



Northeastern University
Office of the Faculty Senate

TO: Faculty Senate
FROM: George Alverson, Secretary, Faculty Senate
SUBJECT: Minutes, 1 October 2014

Present: (Professors) Alverson, Bickmore, Caligiuri, Charles, Cokely, Craig, Crittenden, Daynard, De Ritis, Devlin, Fitzgerald, Gouldstone, Hajjar, Hanson, King, Kruger, Lerner, Leslie, Makriyannis, Metghalchi, Nelson, McGushin, Piret, Rabrenovic, Rappaport, Strasser, Suciu

(Administrators) Ambrose, Aubry, Brodley, Courtney, Director, Fulmer, Gibson, Loeffelholz, Poiger, Ronkin

Absent: Professors Carrier and Young

The Senate convened at 11:47 AM.

- I. The minutes of 17 September were approved as written.
- II. Senate Agenda Committee report. Professor Daynard reported that SAC has met twice since the last Senate meeting.

Bouvé has elected **Professor Betsy Howard** of the School of Nursing to serve on the Senate. Welcome Professor Howard.

The dean search committee for the College of Art, Media and Design has been staffed as follows. This is an external search.

Elected members from the College:

Professor Suzanne Charles, Architecture
Professor Nathan Felde, A + D
Professor Dale Herbeck, Communication Studies
Professor Hilary Poriss, Music

Appointed members:

Professor Timothy Cresswell-CSSH, History
Dean Carla Brodley-CCIS
Professor Antonio Ocampo-Guzman-CAMD, Theater

Student members:

Danielle J. Desser, undergraduate student representative,
David H. Potter, graduate student representative,

The chair search committee for the Department of Counseling and Applied Psychology in the Bouvé College of Health Sciences has been staffed as follows. This is a targeted search to determine the suitability of a named candidate.

Elected members from the Department

Professor Vanessa Johnson
Professor Louis Kruger
Professor Mariya Shiyko

Appointed members:

Professor Naarendorp, COS-Psychology
Professor Rickles, BCHS-Pharmacy Practice

The SAC has been asked to convene search committees as follows:

- For a chair of the Department of Music in the College of Art, Media & Design. An election is scheduled to begin the staffing process.
- For a chair of the Department of Journalism in the College of Art, Media & Design. An election is scheduled.

SAC has reviewed a technical matter involving the timing to file a [grievance](#). The general requirement is that a formal grievance must be filed at the Office of the Faculty Senate within three months after the faculty member is aware of and has attempted to informally mitigate the grievance. There is, in addition, a waiver clause that requires the approval of the Senate Grievance Officer and the Provost's office which may be requested when the faculty member is undertaking informal negotiations but those negotiations have not proceeded in a timely manner, for instance in the case of summer recess. SAC and the Provost's Office have agreed that, under these circumstances, the Senate Grievance Officer may make the decision to waive the three month requirement without a request to the Provost. This would be confirmed in writing and the delay would be no more than an additional three months at which time the faculty member would be required to file an official grievance with the Senate Office or pursue the matter personally.

The Faculty Handbook lists the Dean position as one that must follow guidelines in the Faculty Handbook: [procedures for a search committee](#). That title and the others listed are alike in their direct authority to make decisions. There is, too, at the University a generic distinction between line and staff positions. A line position holds authority while a staff position, which may be very influential, does not. There are deans within the colleges who are line administrators and there are others who do not have line authority. The Faculty Handbook procedures apply to line positions and not to staff positions. [There is a distinction and] SAC mentions this issue here because it may come up in the future.

The Committee to Review the NU CORE has been meeting throughout the summer and is proceeding well. A roll-out process to be vetted by the deans and the UUCC could be brought before the Senate by the end of the semester. A report will be forthcoming.

The Senate [Committee for Full-time non-tenure-track Faculty](#) (FT NTT Committee) has been meeting and is currently assessing various titles (specifically that of 'academic specialist') as well as working to develop sufficient protection against arbitrary retaliation resulting from possible service on the Faculty Senate.

III. Presentation by Provost Director and Senior Vice President Mantella

Senior Vice President Mantella reported on undergraduate admissions as follows: Application volume continues to be impressive (nearly 50 thousand) and applicants' profiles continue to strengthen. The admit rate is 32% and the mean SAT 1413. NU scholars mean SAT is over 1500.

Out of region (out of New England) applications are 46% of overall applicants. Applicants categorized as diverse are at 40% and international applicants constitute 20%. Responding to a question from the floor, the Vice President explained that 'diverse' includes African Americans (7%), Latino Americans (10%) and Asian Americans.

In the focus area of financial aid, full demonstrated need was met beginning with the fall 2014 freshman class with a distribution of \$220 million. This is supplemented by the *Northeastern Promise* that aid will track tuition. In January 2015 a center to develop a student-driven financial literacy program will be launched.

Provost Director explained the change in NU's comparison group. The Colonial Group (BC, BU, Brandeis, GWU, Lehigh, NYU, ND, SMU, Syracuse, Tulane, Tufts, U Miami, Wake Forest) is a reasonable cohort or comparison with the addition of Carnegie Mellon, Rensselaer and Rice University. Vice President Mantella compared NU's admit rate to the comparison group noting that lower is better.

Professor Strasser asked about the effect produced by spring admits. Vice President Mantella noted that those figures are not used at any institutions. Spring admits are a targeted group through [NUin](#) which looks to enrich incoming students. Professor Strasser asked how spring admits SATs compared to fall admits and the Vice President responded that they are 50 – 60 points lower, but that they have strong high school records.

The freshman to sophomore retention rate is at 96% compared to the group. The six year graduation rate is 81.5% compared to the group. Professor Kruger asked if this was adjusted for Co-op and Vice President Mantella responded that this is a six year comparison but with a seventh year NU might pick up a percentage point.

NU's place in the USNWR rankings has moved quickly to 42. Provost Director noted that the SATs have improved while alumni giving has room for improvement. NU's reputation is more difficult to move.

Vice Provost Ambrose spoke of new undergraduate initiatives, the addition of a [Global Experience](#) office to leverage all programs, and a new [Undergraduate Education](#) website.

Vice President Mantella explained that the new term Global Network refers to the graduate campuses and seeks to expand the meaning and impact of engagement with the world. The mission, vision and academic plan are consistent with NU's mission and is to become a global leader in professional experiential graduate education. NU currently has 12,000 online and hybrid students and is in a strong market position. The master's degree is emerging as the new bachelor's degree with STEM-related disciplines forecasted to be the strongest growth area.

Looking forward, place still matters (read [Location is Still Everything by David R. Bell](#)). Place enables hybrid delivery, supports working professionals and the destination campus,

and expands strategic corporate and research partnerships. NU is currently looking at Toronto and the San Francisco Bay area.

Online/hybrid growth over the past three years (at NU) is at 8% per year. Charlotte enrollment is 688 (up 85%) and Seattle is 205 (up 166%). In response to Professor Fitzgerald's question, the Vice President reported that the Charlotte programs principally draw from the CPS portfolio in health and business. Their second phase will include sixteen programs from across the colleges. Seattle's portfolio is principally science and technology.

NU's model is professional graduate degrees, is market driven and industry-aligned, and enables a platform for the colleges to offer hybrid delivery in new markets. The colleges own the programs which are selected to match the market. Some programs are being customized for specific companies. NU has hired a [Vice President for New Ventures](#) who will work the colleges to incubate ideas.

Provost Director moved to Ph.D. programs noting that more promotion is needed in order for recognition and to see the same rise in rankings. Applications remain strong. And while the admit rate should decrease; the yield should grow, which it has done. There were 186 Ph.D.s awarded in 2013-2014. This figure has doubled in the last seven to eight years. Research funding has doubled and is projected to increase. Grants need to be in excess of \$1 million and sources for funding need to diversify. NU is working to increase funding from industry and foundations. Total research is at \$120 million.

NU is improving support to faculty ([ORAF](#)). A new, simpler principle investigator dashboard will be rolled out next week. Soon a single point of contact will be in place for each college as well as automatized yearly time and effort certification. Associate Vice Provost for Research Administration, Debbie Grupp-Patruz, should be notified should there be problems.

The [Center for Research Innovation](#) will accelerate commercialization of research. Disclosures have doubled since 2012 to 120 as have patent filings (to 217). A licensed IP attorney is now available for guidance and patent strategy.

Vice Provost Loeffelholz reported that faculty hiring is above goal: there are 789 tenured/tenure-track faculty members in 2014. More than 40% of new hires were with tenure on entry. Hiring senior faculty will draw other faculty and assist in the success of junior faculty. Non-tenure-track faculty has increased to 521 in 2014. The next three years plan is for 132 replacement hires and 97 new lines, or approximately 70+ hires per year. Focus continues in the key areas of health, security sustainability, data science, and materials and nanotechnology.

Professor Kruger pointed out that the hiring rate for non-tenure-track faculty is higher and asked for the reason and the thinking behind this strategy. The Provost responded that such discussions should take place at the college level. He noted that planned growth for professional masters programs calls for non-tenure-track faculty. Vice Provost Loeffelholz reported that CPS has hired more full-time non-tenure-track faculty with the count being over 100 at the present time.

The [ADVANCE](#) grant is ending. During its life female STEM tenured/tenure-track faculty increased to 26% in 2013. Women are now 30% of tenured faculty. The ReDI Leadership program is open to aspiring research leaders in all seven colleges.

Vice Provost Ambrose noted that enhanced support to faculty is available through [CATLR](#) which uses learning science to inform teaching and learning practices. Other resources are the Learning Science Network, the Provost's Educational Grants, and the new digital scholarship commons.

Provost Director reported on the improving infrastructure which includes upgraded classrooms, addition classrooms with audio integration, renovations in Richards, Kariotis, the Kostas Institute, and new classrooms in East Village. There is also additional rental space at the Christian Science complex and along Huntington Avenue. Research facilities have seen renovation at Mugar, secure lab access continuing, upgrades at the Marine Science Center, and the beginning of construction on the Interdisciplinary Science and Engineering Complex. Snell Library has undergone improvements and the East Village building is scheduled to open in January 2015. Many other infrastructure upgrades have taken place.

The Provost also reported that the [Empower](#) campaign continues its progress toward \$1 billion dollars with \$700 million raised to date. 1,702 faculty and staff have participated as follows: 508 faculty and 1,194 staff.

A motion to adjourn was seconded. The Senate adjourned at 1:20 PM

Respectfully submitted,

George Alverson, Secretary
Faculty Senate