



# Northeastern University

## Office of the Faculty Senate

**TO:** Faculty Senate  
**FROM:** Secretary, Faculty Senate  
**SUBJECT:** Minutes, 17 February, 2021

Present: (Professors) Bart, , Board, Bormann, Caracoglia, Carr, Chai, Cisewski, Dau, Dennerlein, Desnoyers, Erdogmus, Ergun, Gonyeau, Gundavaram, Hayward, Herlihy, Laboy, Mages, McNabb, Mountain, Musselman, Smith, Spencer, Stephens, Stowell, Su, Vollmer, Wertheim, Wood, Zulick

Administrators: Madigan, Isaacs, Ronkin, Sive, Wadia-Fascetti

Absent: (Professors) Beighley, Mukerjee, Poe  
(Administrators) Gallagher, Poiger

**CALL TO ORDER:** 11:50 a.m.

The February 3, 2021 minutes were approved.

### I. SAC REPORT

Prof. Erdogmus reported that SAC continues to meet weekly preparing senate meeting agendas.

- AEOC completed its work in January and reports have been distributed to faculty in relevant units.
- Klein Lecturer was announced; Rhonda Board represented the senate on the committee.
- SAC appointment members to the University Excellence in Teaching Award
- Formed the Ad-hoc Committee on Climate Justice Action Planning (committee members are listed on the Faculty Senate website.)
- Have been preparing for new senator elections at college

SAC has met with Provost Madigan & Sr. Vice Provost Franko and discussed faculty handbook changes, new postdoc compensation policy, financial status and merit raises, and the ongoing caregiving crisis.

According to the latest full-time faculty counts, the number of elected senators will remain the same for each college during the next academic year.

### II. PROVOST REPORT

Provost Madigan gave an update on the financial health of the university. He said that Tom Nedell, Sr. Vice President of Finance and Treasurer, gave this report to SAC this morning. The Provost said that we have achieved many things together and have kept university going. He said they have doubled down on enrollment strategies to protect revenue. The university was strong going into the pandemic compared to other universities. He expects this year they will have a small surplus.

The Provost said they are ahead on undergraduate revenue adding some students were not able to go on co-op. The university is behind on graduate revenue and also took a hit on the room and board side. On expense side, the university has incurred significant expenses due to Covid. The whole testing apparatus has been costly.

The university continues to have a staff freeze in place. The Provost said they do expect to have a merit pool for this year though he is not sure at this time what the percentage will be.

The Provost added that there are many discussions around NUFlex right now to review what lessons have been learned in teaching this year. What is the optimum use of this technology going forward.

#### **QUESTIONS AND DISCUSSION:**

- In response to a question from Prof. Spencer, Provost Madigan said there would be no retroactive merit raises.
- Prof. Wertheim said the FAC reports over the last few years have noted large surpluses and asked does Tom Nedell anticipate a large surplus like that for next year.

Provost Madigan said in general the expectation is that we will return to normal with reasonable surpluses.

- Prof. Wertheim asked what was the situation with students from China for next year.

Provost Madigan said the hope is that they will be able to get visas. We are hopeful consuls will be open next year.

### **III. NEW BUSINESS:**

- A. Prof. Gonyeau read the following and Prof. Erdogmus seconded.

BE IT RESOLVED That the University changes the names of the Master of Science, PhD, and PhD--Advanced Entry programs in Medicinal Chemistry to the Master of Science, PhD, and PhD--Advanced Entry programs in Medicinal Chemistry and Drug Discovery in the Bouvé College of Health Sciences as each approved by the University Graduate Council 25 January 2021 (17-0-0).

Prof. Gonyeau acknowledged Prof. David Janero, Director of Graduate Programs in the School of Pharmacy who noted this was strictly a name change.

#### **QUESTIONS AND DISCUSSION:**

There were no questions. The vote was taken. The resolution to change the names of the Master of Science, PhD, and PhD--Advanced Entry programs in Medicinal Chemistry to the Master of Science, PhD, and PhD--Advanced Entry programs in Medicinal Chemistry and Drug Discovery in the Bouvé College of Health Sciences PASSED: 23-0-1.

- B. Prof. Gonyeau read the following and Prof. Erdogmus seconded.

BE IT RESOLVED That the University changes the names of the Master of Science, PhD, and PhD--Advanced Entry programs in Pharmaceutical Science to the Master of Science, PhD, and PhD--Advanced Entry programs in Pharmaceutics and Drug Delivery in the Bouvé College of Health Sciences as each approved by the University Graduate Council 25 January 2021 (17-0-0).

**QUESTIONS AND DISCUSSION:**

There were no questions. The vote was taken. The resolution to change the names of the Master of Science, PhD, and PhD--Advanced Entry programs in Pharmaceutical Science to the Master of Science, PhD, and PhD--Advanced Entry programs in Pharmaceutics and Drug Delivery in the Bouvé College of Health Sciences PASSED: 24-0-1.

- C. Prof. Spencer read the following and Prof. Caracoglia seconded.

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

Prof. Spencer acknowledged Sr. Vice Provost Franko who said that this came out of a series of conversations with faculty and others wondering how to handle difficult conversations in classrooms. How they should encourage freedom of expression but making sure conversations happen respectfully.

A group was put together by the Provost. The group looked at other institutions. Crafted a statement that said we encourage open expression but want that done respectfully. It is also now in the Student Handbook.

**QUESTIONS AND DISCUSSION:**

- Prof. Wood asked Sr. Vice Provost Franko if the group considered addressing online speech?

She responded that she didn’t remember that being part of the conversation. They were talking about the topic very much in the sense of classrooms whether virtual or physical.

Prof. Erdogmus said he was personally excited to see this addition.

There were no additional questions. The Vote was taken. The resolution to have the proposed module entitled “Academic Freedom” replace the current module entitled “Academic Freedom” PASSED: 30-0-0.

- D. Prof. Gonyeau read the following and Prof. Erdogmus seconded.

BE IT RESOLVED that the proposed module entitled “Dismissal Proceedings: Full-Time Non-Tenure Track Faculty” be added to the Faculty Handbook section on Governance.

Prof. Erdogmus said that this was a completely new module.

**QUESTIONS AND DISCUSSION:**

- Prof. Wood asked Prof. Gonyeau to explain how this compares with to the corresponding module for tenured faculty.

Prof. Gonyeau said it is his understanding that this module tries to mirror the process for tenured/tenure track. Although the dismissal proceedings for tenured/tenure track faculty are much more involved, due to the nature of tenure itself. This process stops at the level of the Provost while the process for tenured/tenure track faculty goes to the President’s level.

- Prof. Musselman asked since this is a new document what counts as evidence? Who keeps it? How do individuals know this kind of thing is being accumulated? Is there a notification procedure somewhere? Because NTTF don't have protections of tenure, what if non-renewal is used to dodge dismissal procedures?

Prof. Board said we already have a Faculty Discipline Module. Whoever that person reports to should be starting that documentation. It is tricky because there is non-renewal of contract and the Handbook already talks about non-renewal of contract in the Appointments, Terms and Re-Appointments module.

The timeline is quicker than the tenured level. The process would take approximately 7-8 weeks. They are supposed to be 2 different processes. This process does go up to college dean level.

Prof. Gonyeau added that the premise for this module was to provide additional protections for NTTF in this area. This puts a process in place.

Prof. Board added that when you get down to letter D, if a faculty person wants to appeal, there is an impartial committee of peers appointed by SAC.

- Prof. Arnold Mages wondered would it be appropriate to add language regarding the composition of the panel that members should not be members in the college of the faculty member making the appeal.

Prof. Board said that the language regarding committee composition is taken from the tenure module. Prof. Erdogmus said SAC was trying to mirror Tenure module and added that he thought we could trust that a future SAC can make the judgement call at that time.

The Vote was taken. The resolution to have the proposed module entitled "Dismissal Proceedings: Full-Time Non-Tenure Track Faculty" be added to the Faculty Handbook section on Governance PASSED: 33-0-0.

- E. The Report of the Inclusion and Diversity Committee (IDC) was accepted.  
(Bothe the IDC report and presentation can be found on the Faculty Senate website.)

The committee concluded its presentation/report with a recommendation to create a Senate standing committee on Diversity, Equity and Inclusion. They also recommended developing a communication strategy and distribution system that is a more integrated system.

#### **QUESTIONS AND DISCUSSIONS:**

- Prof. Spencer thanked the committee for all their hard work and acknowledged they encountered some issues collecting data. She expressed her support for making this a standing committee and added that many times a lot of the real work is done at the faculty level and if you can get faculty commitment and involvement it increases the communication across groups.

Prof. Hauck said that as a committee they were passionate about this work and wanted to ensure anything they do makes a real impact. They want to make this work part of the Senate's strategic priorities.

- Prof. Erdogmus asked what can we do at the faculty level to increase awareness on these issues? In the COE, we have a dismal record of total lack of diversity in the workforce except for a few subfields. And what else can be done at the faculty level to improve diversity of our student body? Is this something you considered in your discussions?

Prof Van Amburgh said that they had looked at this issue. This is one of the areas in the report that we thought we had the opportunity to recruit more. Again, this is something at the University level, because when you are looking at recruitment for an undergraduate that is not something that faculty have a lot of input on. From a graduate level, faculty have more of a say. I think there is an interest and commitment to increasing under represented students. Also, there is the issue of retaining students.

Prof. Hauck added in order to increase representation among under represented students, we need to increase representation among faculty and staff.

- Provost Madigan added his thanks to the committee for doing this work. He added he wanted to make sure the committee is talking to Karl Reid, Northeastern's new Senior Vice Provost and Chief Inclusion Officer. The Provost said he is happy to make that happen.
- Prof. Stephens said we have another ad hoc committee on Climate Justice Action Planning that is connected in many ways to IDC. Is it a recommendation that Northeastern should join STARS since it seems like communication, accountability and transparency are some of the core things that are missing in multiple dimensions.

There is a President's Diversity Council with multiple working groups but for most of us, if we are not on those working groups, we don't know what is happening with them.

Prof. Hauck said in regards to the working groups, getting access to the working groups' information was difficult. She said she would recommend joining the STARS report. It seems to be a best practice across the Colonial Group.

- F. In the consideration of time, Sundar Kumarasamy, Vice President for Enrollment Management will move his Enrollment Management Fall 2021 presentation to the March 3<sup>rd</sup> Faculty Senate Meeting.

The meeting adjourned at 1:25 p.m.

Respectfully submitted by,  
Michael Gonyeau, Senate Secretary