



Northeastern University

Office of the Faculty Senate

TO: FACULTY SENATE
FROM: Secretary, Faculty Senate
SUBJECT: Minutes, February 16, 2022

Present: Professors: Avalon, Board, Bourns, Caracoglia, Carr, Chiou, Cisewski, Dau, Ergun, Gonyeau, Gundavaram, Herlihy, Hertz, Landsmark, Mages, Marano, McSherry, Molnar, Mukerjee, Musselman, Rappaport, Smith, Strange, Vollmer, Willey, Wood, Zimmerman, Zulick

Administrators: Madigan, Abowd, Cohen, Gallagher, Reid, Ronkin, Sceppa

Absent: (Professors) (Professors) Beighley, Dennerlein, Nieves, Spencer, Toledano Laredo
(Administrators) Cohen

CALL TO ORDER: 11:50 a.m.

I. The minutes for the 1.19.22 Senate meeting were approved.

II. SAC REPORT:

- Since the last Senate meeting, SAC has met five times.
- Distributed the latest Newsletter.
- A spring survey from senate standing committees will be sent soon with various topics including salary information, faculty governance under the one faculty model, classroom technology and other topics.
- Working on senate agendas with committee reports and administrative presentations.
- Continuing elected senators meetings. Next one is March 9.
- SAC met with Provost Madigan and Sr Vice Provost Franko 3 times on topics that include:
 - Mills college processes
 - Communication strategies
 - Past resolution follow up
 - Shared governance concerns, Faculty Handbook updates, COVID issues, faculty and staff mental health issues.
- Procedural items:
 - Senate minutes will be considered a consent agenda item.
 - Resolutions from a committee do not need a second before discussion ensues.

III. PROVOST REPORT:

Provost Madigan touched on 3 topics:

1. New academic plan - a key piece is the role of impact engines. There is a mechanism by which one can propose an impact engine. There is a website up and running:
<https://impactengines.northeastern.edu>. Also, there is an impact engine support team in place.

2. Faculty hiring - there is a lot of activity across the university. The Provost thanked everyone for participating in all aspects of this process.
3. COVID - With regards to masking and testing there will be changes upcoming. The university will move soon to optional testing and relaxing mandatory testing. Testing will be an option through the end of the semester. Masking will be more complicated because state and city are not on same page. Boston has mask mandate still in place. It does not apply to our private indoor spaces but are continuing to watch both city and state for relaxation of policies.

QUESTIONS AND DISCUSSION:

There were no questions or comments.

IV. NEW BUSINESS:

- A. Prof. Caracoglia read the following:

BE IT RESOLVED That the Senate accept the report of the 2021/2022 Financial Affairs Committee.

The vote to accept the report was 30-0-0.

Prof. Caracoglia acknowledged Prof. Deb Copeland and Prof. Blaine Saito, the co-chairs of the Financial Affairs Committee. (The presentation can be found on the Faculty Senate website.)

Professors Copeland and Saito noted the other committee members and reviewed the committee's charge 1.

Highlights of the report include:

- Faculty compensation, no major changes since 2020-21; salary and benefits 43% of total operating budget.
- Matchmate institution data and comparing salaries. Used previous tables with updates. Added 2 columns of information – QS World University rankings and Times Higher Ed rankings. Some rankings similar to past years. AAUP summary of salary data table shown with addition of % of NTT faculty column added. Table will be updated and resubmitted.
- 17 matchmate institutions. The committee looked at those with faculty composition similar to NU (NTT faculty); for ex. BU, NYU, Tufts. Northeastern ranks between BU (higher) and Tufts (lower). Tufts does not have a business or law school so their starting salaries may be less. Cost of living higher in NYC, so NYU salaries likely higher due to that.
- Differences between NU and other institutions noted include: NU seems to pay less even with Cost of Living (COL) considered.
- Compensation ranking within matchmate groups, sharp drop in 2020-21; continued decline 2021-22. Falling behind in real dollars and nominal terms.
- NU has had operating surplus over last few years. Drop from FY 2020 to 2021 due to COVID costs but still surplus.
- BU over last year had standard 2.5% merit and gave additional 2.5% during the middle of the year. They also suspended 403B contributions (while Northeastern continued ours).
- MIT gave special 3% base pay increase for campus based eligible faculty and staff; reported strong endowment.
- Consumer price index 2021 biggest concern of committee; increased to 7% as of December; highest since 1982. January 7.5% just came out. Inflation is a serious issue eating into

salaries; unclear how long it will occur or if increase/decrease. Showed graph r/t types of inflation items trajectory over last year.

Recommendations from committee:

- Merit raise for FY 2022 be 8.0% minimum of continuing salaries starting July 1, 2022. Sense of falling behind matchmates, inflation costs, and surplus at NU/doing well in rankings. And Undergraduate and Graduate students applications are still high. Students come here for the faculty. As an institution it is really Faculty that are doing the cutting edge research and making Northeastern such a wonderful place.
- Explore the decoupling of promotion and merit pools for FY 2023-24. The committee also recommends that the Senate may want to assign this issue as a charge to one of the committees.

QUESTIONS AND DISCUSSION:

- Prof. Harteveld noted that NYU also provides housing opportunities to their faculty.

Prof. Gonyeau said the Senate has previously discussed the housing piece over the past couple of years at the Senate level and how it may be having an impact on retaining top tier faculty. Faculty may have seen email communications from the Provost's Office about a new venture around Landed.com.

- Prof. Strange asked if there was any data on NTT faculty.

Prof. Copeland said the AAUP in 2019-20 year data were combined for T/TT and NTT. This committee and the FTNTT committee are trying to get NTT only data.

Prof. Saito said it is hard to get disaggregated data. It is our big white whale. One component of COL is increased housing costs in general. Boston very high and some satellite campuses like Charlotte, North Carolina.

- Prof. Herlihy asked if there any differences with faculty who are not paid year-round versus those spread out over the 12-months.

Prof. Copeland said University Decision Support is the responsible party on campus for submitting this data as defined by AAUP. She said she would have to review what the actual ask is but thinks it is amortized as to how a faculty member is designated at the university. For ex., if a person is designated a PT faculty member, salary data would not be included.

- Prof. Young noted she is part of the Inclusion and Diversity committee. She said disaggregating across DEI categories would be useful.
- Prof. Caracoglia said that the proposed rate might seem high compared to the past but he asked himself is it feasible? He set up a financial plan of university surplus with these numbers and found it is feasible.
- Dean Sive thanked the committee for the outstanding report. She said her Associate Dean for Administration and Finance pulled data for staff retention rates at comparison Universities. She said the attrition rate at Harvard and MIT is 8%, at BU & Tufts 15-18%, at NU at 20% – as reported on LinkedIn.

She said this is something that we should all be cognizant of because it certainly affects faculty as well. We want to retain the most excellent group of contributors at Northeastern. She agrees with the assertive proposal by the committee.

Prof. Gonyeau said the Senate has heard concerns from a number of faculty regarding staff. SAC does try to bring those issues up with the Provost although the Senate doesn't represent staff but noted the staff doesn't have a governance structure. He said we want to advocate for the entire NU community as much as possible. SAC can communicate the data if Dean Sive shares this with SAC.

B. Prof. Caracoglia read the following:

BE IT RESOLVED That the recommended raise pool for merit for FY 2023 be 8.0% at a minimum, of continuing salaries starting on July 1, 2022.

The vote to accept the recommended raise pool PASSED: 29-0-0.

C. Prof. Arnold Mages read the following:

BE IT RESOLVED That the University establish the Master of Science in Media Innovation and Data Communication as approved by the Graduate Council, 26 January, 2022 (16-0-0).

Prof. Arnold Mages introduced Prof. Howe of the Journalism program who gave a brief overview. He explained that the program was funded in past and successful. They now want to formalize into a program and are seeking STEM recognition. Some graduates have gone on to work at the NYT and Google. And have a student who is a Neiman fellow at Harvard.

QUESTIONS AND DISCUSSION:

There were no questions.

The VOTE to establish the Master of Science in Media Innovation and Data Communication PASSED: 30-0-0.

D. Prof. Arnold Mages read the following:

BE IT RESOLVED That the University establish the Interdisciplinary Master of Fine Arts (MFA) as approved by the Graduate Council 26 January, 2022 (16-0-0).

Prof. Arnold Mages introduced Prof. Hartevelde who is the CAMD Assoc. Dean of Graduate Studies.

Prof. Hartevelde said this reactivation was instigated by the Mills college merger to teach out current Mills students enrolled in a number of MA & MFA degrees for which there is no equivalent degree at Northeastern. As of July 1st, these students will need to transfer to Northeastern and it was recognized that the MFA in Interdisciplinary Arts which is currently inactive, would be the most appropriate vehicle to serve these students. May also reactivate fully for all students in the future.

QUESTIONS AND DISCUSSION

- Prof. Poe said as a stop-gap measure for the Mills College students she supports this. The Mills students need to finish their degrees. Why was the previous MFA decommissioned?

Prof. Harteveld said it was mostly decommissioned because they did not attract enough students to the program. It also didn't completely serve the purposes of the degree as to how it was originally set up.

Part of this reactivation has been to re-envision it. It is now more interdisciplinary and flexible. With regards to English, CAMD has been in touch about collaboration. As some may know, a great amount of students with a MFA in creative writing who will be transitioning to this degree, so there is a connection with English already made for that reason.

- Prof. Poe said there needs to be more discussion about what will this MFA look like and how to better integrate CSSH and CAMD together for this.
- Prof. Musselman said what she is hearing is that English faculty are concerned about this overall reactivation beyond just supporting Mills students without further discussion with the English faculty first. She said a general reactivation without further conversation is not warranted at this time.

Prof. Harteveld said from their point of view a decision for full reactivation has not yet been made. A working group is being convened and will include CSSH. He reached out to Tom Vicino and talked to Laura Green to have a representative from CSSH be part of that working group. This is not a call to fully reactivate and admit students for Fall 2022 but rather investigating the possibility to reactivate fully. Right now the major concern is to serve the Mills students.

- Prof. Poe said to clarify, today we are going to vote to reactivate the program for one year for Mills students. Is that what we are voting on?

Prof. Harteveld said one year sounds like a limiting factor if we don't know if the students will be graduating in one year.

- Prof. Poe said to recast it what we are voting on today is a reactivation to support the Mills students but will not be doing new admissions until we have further discussion. Correct?

Prof. Harteveld said this is correct.

- Prof. Poe said as far as the working group it would be nice if they had more than one English representative and/or a working group within English.

Prof. Gonyeau noted this was a helpful clarification and stated it again so that everyone is on the same page.

The reactivation of the Interdisciplinary Master of Fine Arts degree would not include admissions to students into the program. It would only be for teaching out Mills College students at this time.

Prof. Harteveld said this is correct.

- Prof. Herlihy asked what are the disciplines being integrated into the program?

Prof. Harteveld said they include MFA in Dance, MFA in Book Arts, MFA in Studio Arts, MFA in Electronic Media Recording and Performance, MA in Composition, MA in Creative Writing, MFA in Creative Writing.

- Prof. Caracoglia asked if the committee or working group considered a medium or long term reactivation and would there be some kind of market analysis to see whether the program can be sustained for a number of years.
- Prof. Carr asked if the teach out of these courses happen at Mills or will students come here? And who would be teaching the courses?

Prof. Harteveld said this is still an unknown factor. He said it is up to the students to decide that. He would expect them to stay at Mills. The students have the choice to go to Boston.

- Prof. Boeckeler from English asked if the MA in Composition would be offered under the new MFA rubrik?

Prof. Harteveld said it is for music composition.

- Prof. Poe as she understood it the Mills students had the option of doing the teach out with this MFA at Mills or MA in English. Do we have the numbers of what students are going to which program?

Prof. Harteveld said he has seen the student names and has seen the numbers that will transfer to the MA in English and the MFA in Interdisciplinary Arts but he doesn't know where they are coming from. He tried to talk to his counterpart at Mills but hasn't received a response. There were 21 total students across the MA and MFA in creative writing and believe 8 in MA in English.

- Prof. Poe asked if we know the timeline for the reactivation of the whole program?

Prof. Harteveld said currently they are targeting fall 2023. but it depends on the current working group that will provide a report at the end of spring semester. Based on that, we will recalibrate and see what makes sense in terms of the timeline.

Prof. Caracoglia recognized Prov. Vicino.

Prof. Vicino, Assoc. Dean of Graduate Studies in CSSH, noted his colleague, Prof. Green, Assoc. Dean of Undergraduate Education is present as well. He stated that this has been a collaborative effort as we plan the learning continuity of Mills students.

He said he has a concern about linking degree approval to admissions. That is not how the Graduate Council voted on this – of which I'm a voting member. This is a degree proposal to reactivate a program. And so it would be helpful to understand that in this conversation. I don't think we link the approval of degrees to how admissions operates. How CAMD as a CAMD program moves forward with it that would be helpful to have clarified.

Prof. Gonyeau said the vote is to reactivate the degree. The questions that came up in the clarification related to the plan for the degree is what Prof. Harteveld was telling us. The resolution only holds that it is reactivating this particular degree.

- Prof. Poe still expressed concern that there was only one English representative. She asked Prof. Vicino how do we resolve this?

Prof. Vicino said the degree proposal is the MFA in Interdisciplinary studies.

- Prof. Poe said that writing was one of the things that is noted in various documentation that has been around. What is the path forward?

Prof. Vicino said that it is what Prof. Harteveld described as a working group to think about where the future collaborations are.

- Prof. Poe asked why there hasn't been a larger group within English of our MFA faculty on the working group. It seems like we are voting on something that has a time sensitive issue with Mills students but other pieces haven't been worked through yet.

Prof. Harteveld said as far as he knows the CSSH representative had not been identified yet.

- Prof. Gonyeau recognized Prof. Green who said she has not yet spoken with her colleagues in English about who might serve on the working group.

She said the MFA in Interdisciplinary Arts does have as part of the proposal a potential concentration in writing. This doesn't need to be there. She assumes this will be discussed in the working group. In the spirit of collegiality that she hopes all colleges would show to each other, this is an existing degree that this college wishes to reactivate for a limited period of time while it thinks about whether there are further options where it might collaborate with other colleges.

- Prof. Musselman said she respects all comments. As she looks at the degree reactivation, it does not state that this is a short-term thing. She thinks that is where some of the hesitations are coming from. If there is a way to indicate that this is a temporary thing while other discussions are going on, I think we need to do that very clearly.

Provost Madigan said the moral imperative is to take care of the Mills students. He said if it would be helpful he would give his word that this is not a long-term degree and will not enroll new students without further consideration.

- Prof. Green asked if there is a way we can amend the resolution to include this short-term language?

Prof. Gonyeau said the senate could vote on a friendly amendment but asked if the resolution would have to go back to the Graduate Council committee for consideration as well? And the Parliamentarian, Prof. Gundavaram, had to leave to teach.

If a senator would like to propose a friendly amendment it would have to be accepted by Prof. Arnold Mages who stated the resolution then there could be a discussion and a vote on the

friendly amendment.

- Prof. Arnold Mages was worried about setting a structured time limit on this. Sometimes graduate students don't do the work in the time that you want them to do it. And procedurally, can we tie matriculation to an admissions process? How do we do that within the University.
- Prof. Poe offered a friendly amendment that this applies to currently matriculated students at Mills College. Prof. Poe asked Tom Vicino (as a former Parliamentarian) does this now need to go back to the Graduate Council Committee or can this be voted on at this time?

Prof. Vicino said it would be worth consulting Tom Sheahan on this question. For accreditation purposes, and I know NECHE has standards around this, that we approve degree programs to offer degree programs. He would defer to Provost Madigan's word, to not bring any of this forward until we bring that larger group of people together.

I don't think we approve degrees as an institution with admissions strings attached to it.

One intention you could do, the proposal itself could be modified to read that we will not be admitting students beyond the Mills teach out plans. I agree with Provost Madigan that the imperative here now is to assure that we have a degree option for continuity of learning for current Mills students. That is time sensitive.

Students right now are being advised and we need to have an option. There have been conversations that if the Mills students are not comfortable with the current 60 credit hour MFA there is an MA in English and there are other degree options around the institution as well.

Think we could reflect that in a friendly amendment to the actual proposal that Casper and his colleagues in CAMD included and that the intent to only use it for this purpose would be in the proposal rather than the resolution on the floor.

The resolution on the floor will reactivate a degree and that will now be a degrees of the institution. That would be my advice.

- Prof. Ronkin supports the Provost's suggestion of how to move forward. If we did an amendment to the motion, since this resolution is coming from the Graduate Council, it is my understanding that only the Graduate Council who can accept the amendment. They would have to vote on it. I think the most expedient and collegial way forward is what the Provost suggests.
- Prof. Poe said she likes the idea of amending the proposal. She said curriculum matters are supposed to belong to the faculty.

Prof. Hartevelde said he was fine with all of that. He just wants to make in terms of timeline and the ability to serve the Mills students this is not hindering them.

Our intent has always been to focus on the teach out, we just wanted to be transparent about the possibility of reactivating the program in the future.

As I remember, when the Graduate Council approved it, Tom requested that we would revisit the proposal again once it was fleshed out by a working group. That was the way that we voted on it.

- Prof. Gonyeau said that it appears at the moment that the resolution on the floor includes an understanding from the Graduate Council that this would be for Mills students. Is that an accurate summary?

Prof. Harteveld said yes. That is how it was presented and we were asked to flesh it out present it again at the Graduate Council once it was fleshed out.

Prof. Gonyeau said if that is the case, I don't think we need a friendly amendment for this resolution if this proposal contains that information that it is for the Mills College teach out.

Prof. Arnold Mages said that is part of the text of the proposal.

- Prof. Poe said but then the proposal goes on to long term plans beyond that. She has also seen multiple versions of the proposal. It would be good if it was stated in the actual proposal that it is for the teach out and then that would connect with the resolution in a very clear way.
- Prof. Gonyeau said so then it is suggested that the proposal be amended to clarify that statement that it would be applying to the Mills College students at this time, correct? And has there been an agreement of the authors of the proposal to that effect?

Prof. Harteveld said yes. He saw no problem with that.

Prof. Gonyeau said he thinks that clarifies the issue.

- Prof. Herlihy asked is there a mechanism to somehow turn this around quickly? Can we vote electronically or remotely on this. Prof. Poe makes some excellent points. We should want to get it clear on its face.

Prof. Gonyeau said the Senate doesn't currently have a procedure in place for voting outside of the Faculty Senate meeting. His recommendation would be that the Senate vote on the resolution with the understanding that was just stated and that that is added to the minutes. The Faculty Senate can then request the updated proposal and send that out electronically to the University community.

If there are questions or concerns after that occurs, we could bring it up again at our next Senate meeting for further discussion.

The VOTE to reactivate Interdisciplinary Master of Fine Arts (MFA) PASSED: 29-0-0.

E. Prof. Chiou read the following:

BE IT RESOLVED That the University establish the Interdisciplinary Doctor of Philosophy (PhD) as approved by the Graduate Council 26 January, 2022 (16-0-0).

Prof. Chiou recognized Vice Provost Sara Wadia-Fascetti. She acknowledged the members of the

working group for this degree: Prof. Vicino, Prof. Stephens, Prof. Suarez. Vice Provost Sara Wadia-Fascetti said this new PhD is a result of a number of discussions across different groups. The framework for this program is intended to compliment the current portfolio of PhD programs. There are currently 35 PhD programs.

Some distinctive features of the program are that it is intended to have small enrollments. It would only be for applicants if current portfolio is not a good fit. This is intended to spur new knowledge and creating new areas of scholarship. It applies to emerging areas such as Fintech. The faculty governance for the degree is through a graduate group. Representatives for the graduate group would come from all academic colleges representing research across the university system. And because this membership would inherently include faculty from PhD granting colleges, these faculty would be able to determine whether the applicant was a good fit for an existing program.

The specialty areas would be ones first time used and discussed with Graduate Council.

QUESTIONS AND DISCUSSION:

Prof. Gonyeau recognized the members of the working group who are best able to answer any questions that come up.

- Prof. Board asked if they have a MA degree it only the program only requires 12 credits?
- Vice Provost Sara Wadia-Fascetti said yes. This was consistent with other NU PhD programs. It is the advanced entry. Coursework is typically done within an academic year.
- Prof. Woods said the proposal states that first time specialization is used it goes before the Graduate Council. If the same specialization is used by subsequent students, they would not have to go before the Graduate Council, is that correct?

Vice Provost Sara Wadia-Fascetti said yes. The Graduate Council is governing topic area and the lack of duplication is separate from the admission of the individual student.

- Prof. Poe asked if this was an unfunded PhD?

Vice Provost Sara Wadia-Fascetti said it will be funded.

- Prof. Poe asked where will the SGA be housed?

Vice Provost Sara Wadia-Fascetti said they believe the research will be driving this. The research area will need to be identified at admission. There would inherently be research grants available to offer support and experiential PhD opportunities as well.

The student who would have a dissertation committee presumably with faculty from multiple colleges could be viewed as a candidate for teaching in those colleges.

- Prof. Poe asked when the program is described as small, what does that mean?

Vice Provost Sara Wadia-Fascetti said “handfuls” of students. Similar to Univ. of Washington program and they take 1-2/year if any. This is an opportunity that allows for testing of new fields; if attracts more students then perhaps start new PhD program in that area.

The VOTE to establish the Interdisciplinary Doctor of Philosophy (PhD) PASSED: 29-0-0.

F. Prof. Chiou read the following

BE IT RESOLVED That the University establish the Interdisciplinary Doctor of Philosophy (PhD) – Advanced Entry as approved by the Graduate Council 26 January, 2022 (16-0-0).

QUESTIONS AND DISCUSSION:

There were no additional questions or discussion.

The VOTE to establish the Interdisciplinary Doctor of Philosophy (PhD) – Advance Entry PASSED: 29-0-0.

Due to a lack of time the presentation by By Tom Nedell, Sr. Vice President, Finance and Treasurer: *The Current Financial State of the University*, will be scheduled for a future Senate meeting.

The meeting adjourned at 1:25 p.m.

Respectfully submitted by

Prof. Rhonda Board
Senate Secretary