



Northeastern University
Office of the Faculty Senate

TO: FACULTY SENATE
FROM: Robert Hanson, Secretary, Faculty Senate
SUBJECT: Minutes, 22 March 2017

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

Administrators: Ambrose, Bean, Courtney, Hudson, Loeffelholz, Paul, Poiger, Ziemer

Absent: (Professors) Dencker, Fox, Hellweger, Kanouse, McGruer, Nelson, Nyaga, Patterson, Piret, Sipahi
(Administrators) Brodley, He

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

II **MINUTES.** The Senate minutes of 1 March were approved as written.

III. SAC REPORT

- III.1 Professor Sceppa reported that SAC had met twice since the last Senate meeting, once with the senior leadership team and once with the Provost. SAC will attend its annual meeting with the Board of Trustees on 6 April.
- III.2 Senate elections have concluded. The roster 2017-2018 Senate members will be available on the Senate website shortly.
- III.3 SAC is pleased to report that Tom Vicino, CSSH-Political Science, has kindly agreed to act as Senate Parliamentarian beginning in September.

IV. PROVOST'S REPORT

- IV.1 The Provost has been touring with SAC at elections to talk with faculty about shared governance and other matters.
- IV.2 The Tenure and Promotion process is concluding. The Board of Trustees will review tenure dossiers in May following some follow up meetings.
- IV.3 Today's SAIL presentation is cancelled. SAC will work on another date.

V. QUESTIONS AND DISCUSSION

- V.1 Professor Sceppa suggested that Vice Provost Rini return to answer further questions from the Senate based on the many questions which were raised at the Provost's and SAC meetings with faculty. The Provost responded that the process is almost completed.

VI. NEW BUSINESS

- VI.1 Professor Brooks read the following Graduate Council Proposal; Professor Crittenden seconded.

BE IT RESOLVED That the University establish the Combined MS Program in Applied Physics and Engineering in the Colleges of Science and Engineering as approved by the Graduate Council on 2/28/17 (9-0-0).

Associate Professor Di Marzio, Electrical and Computer Engineering, and Professor Williams, Physics, were recognized. Professor Williams explained that the goal is to attract students with a background in physics but who wish to move toward engineering. There will be physics undergraduates taking half physics and half engineering courses in three core areas within Electrical and Computer Engineering. Advertising and administration will be taken up by the COS.

Professor Sceppa asked if these students would provide a pipeline to PhD programs. Associate Professor Di Marzio responded that this was not the intention at this time but, in theory, such a background could lead to a PhD. Professor Lerner questioned the numbers of students in the proposal and Professor Williams responded that a number (5-10) was needed for budgeting purposes but it is assumed that the program will grow. Professor Adams asked if there was thought given to expanding into other areas than electrical and computer engineering. Professor Williams said that there was no reason not to in the future. The degree name is general but the subject matter is by concentration enabling other concentrations to be added under the same program name.

VOTE to establish the Combined MS Program in Applied Physics and Engineering in the Colleges of Science and Engineering as approved by the Graduate Council: PASSED, 27:0:0

- VI.2 Professor Vicino read the following Graduate Council proposal; Interim Dean Loeffelholz seconded.

BE IT RESOLVED That the University establish the Master of Science in Program and Project Portfolio Management in the College of Professional Studies as approved by the Graduate Council on 2/28/17 (9-0-0).

Associate Teaching Professor Griffin (CPS) noted that the current program in project management does not go far enough in today's market where more than project management is needed. This is the logical next step to the graduate certificate instituted last year and will enhance the ability of mid-level project managers to upgrade to senior program and portfolio managers. Professor Lerner requested the logic behind the faculty staffing model. Associate Teaching Professor Griffin noted that four full-time faculty will oversee the program; Interim Dean Loeffelholz added that this is the typical model of faculty support with CPS.

VOTE to establish the Master of Science in Program and Project Portfolio Management in the College of Professional Studies as approved by the Graduate Council: PASSED, 27:0:0

VI.2 Professor Adams read the following UUC proposal and Vice Provost Ziemer seconded:

BE IT RESOLVED That the University establish the Bachelor of Science in Advanced Manufacturing in the College of Professional Studies as approved by the UUC on 3/1/17 (11-0-0).

Interim Dean Loeffelholz proposed a “friendly” amendment to add “Systems” to the title which was accepted by the mover and the seconder. The Provost explained that his office is attempting to establish naming conventions and found the name too broad. The addition of “Systems” will allow the College of Engineering to offer a similar program in the area of manufacturing engineering.

CPS Associate Dean Jona spoke of the strengthening relationship between NU and GE noting GE’s dominance in this growing area. GE has invested heavily in STEM. Employees who graduate with such a BS as this proposed degree experience a 50% wage increase over those without the degree.

As amended, the resolution is:

BE IT RESOLVED That the University establish the Bachelor of Science in Advanced Manufacturing Systems in the College of Professional Studies as approved by the UUC on 3/1/17 (11-0-0).

There being no questions or discussion, the Senate voted to establish the Bachelor of Science in Advanced Manufacturing Systems in the CPS, as amended: PASSED, 28:0:0

VII. FACULTY HANDBOOK. The Provost explained that his office received the proposals on 13 March and was not responsive in readying them. General Council just informed him that they have problems. The Provost acknowledged that the Senate has been accused of being obstructionist in the past but this was not the problem.

VII.1 DISMISSAL PROCEEDINGS. Professor Silbey read the following; Professor Hanson seconded.

BE IT RESOLVED That the proposed *Dismissal Proceedings* module replace the current *Dismissal Proceedings* module in the Faculty Handbook.

Professor Silbey reported that the proposed redraft is to clarify rules and procedural matters that have arisen in the past as well as expressed concern about reasons for dismissal. The Provost asked if the proposal is limiting the breadth of issues related to job duties and gave an example of a possible offense. Professor Silbey noted that whether the offender was accused or convicted is an important discussion. Professor Crittenden wondered if the proposal is too limiting from the standpoint of looking at teaching, research, and service noting that a recent committee had to look at those and other circumstances as well. If the only focus is on teaching, research and service, are there no other character-based concerns that could be considered if they are fact? Professor Silbey responded that the language could be edited but such concerns would likely impede work performance and obligations

without adding language related to character. This module is concerning dismissal, not suspension. Professor Kruger said that the language adds clarity but there may be a way to address all concerns with qualifying language. He expressed concern that reviewing performance could take into consideration the person's character. If a person is performing the job appropriately, it makes no difference if a psychiatrist says that person is paranoid. There should be no personality judgments but an evaluation of workplace behaviors. Professor Silbey agreed and pointed the Senate to 3.E. Professor Lerner noted that it is difficult to uncouple this module from the discipline module which contains broader language. Should the Discipline module refer to the Dismissal module? Professor Adams asked how many dismissal proceedings have taken place in last five to ten years to which Professor Silbey responded that she did not have numbers but it was very few.

Professor Portz related a recent experience where there was a difference of opinion between the Master (arbitrator) and the committee regarding 6.A. The Master was convinced that the hearing committee could review facts only so disagreement arose about how to proceed. Also, regarding 2.C. on page two, if the faculty does not respond at beginning of the process and the hearing continues, can they participate at a later point? Professor Silbey noted that the Handbook Committee had attempted to clarify this. If the faculty member does not respond they waive the right to submit any paperwork at a later date. They can attend subsequent meetings in person only. Said faculty member must be notified of all subsequent meetings. Professor Kruger suggested that the module specify to whom the Master should send notification of the schedule of meetings. Professor Hanson moved to postpone to time certain and this was seconded. There being no debate on postponement, the vote ensued.

VOTE to postpone further discussion to time certain (19 April): PASSED, 28:0:0

IV.2 FACULTY DISCIPLINE. Professor Silbey read the following; Professor Howard seconded.

BE IT RESOLVED That the proposed *Faculty Discipline* module replace the current module entitled *Policy Regarding Faculty Discipline* in the Faculty Handbook.

Professor Rhonda Board was recognized and explained that the revised module is meant to clarify procedures with the Handbook setting the baseline as well as to include FT NTT language. The Provost said that the module must include University policy. Professor Board pointed out that the first paragraph addresses this where each College/unit is under University policy purview. Professor Sceppa brought up the point made earlier by Professor Lerner noting that the last paragraph of page one should refer to the Dismissal module. Professor Silbey agreed with Professor Adams that 'violation of policies' is somewhat vague noting that the language already existed. The Provost reported that current practice by General Counsel requires a record of increasing disciplinary sanctions. Following further discussion, Professor Crittenden motioned to postpone to time certain and it was seconded. There being no debate, the vote ensued.

VOTE to postpone further discussion of the Faculty Discipline module to time certain (19 April): PASSED, 28:0:0

V. ADJOURNMENT. The Senate adjourned at 12:47 p.m.

Respectfully submitted,

Robert Hanson, Secretary
Faculty Senate