



Northeastern University

Office of the Faculty Senate

TO: FACULTY SENATE
FROM: Robert Hanson, Secretary, Faculty Senate
SUBJECT: Minutes, 17 January 2018

Present: Professors Adams, Andrews, Barberis, Brooks, Desnoyers, De Ritis, Erdogmus, Hanson, Howard, Kaeli, Kanouse, Kelly, McGruer, McOwen, Monaghan, Nyaga, Patterson, Portz, Powers-Lee, Silbey, Sipahi, Stephens

Administrators: Bean, Brodley, He, Henderson, Loeffelholz, Parish, Wadia-Fascetti, Ziemer

Absent: (Professors) Barczak, Dencker, Dennerlein, Fox, Frader, Kirda, Hayward, Vicino
(Administrators) Hudson

CALL TO ORDER: Provost Bean convened Senate at 11:47 A.M.

I. MINUTES of 6 December 2017 were approved.

II. SAC REPORT

- A. Professor Powers-Lee reported that SAC has met six times since the last Senate meeting with one meeting including Senior Leadership Team and one meeting with Provost Bean and Sr. Vice Provost Nedell.
- B. In Dec., the AOEC completed their review of 9 chairs & directors and 2 deans. Also in Dec., the ad hoc Committee to Recommend Changes to the Faculty Senate Bylaws regarding composition of Senate and its Committees submitted their report.
- C. Faculty Handbook resolutions on Faculty Discipline and on Dismissal Proceedings for Tenured & Tenure-Track Faculty were approved by BOT at Dec. meeting.
- D. Handbook Committee has provided ten draft modules that are currently under review.
- E. SAC has completed staffing the Architecture Director search committee as well as three Academic Appeals Committees.
- F. Fourteen nominations were received for for the Robert D. Klein Lecturer award.

III. PROVOST REPORT

Searches for CIO and Dean of the School of Law are underway. The School of Law will be seeing two of the final four finalists over the next couple of days.

Last week, the Provost attended two provosts meetings. One was with R1 Provosts and the other was the semi-annual Colonial Provosts group which discussed the effects of the recent federal the tax bill. The bill may be less harmful for NU than some other schools.

The Provost's Office is setting up a meeting with the FAC to work on benefits comparison.

The big tasks this term are tenure and promotion, and budgeting for fiscal year 2019.

There were no questions or discussion on either report.

The Senate moved to committee of a whole (COW) to hear a report by SVP for Research Art Kramer. The presentation provided by the SVP was made available to SAC and will be available on the website. Following the presentation and extensive discussion, the Senate moved to reconvene.

VI. NEW BUSINESS

Leaves of Absence and Vacation Module

The motion, "Be it resolved that Leaves of Absence and Vacation Module replaces Vacation & Other Leaves of Absence," was made by Prof Elizabeth Howard and seconded by Prof Robert Hanson.

Prof Rhonda Board was recognized and provided the context and explanation of the module and discussion ensued. SAC Chair Powers-Lee proposed an amendment to the module intended to reflect changes made by the Faculty Handbook Committee. The Senate did not see that language in the version of the module members received electronically. The line 2e 4 will now read: *Faculty members must contact Human Resources in advance of their leave to arrange for enrollment in any retirement benefits for which they are eligible.*

There being no discussion on the amendment, the motion was called and the amendment approved by a vote of 29-0-0.

Prof Kaeli asked whether, given the entrepreneurial nature of the university, there is any provision or discussion of professional leaves for entrepreneurial activities. Prof. Board noted the appropriate language is highlighted. Professor Hanson noted that SAC also discussed this issue.

Prof Kanouse asked what happens if the request is for a leave of less than one year. Prof. Board responded that the module didn't discuss leaves of less than a year.

Prof. Kanouse also queried about compensation, e.g., in the humanities, where fellowships are often less than salary. Provost Bean noted that those are usually considered as "one off" situations that involve individual negotiation.

Prof DeRitis asked whether NU encourages professional (nonsabbatical) leaves. The Provost responded that colleges can add to but not supercede University policy. Professor Adams moved to insert "Details of the..." into the Professional Leaves section of the module. Seconded by Dana Brooks. Not considered a friendly amendment. Vote 16-7-5. Prof Brooks moved to replace "all" with "these" and add "details of" in the Other Leaves section of the module. Seconded by Prof McGruer. Vote 20-2-5.

Prof Kanouse moved to replace "additional preparatory time the leave permits" with "time spent on leave" in two instances in the module. This was considered a friendly amendment.

Called the motion. Vote 28-0-1.

Sabbaticals

The motion, "Be it resolved that Sabbatical Module replaces Sabbatical and Professional Leaves," was made by Prof Howard and seconded by Prof Hanson.

Prof Rhonda Board was recognized and provided the context for the module. Two main issues were level of compensation (100% salary) and appeal process.

Discussion by the Senate focused on the process, particularly language implying that the unit head can stop the process. Prof Adams made an amendment under 3. Application for and Approval of Sabbatical Leave Process and Schedule. Delete 1st sentence. 2nd sentence now reads..."The proposal, and the unit head's recommendation, when

appropriate, shall be submitted, on or before November 15, to the college sabbatical committee for evaluation.
Vote on amendment to module: 27-0-1.

Further discussion focused on the issue of compensation and what is reimbursable. Prof Kaeli made the amendment to insert the phrase “without prior approval from the Provost” at the end of the sentence “A faculty member cannot be compensated for more than 100% of their academic year salary when taking a two-semester sabbatical leave.
Vote on amendment to module: 27-0-1.

Vote on module:28-0-0.

Motion to adjourn 1:16 p.m.