



Northeastern University

Office of the Faculty Senate

TO: All Full-time Faculty Members
FROM: Faculty Senate Agenda Committee
SUBJECT: Faculty Senate Meeting

The thirteenth meeting of the sixty first Faculty Senate will be:

REVISED on 4.20.22 9 a.m.- AGENDA

Date: Wednesday, April 20, 2022
Time: 11:45 AM to Close of Business

VIRTUAL MEETING via Teams

Please note, the meeting will be recorded for the purpose of taking notes.

All Senators and Appointed Administrators have been sent an invite.

For others who wish to participate, please email: FacultySenate@Northeastern.edu.

PLEASE NOTE: ONLY ELECTED SENATORS AND APPOINTED ADMINISTRATORS VOTE.

I. ROUTINE BUSINESS

- A. Approval of 4.6.22 minutes
- B. SAC Report (Professor Gonyeau)
- C. Provost's Report (Provost Madigan)
- D. Questions and Discussion

II. CONTINUING BUSINESS

I RESEARCH POLICY OVERSIGHT COMMITTEE RESOLUTION (PROF. CARACOGLIA)

BE IT RESOLVED that the Provost's Office should ensure that the IT capabilities of HSRP are expanded, and that they are afforded every opportunity to work with the developers to ensure better integration of systems.

J. RESEARCH POLICY OVERSIGHT COMMITTEE RESOLUTION (PROF. CARACOGLIA)

BE IT RESOLVED that the Faculty Senate should support, and advocate for, increasing NU-RES capacity in alignment with their already agreed upon hiring strategy, and including IT improvements.

K. RESEARCH POLICY OVERSIGHT COMMITTEE RESOLUTION (PROF. CARACOGLIA)

BE IT RESOLVED that the 2022-2023 faculty senate charge the RPOC committee to conduct a feasibility study of each college to determine whether the demand for stock rooms on campus would alleviate current supply chain shortages.

L. RESEARCH POLICY OVERSIGHT COMMITTEE RESOLUTION (PROF. CARACOGLIA)

BE IT RESOLVED that the 2022-2023 faculty senate charge the RPOC committee to conduct a survey of all colleges to assess space allocations to ensure that, where possible, labs and offices are co-located.

III. NEW BUSINESS:

**A. ENROLLMENT AND ADMISSIONS POLICY COMMITTEE RESOLUTION (10 minutes)
(PROF. ZULICK)**

BE IT RESOLVED that the Senate recommend that the Office of the Provost collaborates with Vice Chancellor, Wellness and Student Success, in the University's Office of Students Affairs (under Senior Vice Chancellor of Student Affairs) and faculty representatives from the colleges to engage, financially support and assist in the full implementation (4-year commitment) of the JED Campus program at the University.

**B. REPORT OF THE FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE (10 minutes)
(PROF. HERLIHY)**

PROF. JONATHAN BENDA, CO-CHAIR.
PROF. NANCY PAWLYSHYN, CO-CHAIR.
MARK GOOLEY.
DAVID HERLIHY.
ERICA PAIGE HOMAN.
BRUCE JACOBY.
DINO KONSTANTOPOULOS.
BRUCE MAXWELL.
JESSICA MAXWELL.

C. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

Whereas not all colleges have college-level stand-alone FTFTT promotion committees,

BE IT RESOLVED that stand-alone FTNTT promotion committees are established at the college level where the majority of the committee is comprised of FTNTT faculty members at or above the rank of the candidates.

D. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

BE IT RESOLVED that Informal or ad-hoc mentoring activities, as described in the best practices, be made more visible to faculty, and colleges or units should be proactive in making those mentoring opportunities available to FTNTT faculty.

E. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

BE IT RESOLVED that college governance bodies formalize mentoring circles for college faculty, adopting the model used by CPS and ADVANCE.

F. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

Whereas not all colleges have developed written college-level FTNTTF promotion guidelines, and some colleges have detailed guidelines for what qualifications are necessary for promotion, **and whereas this** level of detail seems desirable in the interest of transparency (See Appendix A from the FTNTTFC report for an example from CPS.):

BE IT RESOLVED that all colleges work to develop written college-level FTNTTF promotion guidelines and make them accessible.

G. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

BE IT RESOLVED that ADVANCE and the Provost's Office shall develop programming around writing a good fellowship proposal, including panelists that previously had fellowships. We suggest the programming begin in the 2022/2023 academic year.

H. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

BE IT RESOLVED that for the purposes of equity review, the Provost's Office shall provide Full-Time Non-Tenure-Track Faculty with the equivalent salary data provided to tenure-stream faculty. This data shall be provided for each rank in each department/unit where there are at least four (4) FTNTT faculty at that rank.

I. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

BE IT RESOLVED that the Provost's office, in cooperation with the colleges, shall investigate for discrepancies in pay due to gender or BIPOC status, further breaking down available data (from IPEDS) by discipline to identify underlying issues present by rank, race/ethnicity, and/or gender within each department.

J. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

Whereas the Provost's Office indicates that they have begun the process of polling the Colleges about what college-level administrative positions are available to FTNTT faculty, **BE IT RESOLVED that** administrative and leadership positions shall be open equally to all faculty, TT and FTNTT alike, unless specifically designated in writing otherwise, and that a list of leadership positions that are and are not open to faculty members shall be made available to all faculty on each college's website, identifying the ranks to which positions are open.

K. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

BE IT RESOLVED that title consolidation shall continue across colleges; specifically, Academic Specialists (Asst, Assoc, and Full) and Instructor titles be similarly transitioned to commensurate Lecturer or Teaching Professor titles, based on each college's workload and promotion policies.

L. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

BE IT RESOLVED that NU shall render best efforts to match NU titles with the salary data acquired from the Colonial Group/G14 salary exchange.

M. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

Whereas there is a wide range in expectations for promotion for FTNTT faculty due to differences in practice across disciplines, it may not be feasible, or even desirable, to standardize promotion expectations. Therefore, **BE IT RESOLVED that** every rank of FTNTT faculty shall have available and accessible the specific criteria for promotion by discipline on the Provost Website.

N. FULL-TIME NON-TENURE-TRACK FACULTY COMMITTEE RESOLUTION (PROF. HERLIHY)

BE IT RESOLVED that the Northeastern University Faculty Handbook be updated to include guiding principles for FTNTTF in case of contract non-renewal or contract terminations including:

1. Transparency of decision-making on the non-renewal. In alignment with AAUP guidelines, FTNTTF receive **documentation with the rationale for non-renewal/non-reappointment decision for any reason**, whether it is related to cause or not;
2. In alignment with AAUP guidelines, that faculty have the **right to appeal** the decision within 90 days;
3. Utmost **good faith effort will be made to reassign the FTNTTF** whose re-appointment is not due to cause to another position at the University;
4. Advertisements to fill vacancies caused by termination of FTNTTF will not take place until a **90-day appeal period** is reached.

O. REPORT OF THE FINANCIAL AFFAIRS COMMITTEE (PROF. CARACOGLIA) (10 minutes)

DEB COPELAND (CHAIR)
SHANNON ALPERT.
BLAINE SAITO.
JOSEPH MCNABB.
HAMEED METGHALCHI.
GARY YOUNG

P. FINANCIAL AFFAIRS COMMITTEE RESOLUTION (PROF. CARACOGLIA)

BE IT RESOLVED that faculty in units undergoing the equity process receive compensation data 3 months in advance of the time they are eligible.

BE IT FURTHER RESOLVED that the provost and HR work with units to support a transparent process with clear timelines and proper templates and share smart practices among the units.

BE IT FURTHER RESOLVED that the heads of units identify and encourage faculty members to apply for equity adjustments, particularly those who may be part of under-represented groups such as women, racial minorities, and non-cis gender people.

Q. FACULTY DEVELOPMENT COMMITTEE REPORT (PROF. MCSHERRY) (10 minutes)
PROF. LORNA HAYWARD (CO-CHAIR).

PROF. DARIN DETWILER (CO-CHAIR).
PROF. FRANCES MCSHERRY.
PROF. VASO LYKOURINOU.
PROF. NEAL LERNER.
PROF. TED MILLER

R. FACULTY DEVELOPMENT COMMITTEE RESOLUTION (PROF. MCSHERRY)

WHEREAS the GEO Faculty Advisory Board (GEFAB) was established in 2019 by the offices of the Chancellor and the Provost to act (in part) as a conduit between GEO and DOC faculty leaders, and **WHEREAS**

GEFAB, composed of faculty members with DOC and/or global learning experience across multiple colleges plus a representative from Faculty Senate,

BE IT RESOLVED that a Faculty Senate liaison be appointed to GEFAB by SAC as soon as possible.

S. FACULTY DEVELOPMENT COMMITTEE RESOLUTION (PROF. MCSHERRY)

BE IT RESOLVED that the Provost Office through ADVANCE take a more active role in advising, assessing, and supporting mentoring efforts in the colleges and in the units within the colleges.

T. REPORT OF THE ACADEMIC POLICY COMMITTEE (PROF. BOARD) (10 minutes)

Prof. Mehdi Abedi
 Sr. Vice Provost Deb Franko, Ex Officio.
 Prof. Kelly Garneau.
 Prof. Patty Goodman.
 Prof. Zhenyu Liao.
 Prof. Connie Lorette Co-Chair
 Prof. Sanjeev Mukerjee, Co-Chair

U. ACADEMIC POLICY COMMITTEE RESOLUTION (PROF. BOARD)

Whereas CATLR and Canvas have several types of SETs and faculty survey findings suggest a lack of awareness of such tools,

BE IT RESOLVED THAT all College Associate Deans of Academic Affairs communicate the available university resources and processes for midcourse SETs at the beginning of each semester.

V. ACADEMIC POLICY COMMITTEE RESOLUTION (PROF. BOARD)

Whereas TRACE remains the university tool for evaluating "Teaching Effectiveness", and some units/departments require that multiple scores/factors and or tools be used in the merit and promotion process, and faculty survey findings support multiple methods of teaching effectiveness,

BE IT RESOLVED THAT the Office of the Provost establish university guidelines for use of multiple "Teaching Effectiveness" evaluation methods in merit, tenure and/or promotion considerations.

W.ACADEMIC POLICY COMMITTEE RESOLUTION (PROF. BOARD)

BE IT RESOLVED THAT University Administration (Offices of the Provost and Chancellor) in collaboration with CATLR (Center for Advancing Teaching and Learning Through Research) revise TRACE questions to improve representation of online or hybrid learning experiences, along with recognition of various learning environment lengths of engagement.

- X. INCLUSION AND DIVERSITY COMMITTEE REPORT (PROF. AVALON) (10 minutes)**
HEATHER HAUCK, CO-CHAIR
PHIL HE, CO-CHAIR
TAD HIRSCH
PHILIP LARESE-CASANOVA
LATIKA MENON
KARL REID, EX-OFFICIO
REBECCA SHANSKY
LES STEIN
MOFEI XU
LYDIA YOUNG
- Y. NUPATH ASSESSMENT COMMITTEE REPORT (PROF. GONYEAU) (10 minutes)**
WILLIAM EWELL.
MICHAEL JAEGGLI.
KRISTEN MATHIEU-GONZALEZ.
LAURIE NARDONE.
NIZAR ZAAROUR
- Z. INFORMATION TECHNOLOGY POLICY COMMITTEE (PROF. GONYEAU) (10 minutes)**
PETER DESNOYERS (COMMITTEE CHAIR)
MICHAEL BESSETTE
COLE CAMPLESE - VP-IT AND CIO; EX OFFICIO
UMESH HODEGHATTA
AMY LU
AMY PATTERSON
- AA. LIBRARY AND INFORMATION COLLABORATION COMMITTEE REPORT (PROF. LANDSMARK).**
PROF. ANGELA CHANG.
DEAN DAN COHEN
PROF. ELLY JACKSON.
PROF. SEAN O'CONNELL.
PROF. LYNN REEDE.
PROF. RONALD WILLEY
PROF. TED MILLER

