



**Northeastern University**  
*Office of the Faculty Senate*

TO: Faculty Senate  
FROM: Robert Hanson, Secretary, Faculty Senate  
SUBJECT: Minutes, 15 February 2017

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

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

Absent: (Professors) Fox, Hellweger, Nelson, Nyaga, Piret,  
(Administrators) Bean

I. **CONVENED.** Senate Vice Chair Sceppa convened the Senate at 11:50 AM

II **MINUTES.** The Senate minutes of 1 February were approved as amended.

**III. SAC REPORT**

III.1 SAC met twice since the last Senate meeting and once with the Provost. SAC will meet with the senior leadership team this afternoon.

III.2 Professor Zgarrick was elected to the Senate; Professor Sceppa was reelected – both from Bouvé College.

III.3 The next senate election is CCIS on 2/22. A reminder that The General University Faculty and Bylaws module of the Faculty Handbook identifies associate deans as administrators and, as such, they cannot vote in Senate elections nor serve on the Senate. This section, as well as the Senate Bylaws module, is clear has not changed over the years.

**IV. CONTINUING BUSINESS**

IV.1 FACULTY HANDBOOK RESOLUTION: TENURE ON ENTRY  
Professor Portz read, Professor Hanson seconded:

**BE IT RESOLVED** That the following addition be made to Faculty Handbook section on Tenure on Entry as a new paragraph, inserted before the current first paragraph under 2b, page 4: "Before an offer is made to a faculty candidate to be hired with tenure on entry, regardless of the time of year, the tenure committee of the primary unit shall have 10 business days prior to an offer being made to provide a written opinion on the hiring of the candidate with tenure."

The original resolution was postponed due to some question was around the length of time. FDC recommended the three weeks with the intent that the tenure committee of the primary unit is given time to weigh in. FDC acknowledges that timing is important.

Professor Brooks: Does "tenure committee" also encompass sub-committees where applicable?

Professor Adams proposed a friendly amendment to add "the expectation of" tenure on entry. Professors Portz and Hanson agreed. Professor McOwen suggested that the unit only be asked whether they agree to consider the candidate for tenure.

Professor Brooks asked about the written document and whether it becomes part of the tenure dossier. Dean Brodley explained that CCIS conducts a mock vote before a senior candidate is brought it to be sure they are tenure worthy on paper. This is put into the record in order that the hire does not lag. Dean Poiger spoke in favor of three weeks.

In response to Dean Henderson's question about the origin of the proposal, Professor Kruger reported that there had been instances where a contract for tenure on entry was sent without faculty of the academic unit having had any input at all. Professor Sceppa further explained that, in the best case scenario, the search committee gathers information for top candidates and there is communication between the search committee and the Tenure and Promotion committee. However the communication does not always happen. The proposal is in lieu of best practice. The FDC revised the proposal to ten days; SAC shared that with the Provost and it was agreed upon.

A friendly amendment to add "of a sub-committee" was accepted by the movers.

Debate ensued for and against the necessity of a written report. Those against cited the importance of a thoughtful written opinion for the dossier and the importance of faculty consultation in such hires; those for removal of the written requirement noted concern that such a document would be in the dossier.

Professor Kelly motioned to postpone the matter for further review and this was seconded. VOTE to postpone consideration: FAILED, 4-21-3

VOTE to remove "written": PASSED, 28-5-2

VOTE on the proposal as amended: PASSED, 27-3-4. As amended, the resolution is:

**BE IT RESOLVED** That the following addition be made to Faculty Handbook section on Tenure on Entry as a new paragraph, inserted before the current first paragraph under 2b, page 4: "Before an offer is made to a faculty candidate to be hired with *the expectation of* tenure on entry, regardless of the time of year, the tenure committee *or subcommittee* of the primary unit shall have 10 business days prior to an offer being made to provide an ~~written~~ opinion on the hiring of the candidate with tenure."

## V. NEW BUSINESS

### V.1 FACULTY HANDBOOK RESOLUTION: APPOINTMENTS AND COMPENSATION PROFESSOR Silbey read; Professor Portz seconded the following

**BE IT RESOLVED That the proposed Faculty Handbook module entitled Appointments and Compensation replace the current module by the same title.**

**BE IT ALSO RESOLVED That language in the Appointments and Compensation module shall supersede relevant language in the modules entitled Clinical or Academic Specialists; Non-tenure-track Full-time Lecturers; Professors of the Practice; and Non tenure-track Research Faculty upon approval and adoption of the Appointments and Compensation module with the understanding that said modules are in the process of being reviewed and revised accordingly.**

Professor Rhonda Board, chair of the Faculty Handbook Review Committee, explained that the revisions were a collaboration of the Full-time non-tenure-track Faculty Committee, the Financial Affairs Committee, the Faculty Handbook Committee, and the newly appointed Vice Provost. A presentation of major revisions was shown and Professor Board noted that the referenced module entitled "The General University Faculty and Bylaws" is currently under review. Also, the proposal does not mandating a universal process for determining merit.

Professor Patterson: Does the 1/8<sup>th</sup> compensation include Dialogues of Civilization (DoC)? Vice Provost Ziemer responded that it does not. Rather, compensation is based on the number of courses taught. Professor Lerner noted that the proposal states "at least 1/8<sup>th</sup>." Vice Provost Ziemer stated that it makes DoC unsustainable and has implications for base salary.

A discussion, centered around 2.c) which uses the term "Research Professor" as an example, was undertaken regarding funded positions, length of terms, appointments with no salary (exclusive of FT NTT faculty) which could include affiliate appointments and others, and contract language. Professor Board pointed out that the term was meant as an example only and suggested it be removed; Professor Brooks suggested the addition of language for those on soft grants; Professor Adams noted that all appointments on soft money are subject to funding. Professor of the Practice Joseph McNabb from the FT NTT Faculty Committee reported that there are no ft ntt research faculty.

Professor Hanson motioned to postpone the matter to time certain (4/5) and it was seconded. VOTE to postpone to time certain (5 April 2017): PASSED, 31-1-1

### VI. COMMITTEE OF THE WHOLE DISCUSSION. A motion passed for committee of the whole at 12:57 pm at which time Vice Provost Rini made a presentation and answered questions concerning

the hybrid budget model. The presentation may be found on the Faculty Senate website and further information may be found at: [www.northeastern.edu/hybrid](http://www.northeastern.edu/hybrid)

Motion was made, seconded and passed to end committee of the whole.

VII. **ADJOURN.** Motion to adjourn was made, seconded and unanimously passed. The 15 February meeting of the Faculty Senate adjourned at 1:25 pm.

The next Senate meeting is on 1 March at 11:45 am in 240 Egan.

Respectfully submitted,

Robert Hanson, Secretary  
Faculty Senate