



Northeastern University

Office of the Faculty Senate

TO: FACULTY SENATE
FROM: Deniz Erdogmus, Secretary
SUBJECT: Minutes, 27 March 2019

Present: Professors Adams, Beauchesne, Bourns, Brooks, Carr, Dau, Desnoyers, Dyal-Chand, Ergun, Erdogmus, Gonyeau, Hayward, Herlihy, Kaeli, Kevoe Feldman, Lerner, McOwen, Onan, Powers-Lee, Shefelbine, Stephens, Stowell, Vicino, Wahl, Wertheim, Wood
Administrators: Bean, Echambadi, He, Isaacs, Loeffelholz, Poiger, Ronkin, Wadia-Fascetti

Absent: Professors Barberis, Bart, Onan, Stephens
Administrators Hackney, Parish

CALL TO ORDER: 11:46 a.m.

MINUTES of 27 February 2019 were approved.

I. **SAC REPORT 27 MARCH 2019.**

- Since the last Senate meeting, SAC has met six times; two meetings included Provost Bean and one meeting included the Senior Leadership Team.
- Topics included the Compensation Module, recent reorganizational changes and Northeastern's hubs, and campus space planning.
- SAC also organized a meeting of current and past chairs/executive officers to discuss the Compensation Module.

College of Science Dean Search Committee

- Randall Hughes, Marine and Environmental Sciences – Chair of Search Committee
- Emily Dahlgaard, Psychology PhD student
- Rhea Eskew, Psychology
- James Hackney, Dean, School of Law
- David Hope, Biology BS student
- Robert McOwen, Mathematics
- Oyinda Oyelaran, Chemistry and Chemical Biology
- Dagmar Sternad, Biology and Electrical and Computer Engineering
- Alessandro Vespignani, Physics, Health Sciences, and Khoury College of Computer Sciences

Health Sciences Chair Search Committee

(Internal search, with Sharon Harlon as the candidate designated by the dean)

- Christopher Bosso, CSSH-SPPUA
- Neil Maniar, Health Sciences
- Jean McGuire, Health Sciences

- Laura Senier, Health Sciences
- Emily Zimmerman, Communication Sciences and Disorders

**Physical Therapy, Movement and Rehabilitation Services Chair Search Committee
(Internal search, with Kristin Greenwood as the candidate designated by the dean)**

- Christopher Cesario, PTMRS
- Laurie Kramer, Applied Psychology
- Mary Hickey, PTMRS
- Robert Sikes, PTMRS
- Scott Edmiston, CAMD

**Communication Sciences and Disorders Chair Search Committee
(Internal search)**

- Jeffrey Ruberti, COE
- Robert Volpe, Applied Psychology
- Ralf Schlosser, Communication Sciences & Disorders
- Sarah Young-Hong, Communication Sciences & Disorders
- To Be Elected, Communication Sciences & Disorders

Graduate Council Informational Items

- The COS Manufacturing and Quality Operations in Biotechnology, Graduate Certificate was approved.
- The CPS Nonclinical Biomedical Product Regulation Graduate Certificate was approved.
- The CPS Quality Assurance in Biomedical Products Regulation, Graduate Certificate was approved.
- The COE Engineering Leadership Graduate Certificate was approved as an option for students pursuing the MS in Data Analytics Engineering.

University Wide Faculty Survey To Be Administered in Mid-March

- Developed as a result of partnership with peer universities (Colonial Group members)
- Results will be analyzed by Notre Dame University's IR team.
- NU University Decision Support will administer the survey, with invitation coming in Deb Franko's name.
- The survey intends to assess faculty views of institutional climate, workload, work-life balance, the tenure and promotion process, mentoring, research and scholarship infrastructure, and benefits.
- Expected to provide us with reliable comparative data

Colonial Group Members

Boston College, Boston University, Brandeis University, George Washington University, Lehigh University, New York University, Northeastern University, Southern Methodist University, Syracuse University, Tufts University, Tulane University, University of Miami, University of Notre Dame, Wake Forest University

Academic Policy Committee Workload Survey To Be Administered via Qualtrics in Early April

PLEASE INDICATE THE DEGREE TO WHICH YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

1. The workload policy was developed by the faculty in my department/group, rather than being controlled by my Program Director/Chair/Dean.
2. I believe all faculty in my department/group had the opportunity to provide

meaningful input in the workload policy process.

3. I am satisfied with the outcome of the process.

FEEL FREE TO ADD COMMENTS REGARDING THE ABOVE STATEMENTS:

Compensation Module Timeline

December 2015 - Senate & provost agreed module needed revision.

April 2017 - Faculty Handbook Committee (FHC) completed work on the module, with input from internal and external sources.

October 2017- February 2018. Provost/SAC discussion & iterative editing of the module.

March 2018 - December 2019. Deans provide multiple rounds of input on the Compensation Module to the provost; multiple rounds of SAC/FHC editing of the module in response to discussions with the provost that conveyed the input from deans.

Jan. 2, 2019 - Current and draft Compensation Modules emailed to all faculty.

Jan. 9, Jan. 23, Feb. 13 & Feb. 27, 2019 - Discussion of the Compensation Module at Senate meetings and additional edits on the basis of that discussion.

March 5, 2019 - Chairs working group review/edits.

II. PROVOST REPORT

The Provost noted that when the latest version of the Compensation module was run by the Office of the General Counsel (OGC), the OGC brought to focus some new issues around Massachusetts Equal Pay Act (MEPA). Passed in the 2018 election, this is a pretty strict law that has not been tested in the courts yet. The OGC believes there are some aspects of the Compensation module that are in conflict with MEPA and, as a result, the OGC is adding some new language to the module.

Over the last couple of weeks, the Provost and Chancellor Ken Henderson held two town hall meetings about the reorganization that were well attended. The meetings linked to several of the satellite campuses. People were interested in the topic and asked a lot of good questions.

Recently, President Aoun led a group from Northeastern University to Bedford, MA to meet with the New England Commission of Higher Education regarding Northeastern's re-accreditation.

This is a time when the Provost's Office is heavily involved in reviewing budgets for various offices throughout the university. The Provost's Office is also finishing off the tenure and promotion process. All of those results will be published at the same time on May 1.

The Provost noted that there have been a number of high-end conferences occurring at the university this season. Some examples have included the Women of Color in the Academy conference, and conferences on wind power and digital scholarship. The Provost also noted that the Klein lecture was held on March 21st where Prof. David Lazer gave a talk "*Democracy now*" that was very well attended.

QUESTIONS AND DISCUSSIONS

Prof. Lorna Hayward asked if there was any way to separate compensation from equity? She wondered if it made sense to have separate equity and merit modules and that this separation might help move the process along. The Provost said this was an interesting suggestion that could be discussed offline but he wondered would there be other other parts of that module that wouldn't easily fit in either of the two suggested categories.

Prof. Kaeli asked the Provost if he was aware of a new policy that when colleges host conferences on campus, central is charging the colleges a 75% tax for the services provided. Prof. Kaeli asked if this is something we really want to do if we want to encourage faculty to bring these meetings on campus where we can show off our great university. The Provost recognized Breean Fortier who said the tax is not new and there is no new policy. She said this is how the colleges are currently charged on expenditures. She added that 75% is part of the allocated costs and it goes to all of the expenditures a college incurs over the course of the year. The Provost suggested that this could be a communication issue within the college.

III. PRESENTATION BY BREEAN FORTIER, SENIOR VICE PROVOST OF BUDGET, PLANNING AND ADMINISTRATION

Senior Vice Provost Fortier's presentation gave an overview of how the hybrid budget model works today. In addition, she also reviewed the changes that will be implemented for FY20 and concluded with a quick look at FY18 financial actuals. Regarding changes to the budget model, Vice Provost Fortier said the University was moving from an engineering model to an economics/incentive model to hopefully better support the ambitions of the university. She noted that many colleges said they needed more predictability and transparency with the numbers. Hopefully, the new method makes it easier for people to plan.

QUESTIONS AND DISCUSSION:

Prof. Kevoe-Feldman asked: with the new model, how does one invest in a strong department if their college is not experiencing growth? Provost Bean responded that it is up to the deans and the faculty to determine how to reward good departments. This model enables the colleges to manage themselves. The Provost added that this is not a comfortable model for a unit that is shrinking.

Prof. Adams asked in regards to the auxiliary enterprises, roughly how much is in each pot? Vice Provost Fortier said she would send the number to Prof. Powers-Lee (SAC chair).

During a discussion about the use of tax by central administration, the Provost discussed how tax funds get used for startups, renovations and giving back to the colleges. He added that, while last year Higher Ed as an industry was downgraded by Moody's, Northeastern was one of few universities that got upgraded.

Other topics of discussion included the difference between the discounting of college tuition at the graduate level for MA's vs. PhD's, the effects on revenue by the privatization of parking and the licensing of SAIL.

IV. PRESENTATION BY MIKE ARMINI, SENIOR VICE PRESIDENT OF EXTERNAL AFFAIRS

Sr. Vice President Armini said his unit's objective is to tell the story of Northeastern to all the audiences we care about. He noted that this is important to help recruit world class faculty and to attract top students at both the undergraduate and graduate/PhD level. It is also important to retain Industry partners, generate resources, instill institutional pride and build resilience. He reviewed a number of communication tools including social media and the News@Northeastern. He added there would be campaigns around the satellite campuses to introduce those areas to Northeastern University.

QUESTIONS AND DISCUSSION:

Professor Kaeli asked if there were plans for Northeastern email accounts for all Northeastern alumni noting that other universities do this as a practice and it really connects alumni. He added people take pride in the Northeastern name.

Prof. Wood said in the last 10 years Northeastern did well in terms of the growth in prestigious fellowships and awards to our students and thought this could be promoted more.

Prof. Herlihy asked who faculty might connect with if they wanted to share news about their department. Vice President Armini suggested emailing news@northeastern.edu.

In response to Prof. Hayward’s question around search engine optimization, Vice President Armini said it could be more integrated. He said they try to be very intentional about using the right words so search engines find our stories.

V. NEW BUSINESS

ACADEMIC PROPOSAL: GRADUATE COUNCIL – PROGRAM IN THE KHOURY COLLEGE OF COMPUTER SCIENCES (INTERDISCIPLINARY WITH COLLEGE OF ENGINEERING AND COLLEGE OF SOCIAL SCIENCES AND HUMANITIES)

Professor Wahl read the following and Professor Kaeli seconded.

BE IT RESOLVED That the PHD in Information Assurance be renamed to the PhD in Cybersecurity as approved by the Graduate Council on 6 February 2019 (8-0-0).

There being no discussion the vote was taken.

VOTE to rename the PHD in Information Assurance to the PhD in Cybersecurity PASSED, 33-0-0.

(Provost added that this resolution doesn’t need to go to the Trustees and the college should consider the name changed.)

VI. CONTINUED BUSINESS

FACULTY HANDBOOK RESOLUTION: COMPENSATION

BE IT RESOLVED that the proposed module entitled “Compensation replace the current module entitled “Compensation.

DISCUSSION:

The Provost said that, while the Compensation module had been somewhat derailed by the OGC, were there other topics of discussion relative to this module?

Prof. McOwen asked about the status of one year vs. 3 year period for equity reviews.

The Provost said that the current status is that merit will be every year and focus on accomplishments during that previous year. Equity will be done every year, but in every college it will be done once every three years. Equity assessments will be rotating.

If anyone suspects protected groups are inequitably paid, we need to address those immediately, as an exception.

Prof. McOwen asked if there had been pushback from the Deans and the chairs.

Prof. Powers-Lee said that she had heard anecdotally that some deans and chairs are asking why three years.

Prof. McOwen said the chairs are trying to use equity reserves for a little extra raise for high merit.

The Provost responded that with this revision, we are specifically trying to prevent that from happening.

Prof. Kelly asked if the Senate was voting on the document that was sent to all faculty on Feb. 28? The Provost responded that there was no document before the Senate to vote on because the module was with the OGC.

The Provost recognized Prof. Board, the former Handbook Committee Chair. She said that because there had been so many iterations of the module, that when the OGC returned the module, she would be happy to return to the Senate and give a presentation on the module.

Prof. Dana Brooks recognized Prof. Luca Caracoglia. Prof. Caracoglia, regarding the Compensation module, said that there were concerns around the difference between buyout and extra teaching compensation. He also thought the process may be complex to implement.

Prof. Kaeli said that SAC and administrators have been discussing the possibility of having colleges set their own policies for buyout and extra teaching compensation rates.

ADJOURNED: 1:25 p.m.

Respectfully submitted by,
Deniz Erdogmus
Senate Secretary