



**Northeastern University**  
*Office of the Faculty Senate*

**TO:** FACULTY SENATE  
**FROM:** Joan Collins, Executive Assistant, and Susan Powers-Lee, Acting Secretary, Faculty Senate  
**SUBJECT:** Minutes, 24 October, 2018

Present: Professors Adams, Andrews, Bart, Beauchesne, Bourns, Cisewski, De Ritis, Desnoyers, Hayward, Kaeli, Kevoe Feldman, Lerner, McOwen, Onan, Powers-Lee, Shefelbine, Stowell, Vicino, Wahl, Wertheim, Wood  
Administrators: Bean, Echambadi, He, Isaacs, Parish, Poiger, Ronkin, Wadia-Fascetti.

Absent: (Professors) Barberis, Brooks, Dau, Dennerlein, Dyal-Chand, Ergun, Erdogmus, Kelly, Stephens  
(Administrators) Hackney, Loeffelholz

**CALL TO ORDER:** Provost Bean convened Senate at 11:46 a.m.

**PRESENTATION BY THE PRESIDENT**

President Aoun addressed the Faculty Senate on the state of University and how the University is positioning itself amid a changing world. President Aoun said he felt the University's strategic plan has positioned the University extremely well in the nation and the world. He added the University is in a good position because we are differentiated at all levels.

He noted that in next 20 years, a large percentage of jobs will be disappearing at all levels due to AI and robotics. As a result, as many as 76% of learners will be life-long learners. He noted that Northeastern, an early mover in this field, is uniquely qualified to respond to this growing demand with the University's large library of certificates and Masters degrees. The President also noted a growing demand for combined majors and that Advancement closed at an all-time high.

The President noted that this was the first time he was addressing the faculty as "one faculty" and that he thought it was terrific development. The President closed by saying the future is in our hands and it looks good.

Following the President's remarks, Prof. Dave Kaeli said that he felt that the "one faculty" amendment was outstanding for the institution and asked when do we start a discussion about tenure for our teaching faculty and co-op coordinators? Did this have the President's support? President Aoun said he could not support anything until he saw a proposal in writing. The President added that he believed in academic freedom and that faculty have his support to discuss anything they want.

Prof. Neal Lerner asked about President Aoun's reaction to a recent Boston Globe article detailing MIT's billion dollar investment in a new college for computing and artificial intelligence which could potentially push them to the forefront of this field. The President responded that Prof. Lerner raised an important question and cautioned never to worry about the competition by saying they are so far ahead. They are not so far ahead. Northeastern has excelled in terms of research, life-long learning and undergraduate work and that is a recipe for success.

**MINUTES** of 26 September were approved as amended.

## **I. SAC REPORT**

- Prof. Powers-Lee noted that since the last Senate meeting, SAC has met 4 times, with 2 meetings including Provost Bean.
- Topics included the Compensation module.
- Factual updating of the Faculty Handbook module “General University Faculty Advisory Board and Bylaws” to reflect new faculty titles has been completed - via the option of factual updating included in the Faculty Handbook module “Statement of the Faculty Senate.”
- COS election has yielded our first NTT Senator:  
Dawn Ciesewski, Associate Teaching Professor & Head Faculty Advisor, Psychology
  - To replace Mark Patterson after Associate Dean appointment
  - Inaugural online format was successful.
- BCHS (1 Senator) and CAMD (2 Senators) elections to be held at college meetings later this fall
  - To replace Senators who will be on sabbatical in Spring '19: Jack Dennerlein, Ed Andrews and Tony De Ritis
- Distribution of 2019/20 Senate seats among colleges will be based on the number of full-time faculty in each of the Colleges on February 1, 2019.
- The faculty of the Pharmacy and Health System Sciences have elected 3 members to the Chair Search Committee:
  - Jason Lancaster, Associate Clinical Professor
  - Jane Saczynski, Associate Professor
  - Stephanie Sibicky, Assistant Clinical ProfessorTo be appointed:
  - BCHS Member outside PHSS
  - Member outside Bouve (who could be an administrator)
- Members elected to Nursing Dean Search Committee by members of Nursing faculty:
  - Karen Giuliano, Associate Professor
  - Valeria Ramdin, Assistant Clinical Professor & Director, Global Health
  - Janet Rico, Assistant DeanTo be appointed:
  - BCHS Member outside Nursing
  - Member outside Bouve (who could be an administrator)
- Ad hoc Grievance Committee
  - Kat Gonzo, Associate Teaching Professor, English, CSSH
  - Patricia Mabrouk, Professor, Chemistry & Chemical Biology, COS
  - Nicol McGruer, Professor, Electrical & Computer Engineering, COE

## **II. PROVOST REPORT**

Provost Bean noted that there are a couple of searches underway. There is a search for a Permanent Vice Provost for Research Administration who would be driving the continued integration and improvement of the Research Administration Office. Also, a search is beginning for a Director of Entrepreneurship and Innovation who would be furthering the entrepreneurial culture at the University. Provost Bean is beginning to do a tour of all the faculties. He will be coming to various faculty meetings to give updates and he will be available to answer any questions. The week of Oct. 29<sup>th</sup> will mark the decennial visit from NECHE. The Provost encourages you to participate in any related activities for this visit.

## QUESTIONS AND DISCUSSION

Senator Hayward asked how the numbers for the distribution of 2019/20 Senate seats among colleges get published and distributed to the colleges? Prof. Sue Powers-Lee responded that SAC will get that data from the HR group on Feb. 1st. SAC will review it and then communicate that information to the Deans and Associate Deans. Elections will take place in the spring after February 1<sup>st</sup>.

### III. NEW BUSINESS

Professor Lerner read the following, Professor Desnoyers seconded.

#### A. NUPATH REVISION

**BE IT RESOLVED That, as approved by the University Undergraduate Curriculum Committee (UUC) on 26 September 2018 (16-0-0), the proposed learning goals for NUpath requirement Writing Across Audiences and Genres replace the current learning goals for that requirement with the following implementation plan: (a) the revised learning goals will go into effect beginning AY 2019-2020; (b) any proposals to add the writing attribute to courses taught Fall 2019 or later should address the revised learning goals; (c) courses that already carry the attribute will retain the attribute and do not need to be resubmitted for review to the UUC; and, (d) colleges are expected to ensure that all courses carrying the Writing Across Audiences and Genres attribute reflect the new learning goals beginning Fall 2019.**

VOTE the proposed learning goals for NUpath requirement Writing Across Audiences and Genres replace the current learning goals, PASSED 28-0-0.

### IV. ENHANCED PARENTAL LEAVE POLICY AND BENEFITS ENROLLMENT OVERVIEW

(Vice President of Human Resources Jane Moyer and Vice President and Deputy General Counsel Lisa Sinclair)

From survey reviewing benefits in the greater Boston area, Human Resources found Northeastern benefits had two noticeable deficits: dental care which HR has since addressed and parental leave. HR decided to go bold in regards to parental leave so that Northeastern can attract and retain the best talent. The University is now offering meaningful paid time for births, adoptions and foster placement for all full-time employees (PowerPoint available on Senate website). This paid time off includes a recovery time benefit and bonding time benefit. The bonding time benefit differentiates this enhanced policy from peer institutions.

Open Enrollment period will be Nov. 5-16. Medical plans and premiums remain the same.

## QUESTIONS AND DISCUSSION

Prof. Wertheim asked if Human Resources has considered medical plans for two people. Vice President Moyer responded that they have looked at that and found that while it lowers the cost for the two people it raises the cost for families. The University has made a decision from a value standpoint to keep costs low for the most people possible. Prof. Adams asked

about the University's daycare center and the possibility of opening that up to infant care. Vice President Moyer said Human Resources often receives questions about this topic but that the cost would be prohibitive. The initial build out would be approximately \$1 million and then there would be licensing, insurance and additional staffing. For now, the University has taken the position that our daycare is robust and good but we will continue to look at this.

Provost Bean added that a second parental leave option is already in place for faculty: the [Policy on Parental Teaching Relief for Full-Time Faculty](#). Now that there are two policies on the books, we have to grapple with how these will interact. There will be some guidance coming forward on how you can use these two policies together or separately.

Motion to adjourn: 12:59 p.m.

Respectfully submitted by,

Susan Powers-Lee,  
Acting Secretary, Faculty Senate