



Northeastern University
Office of the Faculty Senate

TO: Faculty Senate
FROM: Robert Hanson, Secretary, Faculty Senate
SUBJECT: Minutes, 20 April 2016

Present: (Professors) Adams, Andrews, Barczak, Bickmore, Brooks, Caligiuri, Cokely, Crittenden, Daynard, Devlin, Hanson, Howard, Hudson, Kelly, Kruger, Lerner, Leslie, McOwen, Nelson, Ocampo-Guzman, Patterson, Portz, Sceppa, Suci, Vicino, Young
(Administrators) Ambrose, Bean, Brodley, Courtney, Loeffelholz, Poiger, Reynolds, Tilly

Absent: (Professors) Gouldstone, Hajjar, Hellweger, Kanouse, Piret, and Deans Aubry and Reynolds

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

II. **MINUTES.** The minutes of 4/6/2016 were approved as written.

III. SAC REPORT

III.1 Professor Sceppa reported that SAC had met twice since the last Senate meeting and once with the Provost. SAC will meet with the senior leadership team immediately following this meeting.

III.2 Professor Stuart Peterfreund will act as Parliamentarian at the final meeting of the 2015-2016 Senate next week in the absence of Professor Greg Goodale. The Senate applauded the work of Professor Goodale during the past year.

III.3 The following Senate resolutions were returned as shown:

- Name change: Masters of Science in Information Assurance to Masters of Science in Information Assurance and Cyber Security (CCIS). Approved by the Provost; BOT not needed.
- Proposed equity increases to be not greater than 15% of the total merit increase pool – “Informational, no action required” by the Provost; BOT not needed
- BS in Professional Communication (CPS). Approved by the Provost and the BOT.
- BS in Data Science (CCIS): Approved by the Provost and the BOT.
- MS in Data Analytics Engineering (COE): Approved by the Provost and the BOT.
- MS in Environmental Engineering (COE): Approved by the Provost and the BOT.
- MS in Engineering and Public Policy (COE): Approved by the Provost and the BOT.
- MS in Data Science (CCIS and COE): Approved by the Provost and the BOT.
- MS in Health Data Analytics (CCIS and BCHS): Approved by the Provost and the BOT.

IV. **PROVOST'S REPORT.** Provost Bean offered an apology to the LPOC [which made their report last week] for an unintended reaction to their report. As to their motion on budgeting for the Library, he noted that NU has relatively recently become a research institution and

that there is a revolution occurring within libraries from the concept of ownership to the concept of access. As NU Libraries move to develop research information services, there is no need to continue to fund the old system. The Senate LPOC statement that the Libraries are underfunded is clearly correct, but what is the new model? This model is stated in their strategic plan. As to the LPOC's third motion, no libraries have been able to increase their budgets to keep pace with inflation levels, however, the implications are serious. In summation, Provost Bean looks forward to creating a distinctive NU Library.

V. NEW BUSINESS

V.1 SENATE COMMITTEE FOR FACULTY DEVELOPMENT REPORTS AND RESOLUTIONS (PROFESSOR PORTZ)

The Report was unanimously accepted by the Senate. FDC Reports may be found on the [FDC webpage](#).

FDC Resolution #1 was read by Professor Portz and seconded by Professor Cokely.

WHEREAS any issues involving the hire of a faculty member with tenure on entry should be resolved in advance, and

WHEREAS it is desirable that all hires of faculty with tenure proceed smoothly and without delays:

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 provide a written opinion on the hiring of the candidate with tenure."

Professor Portz noted that the process of hiring faculty is challenging in several ways: the hiring process which often times needs to happen quickly and the tenure process which proceeds more slowly. Reconciling these two is a challenge which the proposed change attempts to address by providing the tenure unit the opportunity to submit an opinion on tenurability when the offer is made. Responding to a question, Vice Provost Loeffelholz explained that the term "unit" in the Faculty Handbook is the lowest level of consideration.

Professor Brooks noted that it is unclear that a unit's tenure subcommittee could procure votes in short time. What should a vote be based upon? Vice Provost Loeffelholz responded that it is written advice on whether to proceed with a tenure-on-entry hire. The body recognized Associate Dean Franco who noted concern about "regardless of the time of year" verbiage and what a written opinion might encompass. Professor Portz said that the language specifies a written opinion not a recommendation which is at another time in the process and is already in the Faculty Handbook. The intent is broad. Provost Bean asked whether this step could veto the current structure to which Provost Portz responded that it would depend on the process within the unit. Vice Provost Loeffelholz spoke in favor for the proposal's flexibility and noted that it does not indicate that a physical meeting must take place.

Professor Young asked whether this would increase the process length. Professor Portz thought not as there would be enough information available from the interview materials to present an opinion. The Committee was aware that timeliness is of utmost importance. Professor Kruger reflected that there is a need for flexibility and speed to hire tenure-on-entry faculty in order to advance the University. He noted that, as a faculty member, he would not want a hire to proceed without faculty opinion as to whether to proceed. Faculty input is a fundamental aspect of being in the academy. Professor Daynard offered a “friendly” amendment to add “preliminary” which the mover and seconder accepted. An amendment by replacement from “tenure” to “tenurability” was moved and seconded. There being no discussion, the vote proceeded.

VOTE to amend by replacement: Passed: 28-0-3

The amended FDC resolution #1 is:

WHEREAS any issues involving the hire of a faculty member with tenure on entry should be resolved in advance, and

WHEREAS it is desirable that all hires of faculty with tenure proceed smoothly and without delays:

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 provide a preliminary written opinion on the tenurability of hiring of the candidate.”

VOTE on FDC resolution #2, as amended: 29-0-2

FDC resolution #2 was read by Professor Portz

BE IT RESOLVED That the Senate Agenda Committee be urged to convene an ad hoc committee to provide specific proposals to increase the numbers of under-represented minorities on the faculty.

Professor Portz reported that the Committee reviewed the ADVANCE report and identified that some goals were met and others that were not. Although significant strides have been made in some areas, the Committee urges an ad hoc committee to look at more specific proposals. Professor Sceppa added that this is an important issue for faculty of the future and for students.

Vote: 31-0-0

V.2 SENATE COMMITTEE FOR FINANCIAL AFFAIRS, REPORT AND RECOMMENDATIONS ON CHARGES TWO, THREE AND FOUR (PROFESSOR ADAMS)

Professor Adams presented the following Committee recommendations for SAC and next year's FAC regarding Charge #1:

- Analyze NU data which includes non-tenure-track faculty.
- Possibly request that AAUP collect data on T/TT faculty separately from non-tenure track.
- Determine an appropriate metric for differential cost-of-living.
- Evaluate the appropriateness of our current match-mates.
- Obtain data on median as well as mean salaries from our match-mates. Vice Provost Loeffelholz noted that this data is available.

FAC reports and presentations to the Faculty Senate may be found at the [FAC webpage](#).

VOTE to accept the report of the FAC on Charges 2 and 3: **Unanimous in favor**

FAC resolution #1

BE IT RESOLVED That Human Resources Management (HRM) periodically review Northeastern University's employee benefits in comparison to other Boston area universities and report its findings to the Faculty Senate. As part of this process HRM is requested to explore the creation of a two-person health insurance plan to supplement its individual and family plans, investigate the possibility of giving cash incentives to employees who opt-out of the group plan in order to join other plans (e.g. Medicare, spousal plans, etc.), and explore the possibility of including medical care benefits at in-network rates to dependent children while away at college. It is recommended that HRM report to the Senate in January 2017 and every four years thereafter.

Professor Adams proposed to amend by addition as follows "... rates *to full time faculty traveling away from NU and* to dependent children..." Professor Daynard seconded.

VOTE to amend by addition: **32-0-0**.

Provost Bean inquired if the matter of extending in-network rates to faculty on leave was discussed with HRM. Professor Adams explained that the Committee was asking for HRM to explore the possibility and noted that faculty on sabbatical are not on leave. Professor Platt was recognized and noted, too, that a faculty member in another city on business would pay significant higher rates for hospitalization.

As amended, FAC resolution #1 is:

BE IT RESOLVED That Human Resources Management (HRM) periodically review Northeastern University's employee benefits in comparison to other Boston area universities and

report its findings to the Faculty Senate. As part of this process HRM is requested to explore the creation of a two-person health insurance plan to supplement its individual and family plans, investigate the possibility of giving cash incentives to employees who opt-out of the group plan in order to join other plans (e.g. Medicare, spousal plans, etc.), and explore the possibility of including medical care benefits at in-network rates to full-time faculty travelling away from NU and to dependent children while away at college. It is recommended that HRM report to the Senate in January 2017 and every four years thereafter.

VOTE on FAC resolution #1, as amended: 32-0-0

FDC resolution #2

BE IT RESOLVED That Human Resources Management, along with the Russell J. Call Children's Center, explore the feasibility of including infant care. The costs and extra space required as well as the need and other implications should be determined. Alternatives such as cooperative arrangements with other day-care centers should also be explored.

The FAC spoke to Vice President Pendergast who surmised that additional space and staff would be required but that HRM could determine the need for such a service. Professor Sceppa added that, in light of the earlier conversation regarding the importance of increasing underrepresented minority faculty, this is a question that young candidates ask and makes Northeastern University more attractive.

VOTE on FAC resolution #2: 32-0-0

FAC resolution #3

BE IT RESOLVED That Human Resources Management explore the impact of subsidizing T-passes in order to encourage the use of public transportation and thereby reduce Northeastern's carbon footprint.

VOTE on FAC resolution #3: 32-0-0

FAC resolution #4 on Charge #4 regarding resource allocation and budget priorities. Professor Adams read the following and it was seconded (Professor Cokely):

BE IT RESOLVED That the University provide transparency in the operation of its Hybrid/RCM budget model with respect to its Cost Centers. In particular, the Allocated Costs of each of the Cost Centers and the total of all Allocated Costs for each of the last three fiscal years should be reported annually to the Faculty Senate and made available to the University's constituents.

Professor Adams explained that, in order for faculty to participate in University-wide strategic initiatives and make informed recommendations to the senior leadership via the Faculty Senate's Committee for Financial affairs, access to considerably more financial data than is currently made available is needed. Shared governance is at the heart of this University. Faculty members are sometimes called managerial employees and, in order to make recommendations, more information is needed. The hybrid model is reportedly up to speed so information should be available; such information also encourages more responsibility. In looking at the Hybrid website, faculty involvement is crucial at each step. Transparency is always coupled with RCM models. Dean Courtney said that he agrees philosophically but that implementation could be problematic and so will abstain from the vote. Provost Bean noted the tension between transparency and shared governance at a private university that does not wish to share information with the outside and, while he supports the intent, more needs to be worked out. Professor Portz offered a "friendly" amendment by replacement of the word "constituents" with "community" which was accepted by the mover and the seconder.

VOTE on FAC resolution #4: **25-0-7**

FAC resolution #5 was read and seconded.

BE IT RESOLVED That the University provide transparency in the operation of its Hybrid/RCM budget model with respect to its Responsibility Centers. For each Responsibility Center, the data requested for the last fiscal year should include the total revenue (with a break-down among undergraduate and graduate tuition, externally funded research, giving, and other revenues), the total direct expenses, and the total amount of allocated costs paid to the University. This information should be reported annually to the Faculty Senate and made available to the University's constituents.

Professor Portz offered a "friendly" amendment by replacement of the word "constituents" with "community" which was accepted by the mover and the seconder.

VOTE on FAC resolution #5: **25-0-7**

VI. **ADJOURN.** Motion to adjourn was seconded. Adjourned at 12:57 PM.

Respectfully submitted,

Robert Hanson, Secretary
Faculty Senate