



Northeastern University

Office of the Faculty Senate

TO: FACULTY SENATE
FROM: Secretary, Faculty Senate
SUBJECT: Minutes, November 20, 2019

Present: Professors: Bourns, Caracoglia, Carr, Chai, Dennerlein, Desnoyers, Dyal-Chand, Ergun, Erdogmus, Goluch, Gonyeau, Kevoe Feldman, Laboy, McNabb, Mountain, Musselman, Mylott, Powers-Lee, Shapiro, Shefelbine, Vollmer, Wahl, Wertheim, Wood

Administrators: Bean, Echambadi, Hudson, Sceppa, Ziemer

Absent: (Professors) Bart, Bormann, Cisewski, Dau, Hayward, Lerner, Spencer, Stephens, Stowell
(Administrators) Hackney, Loeffelholz

CALL TO ORDER: 11: 50 a.m.

- I. The minutes of 11.6.19 Faculty Senate meeting were approved as amended with two corrections.

II. SAC REPORT

- Prof. Powers-Lee reported that since the last Senate meeting, SAC has met two times.
- Prof. Powers-Lee noted that SAC appointed Cecelia Musselman (CSSH) as the At-Large Member to the University Undergraduate Curriculum Committee starting Spring 2020.
- Prof. Powers-Lee noted that the Ad Hoc Committee for Review of Emeritus Faculty Benefits is complete and includes George Adams (COE), Kellianne Murphy (CAMD), and Susan Powers-Lee (COS).
- Prof. Powers-Lee noted curriculum updates (UUC & Graduate Council) included the addition of an Advanced Entry Option for PhD in School Psychology (BCHS). Curriculum inactivations included:
 - BCHS – Physician Assistant and Nurse Practitioner Leadership and Management Graduate Certificate
 - BCHS – Occupational Ergonomics and Health Graduate Certificate
 - CPS – Health Management BS
 - CPS – Healthcare Management Minor
- Prof. Powers-Lee acknowledged the hard work of the 2017-2018 Faculty Handbook Review Committee that included Rhonda Board (BCHS), Marina Leslie (CSSH), and Jessica Silbey (SOL).
- Prof. Powers-Lee listed the modules that had been recently revised in the “Living” Faculty Handbook. These included:
 - Academic Freedom
 - Conflict of Commitment and Interest
 - Presence at the University
 - Policy on Outside Professional Activities
 - Leaves of Absence and Vacation
 - Sabbatical and Procedural Guidelines in the Appointment of University Administrators

- Faculty Workloads, Appointments, Terms and Reappointments
- Tenure
- Faculty Discipline
- Dismissal Proceedings: Tenured and Tenure-Track Faculty
- Full-Time Faculty Grievance Procedure
- Non-retaliation for Participation in Faculty Governance – New Module
- Prof. Powers-Lee noted that the 2019 Handbook modules approved by the Senate and pending BOT approval included:
 - Compensation
 - Full-Time Faculty Rights & Responsibilities
 - Full-Time Faculty Performance
- Prof. Powers-Lee listed two additional modules pending Senate review included:
 - Promotion
 - Dismissal Proceedings: Full-Time Non-Tenure-Track Faculty-New Module.
- Prof. Powers-Lee listed 4 modules that would be deleted pending Senate review including:
 - Clinical or Academic Specialists
 - Non-Tenure-Track Full-Time Lecturers
 - Professor of the Practice
 - Non-Tenure-Track Research Faculty

III. PROVOST REPORT

The Provost also acknowledged the hard work of the Faculty Handbook Committee informally declaring the Handbook Committee the Senate Committee of the decade.

Since the last Senate meeting, the Provost has been busy with Dean searches and Dean evaluations; however, at this time he had nothing conclusive to report. At the Nov. 20th Academic Dean's Council, two proposals from last year's senate were discussed. One was a proposal that came out the FTNTTFC recommending paid semester leaves for FTNTT faculty. The proposal was to run a pilot next year with a limited number of leaves.

The Provost said they have also looked at the professional development opportunities for FTNTTF across colleges. The Provost added two colleges seemed to be slightly different from the others, so we will be discussing how to make all colleges be more uniform in this respect.

SAC is good at asking about the status of approved resolutions. The Provost said there are a couple of benefits motions from last year that are being seriously looked at in Tom Nedell's area. A lot of actuarial work to be done to see what the cost would be.

QUESTIONS AND DISCUSSION:

There were no questions or discussion regarding either report.

IV. NEW BUSINESS

- A. Prof. Heidi Kevoe Feldman read the following. No second was needed since the proposal was from a committee.

BE IT RESOLVED That the University establish the Bachelor of Arts in Communication and Media Studies in the College of Arts, Media and Design as approved by the University Undergraduate Curriculum Committee on 23 October 2019 (13-0-0).

There were no questions regarding the resolution.
The vote was taken. The resolution PASSED, 28-0-0.

- B. Professor Powers-Lee read the following and Prof. Joe McNabb seconded.

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

Prof. Powers-Lee proposed an amendment to the module right away. Referencing the module dated 11.20.19, Prof. Powers-Lee said the amendment would eliminate the following sentence from D1 on pages 2-3: “The college dean and the unit head must receive notification of the candidate’s request to be considered for promotion by May 1 of the calendar year in which the promotion process is schedule to begin.”

This text would be replaced with “Due dates for faculty to request promotion consideration and for units to submit promotion dossiers to the college are established by units and colleges as needed in order to meet the February 15 deadline for submission of all promotion dossiers to the Office of the Provost.”

Prof. Powers-Lee added there was a corollary change in D.2 in the second sentence. Following the phrase “after the dossier has”, the phrase “passed from the promotion committee to the dean (no later than November 20)” would be eliminated. Instead, the phrase “been submitted” would follow “after the dossier has”.

She added everyone would keep the Oct. 1st deadline and remove two other deadlines. Provost Bean said that because the changes were substantive, he would like a discussion about the amendment.

Prof. Shapiro seconded the amendment.

Prof. Kevoe- Feldman said she was trying to understand the timeline in this process. Provost Bean responded that the bookends are still fixed, but there is more flexibility in between to move around.

There being no further discussion of the amendment, the vote was taken. The amendment PASSED, 28-0-0.

Discussion continued on the now amended module.

Sr. Co-op Coordinator Mountain noted that on 1 B. under *Criteria*, it lists the three major areas for all faculty. The Co-op faculty led by Phil He just created a new dossier that requires Employer Relations as a separate category. This category used to be included in Teaching. The senator wondered if there should now be a fourth Employer Relations category for co-op faculty only.

Prof. Goluch asked why the dossier was changed to call this out. Senator Mountain responded that that is a major job responsibility for co-op faculty and there was confusion in previous dossier submittals as to where to put that section.

So they wanted to explicitly put that there to make sure that all faculty knew to include that. It was also included in the workload policy that was submitted last year. Provost Bean asked where was that dossier in the approval process? Senator Mountain said the dossier was posted on the web on July 1st and there are candidates that are using it this year.

Provost Bean said that his immediate reaction was that teaching, scholarship, and service are the 3 appropriate categories for all faculty and he would recommend trying find an appropriate way to include Employer Relations in one of the three existing categories. The Provost feared adding a fourth category would be opening Pandora's Box.

Prof. Vollmer asked if it would fall under service. Senator Mountain said they had put it under teaching because employers are considered educational partners.

Prof. Powers-Lee asked if it were possible to reverse engineer the other way and change the dossier so that it could fall under one of the other three.

Provost Bean offered one possible option to amend the proposal so that after teaching there is a parenthetical that says (including Partner Development for Co-op Faculty).

Provost Bean invited someone to propose the amendment of that parenthetical after the word teaching. Senator Mountain proposed the amendment as stated by Provost Bean. Prof. Sue Powers-Lee seconded the amendment.

Prof. Vollmer asked if by counting unquantifiable amount of effort on relationship development we are running the risk of not being able to properly assess the teaching effort of co-op faculty; should it be considered service?

Provost Bean asked if there are performance expectations for co-op faculty to provide a specific amount of opportunities. Senator Mountain said it is not universal but you would put that in your annual goals to develop and maintain partnerships.

Vote to was taken to include the proposed amendment. The amendment PASSED, 23-2-3.

Discussion returned to the original module with 2 amendments.

Prof. Shapiro said he wished they hadn't voted so quickly on the last amendment but it was done. He added when you have a parenthetical comment added to these categories it connotes an expectation and gives license to other colleges to have that as an expectation. Provost Bean noted it says for Co-op faculty. Prof. Laboy said she abstained because she was also not sure about the amendment's implications.

Provost Bean said he sees this addition as clearly pointing to people where to put the partner development if you are Co-op faculty. Prof. Dennerlein said clinical faculty often have to foster relationships with clinics. He asked if a more generic statement could be used. He said he voted against the amendment because he thought it was too specific.

Prof. Powers-Lee said that the reason she agreed to this is that now there was a third type of dossier for Co-op faculty with a fourth category that was deemed very important. She said there was a lot of variation in points 1 and 2.

Prof. Dennerlein asked why this can not be addressed in their dossier instead of the Faculty Handbook. Prof. Dyal-Chand said if you want to add this as a standard requirement, it makes sense to make this clear at the senate level as opposed to at the dossier level.

Provost Bean recognized Vice Provost Franko who provided background on why the fourth category was added to the Co-op dossier. This was done because Co-op faculty raised questions around clarity – what should be in the dossier and where. Vice Provost He met with a number of Co-op faculty and associate deans multiple times to come up with these dossier guidelines. Provost Bean added these were administrative guidelines from the Provost's office.

Provost Bean suggested removal of the last amendment. He added they should go back to the dossier and say the guidelines that go out from the Provost Office have to be rewritten to make it more clear that it should be in teaching.

Prof. Dennerlein moved to strike the last amendment.
Prof. Shapiro seconded.

The vote to strike the amendment PASSED, 28-0-0 motion.

The vote was taken on the Promotion module without the parenthetical amendment. The module PASSED, 28-0-0.

C. Prof. Gonyeau read the following that did not require a second

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, and the Faculty Handbook has now been revised accordingly;

BE IT RESOLVED that the following modules be deleted from the Faculty Handbook: Clinical or Academic Specialists; Non-Tenure-Track Full-Time Lecturers; Professor of the Practice; and Non-Tenure-Track Research Faculty.

The vote was taken. The motion PASSED, 28-0-0.

The meeting adjourned at 1:05 p.m.

Respectfully submitted by,

Deniz Erdogmus
Senate Secretary.