



Northeastern University
Office of the Faculty Senate

TO: Faculty Senate
FROM: Robert Hanson, Secretary, Faculty Senate
SUBJECT: Minutes, 1 February 2017

Present: (Professors) Adams, Andrews, Barczak, Bickmore, Crittenden, Dencker, Fox, Frader, Hanson, Howard, Kanouse, Kelly, Kruger, Lerner, McGruer, McOwen, Nita-Rotaru, Ocampo-Guzman, Patterson, Piret, Portz, Powers-Lee, Sceppa, Silbey, Sipahi, Vicino

Administrators: Bean, Brodley, Courtney, Hudson, Loeffelholz, Paul, Poiger, He, Ziemer

Absent: (Professors) Brooks, Hellweger, Nelson, Nyaga,
(Administrators) Ambrose

I. **CONVENED.** Provost Bean convened the Senate at 11:46 AM

II **MINUTES.** The Senate minutes of 18 January were approved as written.

III. **SAC REPORT**

III.1 Professor Sceppa reported that the SAC met twice since the last Senate meeting. SAC has also met once with the Provost and once with the senior leadership team.

III.2 Senate elections for 2017-2018 are underway with most Colleges having scheduled a date and time. Those who have not should do so as soon as possible. Similar to last year, several SAC members will endeavor to attend each College assembly to encourage shared governance and volunteerism. The Provost will, when able, also attend with SAC.

III.3 The Ad hoc Faculty Handbook Committee is working on many modules to improve consistency and edit such things as outmoded terms, names of administrative offices, and other irregularities. All substantive changes will come before the Senate for a vote.

III.4 The University Excellence in Teaching Awards selection committee is:

Professor Waleed Meleis, COE
Professor Anne McDonald, CAMD
Professor Rachel Rodgers, BCHS
Professor Carolyn Lee-Parsons, COS

III.5 The selection committee for the 2017 Klein Lectureship award is currently underway. Those members are:

Professor Carmen Sceppa, BCHS, and Chair of the SAC
Professor Iris Berent, COS and 2016 winner
Vice Provost Deb Franko

III.6 The following Senate resolution has been returned to the Senate:

Be it resolved that the funds for the salary increase for promotions (currently 10%) be funded at the University level from the raise pool approved by the Board of Trustees.

Passed by the Senate on 12/7/16 by a vote of 26-0-0; approved by the Provost; BOT approval not required.

- IV. **PROVOST'S REPORT:** Provost Bean reported many meetings on campus in the aftermath of the President Trump's Executive Order. The University stands to incur a significant financial impact. He identified two issues: 1) everyone is entitled to their individual position on the matter and institutions must be circumspect and have conversations which empower the entire community; 2) we must realize that this is a complicated community that includes many opinions. Northeastern University continues to look at ways in which to support affected students but will not violate federal law.

V. QUESTIONS & DISCUSSION

- **Professor Kruger** agreed with creating a climate to explore diverse views and stated that it is wrong to be silent when an injustice has occurred.
- **Professor Patterson** inquired whether the senior leadership team had undertaken discussions about strategies re climate change. The Provost was not aware of anything.
- **Professor Jalili** was recognized and noted that many funded students are from the named countries and they provide much work for the University. Although they feel unsafe, they are in the forefront of classrooms. Answers must be forthcoming on how to proceed with offers to highly qualified incoming students. Their role here is very important.
- **Provost Bean** stated that the financial impact is minor compared to the impact on individuals. He said that schools & colleges should continue to send offers to potential students in the countries named. While the yield will not be the same, it is improper to disqualify anyone based on the current situation.
- **Professor Silbey** asked whether a motion would come to the floor on this matter. Parliamentarian Peterfreund responded that, if the Provost wishes to open the meeting for new business, a motion can come to the floor. Otherwise a mover would need to give the Senate a week's notice. The Provost deferred this matter to the end of the meeting.

VI. CONTINUING BUSINESS

VI.1 FAC REPORT AND RECOMMENDATIONS

Professor Adams explained the imperfections of determining match-mates noting that match-mates at Northeastern University are now more closely "peer institutions" rather than "aspirant institutions". Cost of living (COL) corrections make NU look worse than when the COL is not figured. Another rather difficult matter is determining which faculty is included in the data as it varies from institution to institution. The Committee contacted sixteen match-mates of which nine responded. Questions and inconsistencies remain on what is reported to AAUP.

Another influence on any recommended merit pool increase is FAC Charge #3: the FAC shall examine the total faculty compensation, given the yearly increases in the cost of benefits (especially health insurance), in comparison to salary raises. Professor Adams noted that co-pays and increases are significant, with greater impact on lower paid employees.

Professor Adams noted that full-time faculty salaries represent only 13% of NU's budget. The fruits of Northeastern University's success should be shared by faculty and not only administration.

The following (FAC resolution #3) resolution remains on the floor:

BE IT RESOLVED That the recommended raise pool for merit and equity (with promotion excluded) for FY 2018 is 4.0% of continuing salaries beginning on July 1, 2017.

- **Professor Fox** asked whether changes in faculty and administration percentage increases had been examined. Professor Adams said that they had not. Professor Kruger noted that ten to eleven years ago NU had one salary over one-half million dollars compared to at least eleven such individuals today. The overwhelming majority are administrators.
- **Professor Adams**, in response to Professor McGruer, said that summer salaries are not included.

VOTE for a merit and equity raise pool for 4.0%: PASSED, 27-0-7 .

VI.2 FAC resolution #4, was read by Professor Adams and seconded by Professor Hanson.

BE IT RESOLVED That clearly defined procedures for establishing the match-mates for each college/unit should be approved by the faculty of each college/unit subject to the approval by the dean of the college. These choices of match-mates should be revisited at least every five years.

- **Professor Kruger** offered a *friendly* amendment by addition: "and the Provost" immediately following ..."subject to approval by the dean of the college". The *friendly* amendment accepted.
- **Dean Loeffelholz** noted the difficulties of revisiting match-mates every year; the complexity of CUPA rules; and the numbers of institutions that do not always participate. Professor Hanson inquired if the Dean was speaking for or against the motion whereupon Dean Loeffelholz said that she is not opposed philosophically.
- **Dean Paul** confirmed that the Colleges revisit match-mates each year. Professor Adams pointed out that the proposal brings faculty into the process.
- **The Provost** said that he envisions sending data to faculty for input.
- **Professor McGruer** noted that his department changed match-mates a number of years ago and it made a big difference in comparing salaries. He spoke in favor of the resolution.

As amended the resolution is:

BE IT RESOLVED That clearly defined procedures for establishing the match-mates for each college/unit should be approved by the faculty of each college/unit subject to the approval by the dean of the college and the Provost. These choices of match-mates should be revisited at least every five years.

VOTE for faculty input and approval for college match-mates, as amended: PASSED, 32-0-2.

VII. NEW BUSINESS

VII.1 FACULTY HANDBOOK RESOLUTION ON GRIEVANCE PROCEDURE. PROFESSOR LERNER READ THE FOLLOWING AND IT WAS SECONDED (PROFESSOR HANSON)

BE IT RESOLVED That the proposed module entitled Full-time Faculty Grievance Procedure replace the current module entitled Tenured and tenure-track Faculty Grievance Procedure and the Grievance Procedure for Academic or Clinical Specialists

- **Professor Lerner** explained that the proposal had come from the Committee for Full-time Non-tenure-track faculty to address “one faculty” and had then been passed on to the Faculty Handbook Committee. The proposal addresses all faculty members with small procedural changes.
- **Professor Hanson** spoke in favor. Having served as grievance officer for the past several years, he noted that there is currently two processes: one for FT NTT and one for tenured/tenure-track. Minor changes were made for inclusiveness to address issues that will come up over time. Professor Hanson encouraged passing the resolution. The motion will also address facilitation of the process when issues of discrimination must go to the Office of Diversity and Inclusion.
- **Professor Kruger** also spoke in favor noting that the resulting proposal is the result of excellent collaboration between the Provost’s Office, the Committee for Full-time Non-tenure-track Faculty, and the Ad hoc Faculty Handbook committee.

VOTE on the Faculty Handbook Grievance Module: PASSED, 34-0-0.

VII.2 FACULTY HANDBOOK RESOLUTION #2: VOTING & GOVERNANCE RIGHTS. Professor Lerner read the following; Professor Ocampo-Guzman seconded.

BE IT RESOLVED That full-time non-tenure-track faculty shall have the same voting and other governance rights at the department/unit, school and college levels as tenure-track and tenured faculty except on those matters related to the granting of tenure and promotion of tenure-track and tenured faculty.

BE IT ALSO RESOLVED That this be added to the Faculty Handbook module entitled General University Faculty & Bylaws module

- **Professor Bickmore**, noting that CCIS is struggling to understand this proposal within the college bylaws, moved to postpone to time certain (1 March 2017); Professor Kruger seconded. There being no discussion, the vote ensued.

VOTE to postpone to 1 March 2017 Faculty Handbook resolution on governance rights and voting for full-time non tenure-track faculty: PASSED, 30-3-0

VIII. **COMMITTEE OF THE WHOLE.** Motion was made, seconded and passed (33-0-0) to move to committee of the whole.

VIII.1 GLOBAL EXPERIENCE OFFICE

VIII.2 OFFICE OF GLOBAL STUDIES

VIII.3 Motion was made, seconded and passed to move out of committee of the whole.

IX. THE PROVOST SOLICITED NEW BUSINESS

IX.1 Professor Sceppa introduced the following; Professor Kruger seconded:

Be it Resolved that it is the Sense of the Senate that President Trump's executive order prohibiting immigration to the United States from select countries and for select religions is immoral, and must be revoked at once. It will disrupt the lives of countless innocent individuals in the false name of security. This executive order is contrary to our values-to further knowledge and understanding across peoples and cultures.

Be it Further Resolved that this Sense of the Senate Resolution will be sent to the White House and members of Congress representing the Commonwealth of Massachusetts.

- **Professor Silbey** proposed a "friendly" amendment by addition of the governor as a recipient of the resolution. Professors Sceppa and Kruger agreed.
- **Professor Frader** pointed out that University administration has made substantial investments in diversity, respect, and inclusion. The Executive Order (EO) is very much against this. Discussion took place on whether the EO violates 1965 immigration act. A motion to add language concerning the 1965 immigration act was withdrawn.
- A series of "friendly amendments by substitution" resulted in the following: "...is immoral, and must be removed at once" with "...undermines the fundamental values of this institution. It disrupts the lives of countless innocent individuals, including members of our community, and should be revoked."
- **Provost Bean** called the question. **As amended, the resolution is:**

Be it Resolved that it is the Sense of the Senate that President Trump's executive order prohibiting entry into the United States from selected countries and for selected religions undermines the fundamental values of this institution. It disrupts the lives of countless innocent individuals, including members of our community and should be revoked.

Be it Further Resolved that this Sense of the Senate Resolution will be sent to the White House, the Governor of Massachusetts, and members of Congress representing the Commonwealth of Massachusetts.

VOTE in favor of a Sense of the Senate resolution regarding President Trump's Executive Order: PASSED, 32-0-0.

X. **ADJOURNMENT.** The Senate adjourned by acclamation at 1:35 PM.

Respectfully submitted,

Robert Hanson, Secretary
Faculty Senate