



Northeastern University

Office of the Faculty Senate

TO: FACULTY SENATE
FROM: Deniz Erdogmus, Secretary
SUBJECT: Minutes, 10 April 2019

Present: Professors Adams, Bart, Beauchesne, Brooks, Carr, Cisewski, Dau, Desnoyers, Ergun, Erdogmus, Gonyeau, Hayward, Kaeli, Kelly, Lerner, McOwen, Onan, Powers-Lee, Shefelbine, Vicino, Wahl, Wertheim, Wood
Administrators: Bean, Echambadi, Hackney, He, Isaacs, Loeffelholz, Ronkin, Wadia-Fascetti

Absent: Professors Barberis, Bourns, Dyal-Chand, Herlihy, Kevoe Feldman, Stephens, Stowell
Administrators: Parish, Poiger

CALL TO ORDER: 11:45 a.m.

MINUTES of 27 March 2019 were approved.

I. SAC REPORT of 10 April 2019.

- Since the last Senate meeting, SAC met 3 times, including one with SVP Franko.
- Topics included the Compensation Module.
- Informational item from UUCC: reactivation of the BCHS Speech-Language Pathology and Audiology BS and of its PlusOne program with the Speech-Language Pathology MS; combined major plans
- Michelle Beauchesne (BCHS) and Carolyn Lee-Parsons (COE/COS) were selected for this year's University Excellence in Teaching awards.
- College elections yielded the first full set of elected senators under the revised bylaws:
 - 12 T/TT senators continuing their 2-year terms
 - 11 new T/TT senators
 - 10 new NTT senators
 - Provost Bean and 6 TBA senators

II. PROVOST REPORT

The Provost announced that Kimberly Wong has been hired as the Graduate Ombudsperson and will be available to graduate students on all campuses. The Provost added there would be further announcements on how students would be able to engage with the ombudsperson. On Tuesday, April 9, the Provost received the Compensation module from the OGC but did not have an opportunity to review it before the Senate meeting. The Provost said that it would be good to have this module at the last Senate meeting on 24 April 2019. The Provost said that SEIU had filed a petition to unionize the Full Time Non-Tenure Track Faculty. He said they anticipate a hearing with the National Labor Relations Board within two weeks.

Questions and Discussion: There were no questions regarding either report.

III. PRESENTATION BY JEFF KONYA, DIRECTOR OF ATHLETICS AND RECREATION

Director Konya gave an overview of Athletics 2025. He said the primary goal of the Athletic program is to provide a distinctive student experience and competitive excellence which unleashes and energizes networks of engagement and thought.

He noted that in terms of a culture of excellence, the last 16 months have been unparalleled for Northeastern noting various teams have had 10 regular season championships. In addition, a number of swimmers and track and field athletes have competed in the NCA championships.

Director Konya added that student athletes have contributed to 3000 community service hours.

He also noted that the Tales of the Howlin Huskeys broadcast on NESN has strong viewership.

Professor Adams asked how much support do club sports get? Director Konya responded that Northeastern University has the largest club sports program in New England and pointed to the revitalized Carter Playground as an example of the University's commitment to athletic facilities.

IV. PRESENTATION BY DIANE LEVIN, UNIVERSITY OMBUDS

In her overview of the role of the Ombuds Office, Ms. Levin emphasized that confidentiality is the bedrock of her work with employees. She said the Ombuds Office, created in 2011, is intended to provide an off the record, neutral resource for all university employees. Ms. Levin added she hopes her office is looked at as an office of first resort.

As faculty and staff reach out to her office, Ms. Levin tracks trends or patterns that might affect the culture at the university. She said there had definitely been an uptick in the utilization of the office.

Following her presentation, Professor Wertheim asked if the work of the Ombuds always remains private or is the Ombuds ever called upon to present evidence. Ms. Levin responded that she doesn't participate in official processes.

Professor Kaeli asked if Ms. Levin ever worked with groups of faculty and/or staff? She said that she has worked with groups and that she could do a training session if it would be useful.

Professor Wahl asked if there were some issues that have to be resolved over an extended period of time. Ms. Levin said yes that she has worked with some people for a year. She added there was no cap on the number of visits to the Ombuds office.

V. CONTINUED BUSINESS

- A. Faculty Handbook Resolution: Compensation (Professor Powers-Lee)

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

Discussion of the module was tabled until the Senate meeting on 24 April 2019.

VI. NEW BUSINESS

- A. Vice Provost Phil He read the following and Professor Wertheim seconded.

BE IT RESOLVED That the University establish the Master of Science in Creative Practice Leadership in the College of Arts, Media and Design as approved by the Graduate Council on 20 March 2019 (8-0-0).

Following Professor Dan Godfrey’s brief description of the program, Professor Lerner asked what undergraduate degree a possible PlusOne would connect with. Professor Godfrey responded that the most common degree would be Music Industry.

VOTE to establish the Master of Science in Creative Practice Leadership in the College of Arts, Media and Design PASSED 30-0-0.

- B. Vice Provost He read the following and Professor McOwen seconded.

BE IT RESOLVED That the University establish the Master of Science in Information Design and Visualization in the College of Arts, Media and Design as approved by the Graduate Council on 20 March 2019 (8-0-0).

Following Professor Offenhuber’s brief description of the program, Provost Bean asked if this program would have a STEM designation. Professor Offenhuber said they hoped that it would. Professor Lerner said that he didn’t notice any STEM courses. Professor Offenhuber said among various courses they would offere a Statistics class and would be collaborating with Khoury College. Vice Provost He provided an update stating that the program has been given a STEM designation.

VOTE to establish the Master of Science in Information Design and Visualization in the College of Arts, Media and Design PASSED 30-0-0.

- C. Dean Loeffelholz read the following and Vice Provost Sara Wadia-Fascetti seconded.

BE IT RESOLVED That the University establish the Master of Education in Higher Education Administration in the College of Professional Studies as approved by the Graduate Council on 13 March 2019 (9-0-0).

VOTE to establish the Master of Education in Higher Education Administration in the College of Professional Studies PASSED 30-0-0.

D. Professor Hempel presented the Report of the Senate Full-Time Non-Tenure Track Faculty Report and Professor Kaeli seconded.

VOTE to accept the Report of the Senate Full-Time Non-Tenure-Track Faculty Committee PASSED 30-0-0.

E. Professor Gonyeau read the following Professor Cisewski seconded.

WHEREAS the Faculty Senate voted on 27 April 2016 that Northeastern University move toward “one faculty” by minimizing the differences (with the obvious exception of tenure) in the rights and responsibilities between the various classifications of full-time faculty in the Faculty Handbook;

BE IT RESOLVED That academic units shall clearly communicate to their faculty which leadership positions are open to candidates from the FTNTT and/or T/TT faculty ranks.

BE IT FURTHER RESOLVED That qualifications for chair/director and associate/assistant dean positions be submitted for approval by the provost, to ensure consideration of the rationale for any limitation among full-time faculty ranks.

Provost Bean said this topic isn't as new as it might seem. In a number of colleges, FTNTTF already serve in significant leadership roles. There was a sense of lack of understanding on the part of some newer members of our Senate community as to which of these positions might be reasonable or not for FTNTT faculty.

Professor Hayward asked how this would be communicated? Would there be job descriptions? Professor Hempel said that it could be a case where it was the absence of language in a particular description that would serve as an indication. The Provost said what he imagined was a simple table that someone could reference to see if they are eligible for a particular role. Professor Hayward asked where that would live. The Provost said if people chose to do those tables, they could be kept on the Provost's website or in the colleges.

Professor McOwen said he found the wording of the resolution puzzling. Professor Hayward thought the language in the resolution seemed circular. Provost Bean thought that it came down to each college determining whether a leadership position requires TT or FTNTT and if so why.

Professor Hayward asked for a clarification about the use of the word “limitation”. Professor Beauchesne also expressed concern about the word “limitation”. The Provost said it sounded like there were a number of people who wanted some rewording and asked for suggestions.

Dean Loeffelholz proposed the following rewording:

BE IT FURTHER RESOLVED That rank qualifications for chair/director and associate/assistant dean positions be submitted for approval by the provost, to ensure consideration of the rationale.

Professor Gonyeau accepted the changes as a friendly amendment. Professor Wertheim seconded.

VOTE on revised resolution PASSED 30-0-0.

F. Prof. Gonyeau read the following and Professor Cisewski seconded.

WHEREAS the growth in number of FTNTT faculty across Northeastern's Colleges and in their contributions to the University's mission requires a more comprehensive professional development strategy than is currently available,

BE IT RESOLVED That the Senate recommends that the Provost's Office and the College Deans review and recommend best practices for funding professional development activities for FTNTT faculty, and that each college develop a funding plan by December, 2019.

BE IT FURTHER RESOLVED That the Senate Agenda Committee work with the Provost's office to establish a University-wide working group, with membership drawn from the FTNTT faculty and academic administrators, to be charged with recommending a pilot program for paid semester (or 1.5 quarter) leaves for FTNTT faculty that both provide professional growth for the faculty member and promote the faculty member's academic contributions to the University. The plan for the pilot program shall be presented to the Senate by December, 2019.

Professor Adams asked if the leave would be an unpaid leave or like a sabbatical? Professor Gonyeau said the leave would be paid like a sabbatical. Provost Bean said the word sabbatical is specifically not used because the role for FTNTT in such leaves would be different in some ways. He said the tradition of sabbatical is for a TT faculty to renew their research tools to enable them to better contribute to the University upon their return.

He added it is a more complicated question for FTNTTF. Due to this complexity, the Provost said it would be his expectation that there would be fewer of these than TT faculty take and serious screening about the return on investment. Nonetheless, the current situation is to blanket-preclude FTNTTF from proposing such a leave. The intent here is to create that pathway, so when it is in the best interests of the University, such a leave could be structured.

Professor Lerner recognized Deb Franko, who asked for some clarification of what the committee was thinking in terms of the first resolution.

Professor Hempel referencing a chart from the report noted there are some vast discrepancies in terms of access to professional development money among NTT versus T/TT. In some colleges there is no guaranteed access to funds. Every attempt to seek professional development must be done through a grant process. In the spirit of bringing us closer to one faculty model, we would like to see more equity in terms of access to professional development money across the board.

Professor Lerner referencing the development fund out of the Provost's office asked if this resolution would kill that fund. The Provost said no it does not.

VOTE on the resolution PASSED 30-0-0.

G. Professor Gonyeau read the following and Professor Cisewski seconded.

BE IT RESOLVED That it is the Sense of the Senate that the 2019-2020 Senate Agenda Committee charge the FTNTTFC, in collaboration with the FAC, to explore internal and external sources of more granular match-mate salary data for FTNTT faculty than is currently available to Northeastern's faculty cohort.

Professor Hempel explained that the committee tried to get traction on this topic this year but they couldn't get the data for salaries across the board at Northeastern University and with our matchmates. The Provost added they are attempting to develop such a Matchmate data set with the Colonial Group.

VOTE on the resolution PASSED 30-0-0.

H. Professor Gonyeau read the following and Professor McOwen seconded.

BE IT RESOLVED That It is the sense of the Senate that the 2019/20 Senate should consider a Bylaws revision requiring that each College create a policy that ensures representation of at least one NTT and one TT faculty member, with the exception of the School of Law, which currently only has one seat, and CPS, which has no TT faculty.

Professor McOwen suggested that the word "by" replace the word "of" following the word "representation". Professor Hempel agreed. Professor Cisewski expressed some concerns that the resolution seemed to go against the idea of one faculty. Professor Hempel said while this was a valid comment, the committee felt that the resolution didn't further divide faculty but made sure that NTT faculty voice was represented.

Noting that the newly elected 2019.2020 senators included 11 T/TT and 10 NTT, Provost Bean asked what problem was the committee solving. Professor Hempel responded that in Khoury College neither of the 2 senators were NTT. Professsor Desnoyers noted that there were no self nominations from NTT faculty in the last Khoury election so it would not have been possible to have equal representation.

Professor Hayward said she thought 10 newly elected NTT senators was good and perhaps the system just needs to be given more time. Professor Cisewski said in the COS, they discussed this topic. They decided to give it some time and see how things evolve. The Provost added if there is a sense that it creates a requirement, it also creates second class citizens.

The revised resolution reads as follows:

BE IT RESOLVED That It is the sense of the Senate that the 2019/20 Senate should consider a Bylaws revision requiring that each College create a policy that

ensures representation by at least one NTT and one TT faculty member, with the exception of the School of Law, which currently only has one seat, and CPS, which has no TT faculty.

VOTE on the resolution PASSED 25-3-2.

Professor Arrowood presented the Report of the Senate Enrollment and Admissions Policy Committee to be accepted by the Senate and Professor Kaeli seconded.

VOTE to accept the Report of the Senate Enrollment and Admissions Policy Committee PASSED 30-0-0.

All EAPC Resolutions will be carried forward to the 24 April 2019 Faculty Senate meeting.

Adjourned 1:22 p.m.

Respectfully submitted,

Deniz Erdogmus, Secretary, Faculty Senate