



Northeastern University
Office of the Faculty Senate

TO: Faculty Senate
FROM: Robert Hanson, Secretary, Faculty Senate
SUBJECT: Minutes, 9 December 2015

Present: (Professors) Adams, Andrews, Bickmore, Brooks, Cokely, Crittenden, Daynard, Devlin, Hajjar, Hanson, Hellweger, Howard, Kanouse, Kelly, Kruger, Lerner, Leslie, McOwen, Ocampo-Guzman, Patterson, Portz, Sceppa, Suciu, Vicino

(Administrators) Ambrose, Bean, Aubry, Brodley, Courtney, Hudson, Loeffelholz, Reynolds, Tilly

Absent: (Professors) Barczak, Caligiuri, Gouldstone, Nelson, Piret, Young
(Administrators) Poiger

I. CONVENED: 11:45 AM

II. MINUTES

II.1. The 18 November minutes were approved as written.

III. SAC REPORT

III.1. Professor Sceppa reported that SAC met three times since the last Senate meeting as well as twice with the Provost and once with the senior leadership team.

III.2. The SAC has submitted suggestions for charges for the various Academic Planning Committees being convened by the Provost's Office to ensure faculty input into the strategic planning process.

III.3. SAC liaisons have been meeting with various Senate Standing Committees, Ad hoc committees and administration in an attempt to obtain data and assist in the completion of committee charges.

III.4. The next Senate meeting is scheduled on Wednesday, 27 January 2016.

IV. PROVOST'S REPORT

IV.1. Provost Bean reported that the strategic planning process is proceeding and good input has been received from the blog. The first draft of the 'essence' statement was circulated at a Town Hall. The Global Committee has posted information on the website.

IV.2. The Provost has met with Professors Sceppa and Rickles on workload and is gathering the requested data.

V. QUESTIONS & DISCUSSION

V.1. In response to Professor Daynard, the Provost reported that negotiations with adjunct faculty are progressing and a conclusion is hoped for in the near future.

VI. REPORT AND RECOMMENDATIONS OF THE SENATE COMMITTEE FOR FINANCIAL AFFAIRS (FAC)

VI.1. The Provost reported that the pool for raises is approved by the Board of Trustees, as is the matchmate pool.

VI.2. Professor Adams read the following (resolution #1) and Professor Kelly seconded.

BE IT RESOLVED That the funds for the 10% salary increase for promotions be drawn separately from the merit and equity pool in each college/school.

The Senate discussed the affect the current process has on merit increases and where such a pool should reside, i.e. in the colleges or at the University level. Provost Bean indicated that a modification on where it resides should be discussed as it would currently need to be at the college level. The recommendation does not include full-time non tenure-track faculty. Professor Kelly noted that a higher overall raise pool would mitigate the need for a separate promotion pool.

Professor Kruger proposed a friendly amendment by addition: "...promotions for all full-time, benefits eligible faculty". This was accepted by the movers.

Dean Brodley proposed a friendly amendment to change 10% to "current promotion increase". This was rejected as not 'friendly' so a motion for amendment was made by Dean Brodley and seconded by Dean Hudson. Following discussion of the amendment and several additional proposed wording changes, a vote was taken to amend to read "...the funds for salary increase promotions (currently 10%) be..."

VOTE to amend, PASSED: 27-1-0. As amended, the resolution is:

BE IT RESOLVED That the funds for the salary increases for promotions (currently 10%) be drawn separately from the merit and equity pool in each college/school.

Professor Lerner asked how to centralize this pool. Professor Sceppa proposed an amendment by addition of verbiage reading "or central university" which was rejected by Professor Adams noting that this could be changed in the future.

An amendment by addition was proposed and seconded: "Be it further resolved that the salary increase percentage for promotions be announced at the same time that the merit and equity pools are announced."

Following a brief discussion on policy and possible consequences for research policy, a vote was taken.

VOTE to amend by addition: PASSED, 32-0-0. As amended, the motion is now as follows:

BE IT RESOLVED That the funds for the salary increase for promotions (currently 10%) be drawn separately from the merit and equity pool in each college/school.

BE IT FURTHER RESOLVED That the salary increase percentage for promotions be announced at the same time that the merit and equity pools are announced.

Dean Tilly proposed to amend by deletion, removing “currently 10%” due to exceptions. There were several seconds. Professor Sceppa reminded the body that 10% was retained due to concern that a figure be included. Vice Provost Loeffelholz opined that, as research faculty has not come under the same policies, the current wording seems appropriately flexible.

A friendly amendment to change ‘the’ to ‘these’ was made and accepted.

VOTE on FAC resolution #1, as amended: PASSED, 31-0-0. As amended, the motion is:

BE IT RESOLVED That the funds for these salary increases for promotions (currently 10%) be drawn separately from the merit and equity pool in each college/school.

BE IT FURTHER RESOLVED That the salary increase percentage for promotions be announced at the same time that the merit and equity pools are announced.

VI.3. Professor Adams read the following (resolution 2a) and Professor Kruger seconded:

BE IT RESOLVED That, although the percentage of the raise pool devoted to merit may vary among the academic departments (or the relevant academic unit where departments do not exist), it should be clearly defined and communicated to the faculty. It is proposed that merit not be less than 85% of the raise pool in any department/unit with the difference (no greater than 15%) going to equity.

Professor McGowan noted that these used to be handled separately and Provost Bean responded that the Provost’s office has been making the decision. Professor Adams clarified that the proposal is a guideline which allows flexibility and that there has been a perception that equity has been used to circumvent the merit process. These are very different and it is important to have guidelines and transparency.

Provost Bean related that the current system has Byzantine roots, has been augmented and patched, and uses wording and processes that do not fit industry standards. He expressed openness for a motion to table until reviewed by deans, administration and the Senate. Motion to table to time certain (2/17) was made and seconded.

VOTE to postpone FAC resolution 2a to time certain (2/17/16): PASSED, 32-0-0.

VI.4 Professor Adams read the following (resolution 2b) and Professor Cokely seconded.

BE IT RESOLVED That the funds for the equity pool be distributed according to the procedures specified in the Faculty Handbook (Appointment and Compensation module, pp.4-6) with *transparency*. The department chair (or the relevant academic unit chair where departments do not exist) will inform the faculty in the department/unit as to the number of faculty given an equity adjustment, the median and average adjustments, and the percentage of the raise pool in that department/unit devoted to equity.

Professor Kruger suggested a friendly amendment to add a proviso that individual's confidentiality will be respected: "provided that individual faculty raises are not disclosed". The movers accepted.

Dean Courtney proposed that the motion be tabled and Dean Tilly seconded. Professor Kelly agreed that the practice needs to be reformed but that the intent of this motion asks for transparency under the current guidelines. Professor Adams agreed that this was the intent.

VOTE to table resolution 2b: FAILED, 11:21:0.

VOTE on FAC resolution 2b as amended: PASSED, 24-6-2. As amended, the resolution is as follows:

BE IT RESOLVED That the funds for the equity pool be distributed according to the procedures specified in the Faculty Handbook (Appointment and Compensation module, pp.4-6) with *transparency*. The department chair (or the relevant academic unit chair where departments do not exist) will inform the faculty in the department/unit as to the number of faculty given an equity adjustment, the median and average adjustments, and the percentage of the raise pool in that department/unit devoted to equity provided that individual faculty raises are not disclosed.

VI.5 Professor Adams read the following (resolution 2c) and it was seconded.

BE IT RESOLVED That the wording "The department chair (or the relevant academic unit where departments do not exist) will inform the faculty in that department/unit as to the percentage of the raise pool in that department/unit devoted to equity." be added as the second paragraph of C.c.5 (Rights in Information) of the Faculty Handbook module on Appointments and Compensation (see Appendix A).

Professor Hajjar motioned to postpone to time certain and it was seconded.

VOTE to postpone resolution 2c to time certain: FAILED 15:16:1

There being no further discussion, the vote was taken.

VOTE on FAC resolution 2c regarding addition to the Faculty Handbook: PASSED, 21:7:4

VI.6 Professor Adams read the following (2d) and Professor Lerner seconded.

BE IT RESOLVED That each department (or the relevant academic unit where departments do not exist) establish detailed procedures for determining equity adjustments that are consistent with the Faculty Handbook. Departments/units will send their written procedures to the dean of their respective colleges for approval.

In response to Professor McGowan, Vice Provost Loeffelholz related that current procedure allows that individuals make requests based on information received. Professor Kelly explained that there is confusion perhaps misconception about how equity is distributed. There appears to be little knowledge of who is making the decisions in some instances and there are no departmental or college discussions. Professor Portz noted that there is a process in the Faculty Handbook presently although it has not always been followed. Professor Adams clarified that the intent is for more detailed and transparent procedures than what is currently in the Faculty Handbook.

VOTE on FAC resolution 2d regarding procedures for equity adjustments: PASSED, 21-3-6

VI.7 Professor Adams read resolution #3 and Professor Kelly seconded.

BE IT RESOLVED That the raise pool for merit and equity (with promotion excluded) for fiscal year 2017 be 4.0% of continuing salaries starting on 1 July 2016.

Provost Bean suggested that the motion is out of order as it assumes authority that the Board of Trustees possesses.

A friendly amendment to "recommend" was accepted by the movers.

Dean Tilly asked if the proposal considered the cost of living for Boston plus the surrounding areas and Professor Adams clarified that the resolution covered Boston proper only. He noted, however, that the cost of living in surrounding suburbs is higher than in Boston.

Professor Cucio asked if the committee had data by disciplines and Professor Adams responded that the Senate Financial Affairs Committee used AAUP data.

VOTE on FAC resolution #3 on the faculty merit and equity pool: PASSED, 26-0-6.
As amended, the resolution is:

BE IT RESOLVED That the recommended raise pool for merit and equity (with promotion excluded) for fiscal year 2017 be 4.0% of continuing salaries starting on 1 July 2016.

VI.8 Professor Adams read motion #4 and Professor Kelly seconded.

BE IT RESOLVED That the University explore the establishment of a health insurance group for the benefit of retired employees. University funding is not requested; only the University's commitment to explore the establishment of such a health insurance group.

Vice Provost Loeffelholz noted that she is exploring this matter with Human Resources Management.

VOTE for FAC resolution #4: PASSED UNANIMOUSLY

VII. ADJOURNMENT. The Senate adjourned at 1:26 PM

Respectfully submitted,

Robert Hanson, Secretary
Faculty Senate

DRAFT