



Northeastern University
Office of the Faculty Senate

TO: FACULTY SENATE
FROM: Robert Hanson, Secretary, Faculty Senate
SUBJECT: Minutes, 21 March 2018

Present: Professors Adams, Andrews, Barczak, Brooks, Dennerlein, Dencker, De Ritis, Erdogmus, Fox, Frader, Hanson, Hayward, Howard, Kaeli, Kanouse, McGruer, McOwen, Portz, Powers-Lee, Silbey, Sipahi, Stephens, Vicino

Administrators: Bean, Brodley He, Henderson, Hudson, Loeffelholz, Parish, Poiger, Ziemer

Absent: (Professors) Barberis, Desnoyers, Kelly, Kirda, Monaghan, Nyaga, Patterson,
(Administrators) Wadia-Fascetti

CALL TO ORDER: Provost Bean convened Senate at 11:49 AM

I. **MINUTES** of 28 February were approved.

II. **SAC REPORT**

- A. Professor Powers-Lee reported that since the last Senate meeting, SAC has met 5 times. One meeting was with the Senior Leadership Team where topics discussed included guidelines for campus relationships and the creation of a sustainability and resilience working group aimed at bridging the gap between academic research and the implementation as a campus community. Two of SAC's meetings included Provost Bean where topics included the Compensation handbook module and enhancing the communication among the components of ORAF, as well as enhancing the overall efficiency of the pre and post award operations.
- B. SAC has consulted Rana Glasgow, Assoc. Vice Provost for Institutional Research and Decision Support, on the use of an online Qualtrics survey to deliver future one person/one vote "secret Ballots" as required for amendment of the Senate Bylaws.
- C. On Monday, March 19, Prof. Jerry Hajjar, the 2018 awardee of the 54th annual Robert Klein Lecturer gave a presentation on "Urban Engineering: New Designs for a Resilient and Sustainable Future." Prof. Hajjar is the CDM Smith Professor and Department Chair of the Civil and Environmental Engineering.
- D. Six of colleges have completed elections for their new senators and college meetings are scheduled for March 26 for the School of Law and March 28 for the College of Engineering.
- E. Five members of SAC are in the process of staffing the School of Public Policy and Urban Affairs Director search committee. Dean Poiger has asked that this committee evaluate a single candidate, Jennie Stephens. As both a member of SAC and the designated director candidate, Prof. Stephens is recusing herself from all aspects of the SAC involvement in the search.

F. On April 12, all SAC members will be meeting with the Academic Affairs and Student Experience committee of the Board of Trustees.

G. The on-campus memorial service for Gerry Herman will be held on Tuesday, April 3 at noon in the Fenway Center.

III. PROVOST REPORT

The searches for CIO and Dean of School of Law are nearing their conclusions. The Division of Human Resources has brought in a 3rd party expert on benefits to examine Northeastern's benefits in comparison to a local competitor's. The Provost has just received that report.

The budget has been discussed with the Board of Trustees Financial Affairs Committee and will be reviewed at the April 8 or 9 Board of Trustees meeting. The Provost Office is in the middle of promotion and tenure season. The Provost Office intends to have all decisions released on May 1, 2018.

There were no questions or discussion on either report.

IV. NEW BUSINESS

A. Prof. De Ritis read the following; Prof. Dennerlein seconded.

WHEREAS it was the sense of the 2016-2017 Faculty Senate that all full-time faculty, including tenured, tenure-track and non-tenure-track, be eligible to run for, be elected to, and serve on the Faculty Senate, and that the College of Professional Studies be included in the colleges and schools that have representation on the Faculty Senate,

BE IT RESOLVED That the Faculty Senate approves the revised Faculty Senate Bylaws as presented in the draft marked 3_21_18 revision, to be submitted to the tenured/tenure track faculty for a ratification vote.

Prof. Parish asked which of the 2 models was the Faculty Senate voting on? Prof. Powers-Lee responded that the Faculty Senate was voting on Model A. The model that would include 33 elected senators from the colleges and CPS. In addition, the model would include 6 administrators and the Provost. Wherever it said T or TT, it now says Full Time Faculty.

Prof. Dennerlein asked where is the current distribution of how many senators each college gets documented? Prof. Powers-Lee stated that is not in the bylaws. Those numbers are updated annually.

Prof. Fox asked about rounding up numbers to apportion number of senators per college. Prof. Hanson noted that the rounding up is highly variable, given the requirement to keep the total number of seats constant.. Only once in the last 4 or 5 years, have changing numbers of faculty dictated an adjustment in the distribution of seats among colleges.

Prof. Adams emphasized this is an important issue. There is a 50 year tradition of not making changes to faculty handbook without input of faculty, so we have veto power. He noted there is the concern that FT NTT faculty could be more susceptible to coercion. Another issue to consider is that deans and administrators sometimes vote in blocks. Many think it is their job to follow along with what the senior administration says.

He noted there is some speculation that why the Board of Trustees and senior leadership want this one faculty is that the administration didn't want a union and wanted to weaken the power of tenured faculty. Prof. Adams suggest a modification to example A could be that non tenure track faculty should not vote on issues of tenure or research.

Dean Parish disagreed with Prof. Adams' point regarding FT NTT not voting on matters of research noting that in Bouve a lot of NTT faculty are involved in research.

Prof. McGruer yielded the floor to Prof. Arvin Grabel: A university has two functions, to generate new knowledge and propagate new knowledge. The reputation of this university depends mostly on the research and scholarship of faculty. No matter how much good they do in the classroom, non tenure track teaching faculty don't add to that.

Dean Parish strenuously objected to this statement. Prof. Dennerlein said he believed our reputation is built on our students and in the case of Physical Therapy, there are more NTT teaching faculty who support the reputation.

Prof. Powers-Lee added that she recalled when, as Biology Chair, a group of research-active tenured faculty asked that the department explore ways to make current lecturers stay forever. This group of faculty are vital to the whole balance of how we do teaching.

Provost Bean noted another point of fact that almost the whole College of Professional Studies is NTT faculty.

Prof. Brooks noted that something that has come up in informal discussions is that if the university really wants people to feel part of one faculty, maybe establish a 2nd path to tenure. A path for faculty who are not primarily basing tenureship on scholarship. And noted that he thought Prof. Adams' concerns are valid.

Prof. Hanson noted that to remove all concerns about coercion, the senate should consist of old people who are near retirement and can never be coerced. This is a call to expand and get everyone who is contributing to the university to work together in this body.

Prof. De Ritis said that in his experience the balance of what happens with T/TT faculty and NTT faculty is what gives the University success.

Prof. Hayward asked if it is possible to decide where we want to go and pilot test it for a year. And then revisit?

Provost Bean noted that this will have to be approved by the Board of Trustees. If in a year, it is revisited, it would be that new senate that would have to revisit the second change.

Prof. Adams reiterated his concern that coercion is a real issue. It can be real problem and offered that for certain votes, regarding tenure, we could not rely on NTT to abstain.

Prof. Dennerlein said that the current bylaws allow for coercion in that we allow Assistant Professors to be members of this senate and they may be even more vulnerable than NTT faculty. Can we ask each college to report on how they will make proportional appointments.

Provost Bean said if this passes, then senate can take up a request for all colleges to report back.

Prof. Adams suggested sending the module back to SAC to tweak the language.

Prov. Vicino moved to table the resolution. Prof. Brooks seconded.

Discussion:

Dean Parish said she is against tabling. Bouve discussed this at faculty meeting and the overwhelming opinion of NTT is that this is an issue that has been delayed too long. They feel disempowered by not being able to serve on Faculty Senate. She expressed concern that the issue of coercion is another way to delay and it is time to move.

Prof. De Ritis noted his concern was ensuring that all colleges will do right by NTT.

Dean Loeffelholz yields the floor to Assistant Teaching Prof. Patty Goodman (CPS) who noted that her colleagues feel they have a great deal to contribute.

Prof. Brooks said, as Dean Parish raised, there is no clarity about how colleges make this decision of how many T/TT vs. NTT serve. Many would like faculty to make this decision and not deans. And regarding matters of tenure, we could deal with amendments from floor but I think it would be more efficient to have SAC tweak the language.

Provost Bean added the apportionment between T/TT and NTT is purely a faculty issue. The formation of the senate is up to the faculty.

Prof. McGruer commented on the proposal of sending the module back to SAC. As a member of SAC, he didn't think SAC would know what to do at this point. He didn't think SAC knew the sense of the senate.

Prof. Fox noted that a motion to table was non-debatable. Prof. Vicino agreed.

Bean: calling motion to table. Vote to table FAILS 5-26-1

Back to discussion on floor:

Prof. Silbey offered what if the Senate has a clause specifying that the faculty in each college determine the proportionality.

Provost Bean noted each college could report a faculty vote of whatever model they pick.

Prof. Adams offered an amendment - Only T or TT faculty may vote on issues directly related to tenure.

Prof. Brodley seconded.

Prof. Hanson added those issues related to tenure on floor are rare. There could be a possibility where NT would have path to tenure.

Prof. Portz said looking at the bylaws he wondered where would this amendment go?

Prof. Kanouse said she was thinking about all the times she has had to vote on matters that didn't involve her.

VOTE on Amendment to the resolution: FAILS 12-15-4.

Dean Poiger noted that they have NTT on their college council and that the only place NTT do not serve, is tenure and promotion or full professor committees. We have been sad to see such slow movement on the part of senate. I would urge us to move with speed toward enfranchising.

Dean Henderson agreed with all of deans that there was a very strong sense to more empower our NTT faculty.

Dean Poiger noted that all the bylaws are not created by Deans; they are created by faculty committees.

Provost Bean asked whether to call vote, noting that he didn't want to shut down discussion.

Vote to hold Roll Call Vote on resolution to amend the Faculty Senate By-Laws: 26-3-1.

Roll call vote on Faculty Senate By-Laws:

PASSED, 28-2-1.

B. Prof. Silbey read the following:

BE IT RESOLVED That the proposed Conflict of Interest and Commitment module replace the current Conflict of Interest and Commitment module in the Faculty Handbook

Prof. Ziemer seconded.

Prof. Silbey noted that on p. 5 a whole paragraph was added that states faculty are not allowed to tutor students for fees in any discipline in which they teach. This information was in an older, separate module but is now added to this section.

Prof. Brooks noted this text is much better than the older module because it omits the inappropriate statement on teaching assistants.

As a friendly amendment Prof. Kanouse recommended the removal of the last sentence in the third paragraph on p.5. The sentence read "Students may contact faculty members or the Unit head for more information." The amendment was accepted by Profs. Silbey and Ziemer as friendly.

Vote on proposed resolution PASSED, 36-0-0.

- C. Prof. Silbey read the following and was seconded by Dean Loeffelholz.

BE IT RESOLVED That the Tutoring by Faculty for Fees module be deleted from the Faculty Handbook

There being no discussion the vote was taken.

Vote on proposed resolution PASSED, 36-0-0.

- D. Motion by Prof. Kaeli to accept Prof. Portz presentation of the Report of the Faculty Senate. Prof. Brooks seconded. Vote: 30-0-0.

Report of the Senate Faculty Development Committee (Professor Portz)

Prof. Portz read the charge of Development Committee and noted it is a broad charge and so the committee tried to focus at college level. They tried to look at T, TT & NTT.

Prof. Hanson said, to put the charge that came from SAC in a bit of context, it was developed last year out of HERI report where SAC perceived some issues around faculty morale. We took a look at what kind of resources are available to faculty.

Provost Bean added a lot of mentoring is done in Deb Franko's office via Promotion Workshops and also by the Office of Institutional Diversity and Inclusion.

The presentation can be found on the Faculty Senate Website.

ADJOURNMENT: The Senate adjourned at 1:26 p.m.