



Northeastern University

Office of the Faculty Senate

TO: Faculty Senate
FROM: Secretary, Faculty Senate
SUBJECT: Minutes, 31 August, 2020

Present: (Professors) Bart, Beighley, Board, Bormann, Caracoglia, Carr, Chai, Cisewski, Dau, Dennerlein, Desnoyers, Erdogan, Ergun, Gonyeau, Gundavaram, Herlihy, Laboy, Lorette, Mages, McNabb, Mountain, Mukerjee, Musselman, Poe, Smith, Spencer, Stephens, Wood

Administrators: Madigan, Gallagher, Isaacs, Loeffelholz, Poiger, Ronkin, Sive

Absent: (Professors) Goluch, Stowell, Vollmer, Wertheim, Zulick

CALL TO ORDER: 11:30 a.m.

The minutes of 7.22.20 Faculty Senate meeting were approved.

I. SAC REPORT

Prof. Deniz Erdogan said that since the last Senate meeting, SAC has met 3 times in Teams and communicates regularly over email primarily to discuss charges and membership for the Senate's Standing Committees. At the 8.18.20 SAC meeting, Thomas Sheahan, Sr. Vice Provost Curriculum and Programs and Maureen O'Shea, Dir., Institutional Assessment & Evaluation, Curriculum and Programs gave SAC a presentation on assessment. Prof. Erdogan reminded all that the Faculty Senate Office will work remotely during the fall. SAC hopes to conclude staffing for the standing committees in the next one or two weeks.

II. PROVOST REPORT

Provost Madigan's report touched on 3 basic points.

1. Re-opening:

- Student move in has begun and will go on for 10 days.
- Testing: going smoothly in Cabot.
 - Built a facility in Burlington to test samples, and some going to Broad Institute.
 - Decided to move to a more regular schedule based on new information coming out re: asymptomatic cases.
 - Students will be tested every 3 days. Faculty and staff twice per week depending on frequency on campus.
 - There is a Dashboard on COVID website updating in real time how many tests have been given, how many positives and other information.
- Campus restrictions are under control (i.e. where people can eat, gather etc.)

- Main area of concern is off campus behavior.
 - Messaging to students re: off campus activities is focused on being positive and that we are all a community that needs to take care of each other.
 - There is messaging sent out to students about making sure to take responsibility for their actions, especially as it relates to off campus social activities. Bad behavior will not be tolerated. Students who engage in unsafe parties will be going home. It is one strike and out.
2. University's new strategic planning exercise:
- This effort was launched during Senior Leader Retreat that was held last week (8/25/20).
 - NU2025 has served us very well and has been an effective guide in regards to our expansion, but a lot has changed in the world since crafting that plan, and it is in our best interest to be thinking about the next 5-10 years.
 - There will be broad participation in the planning: will be reaching out to all university stakeholders as the new plan is developed (students, faculty, staff, alums, external partners).
 - Diversity and inclusion aspects will permeate all aspects of this planning process. (There are currently 12 work streams up and running that are responsive to the President's June message on diversity and inclusion.)
 - The new strategic plan will have diversity and inclusion issues throughout but with specific goals and actions to get us to those goals and public dashboards by which to continuously monitor our progress towards these goals.
 - A centerpiece of the plan will be newly identified inter-disciplinary clusters where we can attain a leadership position in 3-5 years.
 - Use inspired
 - These will be developed in collaboration with our external partners
 - Will build educational eco-systems around these clusters ranging from experiential PhD programs with our partners, through professional education all the way down to upper level foundational undergraduate courses.
3. Two key searches going on:
1. Director of Experiential AI Institute
 - a. Hoping to conclude this search successfully in the coming weeks.
 2. Dean of College of Engineering
 - a. Conducting airport interviews with an exciting slate of candidates in September.

QUESTIONS AND DISCUSSION

1. Prof. Dennerlein asked how can cluster hiring be integrated with our initiatives with our new diversity and inclusion strategies?
 - a. Provost Madigan noted the following.
 - i. Cluster here refers not to hiring per se, but more to a larger idea/area that will result in hiring etc.
 - ii. Faculty diversity is an issue at NU. How do we change that? Having been engaged in diversity efforts at other universities for 15-20 years, Provost Madigan noted it is difficult to make progress. We absolutely should embrace best practices as it relates to diversity hiring, but it is typically a slow moving process to make progress.

1. We might be able to speed this up if we think about building out our new clusters in areas where there are a lot of diverse scholars. Think of areas of scholarship related to diversity and inclusion such as Criminal Justice, Environmental Justice, Global Justice and so on. We can build world class clusters that advance the university and at same time potentially dramatically diversify the faculty. Also, addresses a concern that these clusters could become very tech heavy. If we have an explicit focus on areas of scholarship related to race and justice that will involve the Humanities and Social Sciences.
2. Prof. Herlihy asked if we can we continue the process of sending out draft minutes to senators to improve communication with all faculty.
 - a. The Senate office can continue with this approach in draft form after review by Provost's office.
3. Prof. Poe said she thought the diversity and inclusion work scattered throughout the clusters was really exciting and hoped we can revisit that through curriculum through NUpath. Referencing an article in the Chronicle, Prof. Poe asked how long Northeastern would continuing leasing space in Symphony Hall for meal services. She also asked the Provost to comment on the anonymous tip line for people to report behavior that is not in accordance with CDC guidelines. And she asked the Provost to provide any university information about the president's book that has been on social media.
 - a. Provost:
 - i. Agree with aspects of curriculum integration, including NUpath.
 - ii. NU has leased hotel space in part because of N.U.in students in Boston this Fall versus being elsewhere. No official plan after this semester for housing.
 1. Decided to not have triples and quads in on campus housing, so needed more housing.
 - iii. The Symphony space is extra eating space. The Provost is pretty sure the commitment is through the end of calendar year.
 - iv. There is no connection between the tip line and NUPD.
 - v. President's book: The Provost does not know anything about the book at this point, but is happy to ask him.
4. Prof. Caracoglia said he thought cluster initiative is a good idea, as a way to enhance things we are doing and not a totally new structure foreign to the university, but in new areas allowing us to expand our leadership in new contexts.
 - a. Provost:
 - i. Agree that a balance between areas where we have a presence with areas where we want to grow will be very important.
5. Prof. Stephens noted it is important to incorporate diversity and inclusion practices into our community as we discuss new clusters. Prof. Stephens has been hearing a lot of anxiety from faculty and staff who are parents, and wondering how the university can provide support for parents. Prof. Stephens recognized Prof. Alicia Modestino, School for Public Policy:
 - a. The Provost office had funded research on the impact of COVID-19 on working parents that Prof. Modestino did with Prof. Jamie Ladge and Prof. Alisa Lincoln. They did a survey

between Mother's Day and Father's Day this year to get a sense of the size and scope of the problem.

- i. ~2500 responses
 1. 13.3% had reduced hours or lost a job solely due to child-care.
 2. Working parents reported losing 8 hours per week essentially one working day due to the lack of childcare and across a household this was actually 15 hours per week because there were two parents.
 3. Among women in our sample who became unemployed during the pandemic, 25% said they became unemployed solely due to a lack of childcare so there is clearly a diversity issue here.
 4. Only a third of our parents reported having any back up childcare.
 5. Only a quarter reported having paid family leave.
 6. Only 4% reported having used it.
 7. Households that were low income, less educated and non-white were less likely to have any of these supports and lost more hours due to a lack of childcare.
 8. In addition, manager support had a significant impact on parental stress and resiliency.
- ii. Prof. Modestino said this is where they would like to bring it back to Northeastern saying they think there is more that Northeastern can be doing to support working parents. Noting some of these suggestions might be underway, Prof. Modestino said some of their suggestions included an email communication from the Provost or someone in the administration that this is an issue the entire community should be aware of. Also, direction to chairs and managers on how to provide needed flexibility for working parents whether that means scheduling different on campus types of tasks, or dividing tasks in a different way. Allowing working parents to speak up and ask for the flexibility they need without any kind of retaliation. An additional childcare subsidy to defray some of the cost for additional childcare given continued changes to schools (online, hybrid etc.). Prof. Modestino also suggested a potential new benefit to help parents form schooling pods.
 1. For comparison, other universities like MIT have come out with a one-time child benefit of \$2,000 per child this year. Other universities like UC Irvine are allowing faculty and staff to use employer paid sick leave or family medical leave for childcare, while others are offering one time stipends for childcare.

b. The Provost acknowledged Deb Franko:

- i. Deb Franko said they have put together the notes from the two forums that were held – one for just faculty and one for faculty and staff on this topic. They whittled this down to what might be possible and feasible.
 - ii. Provost and Deans and HR received these notes and are actively being worked on. Hope to move on this quickly. They are listening to all of the concerns.
6. Prof. Mountain has had some requests from some faculty members regarding the due date for promotion dossiers. Is there any flexibility on timeline for dossier submission for faculty members?
- a. Deb Franko said this was on the list and was brought up in the parent forums. There is a conversation with Deans and Provost about this. But that things get a little complicated because the Faculty Handbook does include specific dates, but this is being worked on.

7. Prof. Laboy want to build on the childcare situation. She mentioned there are short term and long term issues. Short term: now that flu season is approaching, kids will be getting sick, but childcare services have very strict rules at this time for daycare. Children exhibiting any symptoms may have to get a Covid test. This will likely be a situation for many parents. Is Northeastern considering expanding testing services to parents in these situations? Long term: childcare and faculty and staff diversity are linked, and we should think about this, especially in regards to universities building childcare centers, which likely increases the draw to some underrepresented faculty populations, like women and racial and ethnic minorities.
 - a. Provost:
 - i. Short term: The Provost said Northeastern's license for our lab does not allow testing on family members. Although not sure about the Broad Institute license, he will check and can follow up.
 - ii. Long term: The Provost has heard about the childcare concern during his interview and since coming here, and will look into it to see if we can do something about this.
8. Prof. Stephens asked for a preview about issues and agenda items for senate meetings for the upcoming year.
 - a. Prof. Erdogan said the Senate does have a Faculty Handbook module left to be discussed this year – FTNTTF Dismissal Module. We have the standing committee work that will commence as well as a new ad hoc committee on Inclusion and Diversity this year. NuFlex and COVID issues in teaching and research will also likely be discussed throughout the year.
9. Prof. Stephens also asked how the Faculty Senate would be involved in the new strategic planning process.
 - a. Prof. Erdogan responded that for the couple of years he has served on SAC, SAC has been invited to the Senior Leadership retreat and noted that this is one way the Senators are involved in planning procedures. He added this has been a great learning opportunity for him as a faculty member.

Provost Madigan said inevitably they will form groups to take up plans. He suggested what might make sense is to have a SAC representative on every group so there is a broad bandwidth of communication in the whole process.

Prof. Erdgmus recognized Dean Carmen Sceppa. Dean Sceppa said she was Chair of the Senate Agenda Committee when the NU2025 strategic plan was created. She said there were focus groups that members of the Senate contributed to and that time was dedicated during Senate to have committee members to present to the senate on strategic plan priorities and initiatives.

The Senate adjourned at 12:32 p.m.

Respectfully submitted,

Michael Gonyeau,
Secretary, Faculty Senate