

University Hearing and Review Panel

Recommendations for Solicitation and Selection of Applicants

Recommendations: Guidance Only

- ▶ Feel free to add any qualifications/finishing touches to the selection/solicitation process
- ▶ However, we have provided some guidelines for the assemblies and Senate to work from
- ▶ Deadline for Application Launch + Dissemination: September 10th 2021
- ▶ The Code requires appointments by April 1 of each year; however as this is the inaugural year, we will be soliciting applications between September 10th-24th 2021 as no preexisting UHRP board exists from the previous year

Announcing the Opportunity

- ▶ New and exciting leadership opportunity--**Inaugural** UHRP
- ▶ Present as an “opportunity for campus governance involvement”—a unique chance to engage in campus governance
- ▶ The new Code prioritizes **active participation** to collectively enhance our community standards
- ▶ Members of the UHRP make decisions in cases that proceed to the formal hearing process
- ▶ The position offers transferable skill building in the following areas: critical thinking, communication, collaboration, conflict resolution, impartial decision making, sound judgment, and stewardship

Logistics of the Process

- ▶ The Assemblies and Senate respectively solicit applications and submit them to the Director each year.
- ▶ The Executive Committee of the SA and GPSA review and evaluate applications. The UHRP consists of 25 students, 15 faculty, and 15 staff.
- ▶ The Director appoints in consultation with these committees.
- ▶ Deadline: Please launch your respective applications by September 10th 2021
- ▶ As this is the inaugural year of the Code, we are soliciting applications through September 24th 2021

Qualifications

- ▶ **Conflict of Interest:** No person shall serve on the UHRP who is at the same time a member of the SA or GPSA or is an employee of the Office of the Assemblies
- ▶ **Commitment to two-year term** – through May 30, 2023
- ▶ **Required annual training**
- ▶ **For the fall 2021 semester, must be generally available during designated hearing times:**
 - ▶ Tuesdays 11:00 a.m. – 5:00 p.m. ET
 - ▶ Fridays 11:00 a.m. – 5:00 p.m. ET
 - ▶ Please note: selected panelists will be able to pre-select specific dates in advance

Applicant Attributes

- ▶ Lack of implicit biases
- ▶ Cooperative, active participation
- ▶ Concise and clear in their logical reasoning
- ▶ Not looking to be an advocate, but a neutral
- ▶ Enthusiasm tempered with maturity and responsibility
- ▶ Honesty

Training

- ▶ Includes a focus on diversity, equity, and inclusion
- ▶ For the fall 2021 semester, must be available for one of the following training times:
 - ▶ 10/08 (F) 1-4
 - ▶ 10/11 (M) 1-4
 - ▶ 10/12 (T) 5:00 – 8:00
 - ▶ 10/13 (W) 9-12
 - ▶ 10/13 (W) 5:00 – 8:00
 - ▶ 10/14 (TH) 9-12

Application Materials

- ▶ (1) Statement of Interest Questionnaire + (2) Resume

Statement of Interest Questionnaire:

- ▶ Similar to the condensed application process for the UHRB (Summer 2021)
- ▶ The application has been streamlined to ask the most crucial and pertinent questions of applicants (see next slide)

Resume:

- ▶ Possibly unnecessary—if applicants can be successfully vetted by the applicants' answer submissions
- ▶ Use resume as potential tie-break between applicants

Free Response Statement of Interest Questionnaire:

1. Please upload a PDF of your current resume or CV
2. Please describe in your own words what the University Hearing and Review Boards are, the role they play in Cornell's judicial system, and your reasons for applying to become involved with the Hearing and Review Board.
3. Assume that you are asked to serve on a hearing panel concerning a provision of the Code with which you personally disagree. How would you respond? Would you recuse yourself from the hearing panel, potentially penalize an individual for a violation of the Code with which you disagree, or take a different course of action? Please explain your reasoning.
4. Discuss which violations of the Campus Code of Conduct, if any, you believe to potentially warrant suspension, expulsion, and/or transcript annotation as penalties. Please explain your reasoning.