact@cornell.edu](mailto:researchimpact@cornell.edu)
- **Road Trip to the AgriTech campus**
  - April 23, 2025
  - Invitation sent all Senators; Qualtrics survey to RSVP
  - Still room on the bus

**Q&A**

# Good of the Order

Senator Begum Adalet, Government

Cornell Faculty in Support of Democracy and Academic Freedom

[https://docs.google.com/forms/d/e/1FAIpQLScCQXI77TWPhipU1-BDII4RjXfnjtbBRsRQZS1aYEHg\\_m2Sg/viewform](https://docs.google.com/forms/d/e/1FAIpQLScCQXI77TWPhipU1-BDII4RjXfnjtbBRsRQZS1aYEHg_m2Sg/viewform)

# CORNELL UNIVERSITY FACULTY SENATE



Good of the Order

Adjournment

#IAMYOURSENATOR