



Northeastern University Faculty Senate

TO: FACULTY SENATE
FROM: Secretary, Faculty Senate
SUBJECT: Minutes, January 18, 2023

Present: Professors: Avalon, Caracoglia, Carr, Chiou, Cisewski, Di Credico, Godoy-Carter, Gonyeau, Hertz, Jaeggli, Kitagawa, Krishnamoorthy, Landsmark, Lin, Marano, McSherry, Molnar, Musselman, Rappaport, Rawson, Rolland, Sivak, Smith, Spencer, Strange, Toledano Laredo, Van Pelt, Willey

Administrators: Madigan, Hackney, Isaacs, Reid

Absent: (Professors) Folmar, Nieves, Vollmer

(Administrators) Seshan, Wadia-Fascetti

CALL TO ORDER: 11:45 a.m.

I. SAC REPORT:

(The SAC report has been posted the Senate website.)

- Prof. Gonyeau noted that since the last senate meeting SAC has met twice and SAC has met with the Provost's office twice.
- The work of Senate standing committees and various search committees is ongoing.
- The Administrator Evaluation Oversight Committee (AEOC) has finalized their work and sent final reports to administrators.
- The Faculty Senate will launch sites for faculty review by the end of January.
- Two program in-activations have been approved by UUC: DMSB's MS Innovation program and CSSH's BA Asian Studies program.
- Going forward, the Senate will be continuing with virtual meetings but in order to try and recreate an in-person feeling will ask participants to turn cameras on.

QUESTIONS AND DISCUSSION:

Prof. Teladano Laredo asked who would have access to the AEOC administrator reports?

Prof. Gonyeau said that the full-time faculty in the unit (department, school or college) who participated in the administrator's review, would be given access to the final administrator report.

II. PROVOST REPORT:

Provost Madigan touched on a few topics.

- The city of New York is staging a competition to establish a climate center on Governors Island. Northeastern is still in the running for this competition. NYC is aiming to announce the winner on April 22nd.

- Many graduate students at peer institutions have elected to join a union; there has been a wave across the country. A group of Northeastern graduate students have alerted us to say they have a lot of signatures and want to have an election to join a union. Provost Madigan said his personal opinion is that students are students and not employees. We will wait to see what happens in the coming months. Provost Madigan imagines the graduate students will want to hold an election this semester.
- There is a huge amount of hiring in the faculty space. Could be over 200. This is hugely important work. The Provost thanked all faculty for their hard work. This is defining the future of the University. Overall, the report is that all is going well
- There are 2 Dean searches underway. DMSB Dean search is, hopefully, moving to a successful conclusion and an announcement. The CSSH Dean search is just getting under way.
- Lastly, 2 years ago we did a community wide DEI survey and committed at that time to do survey on a 2 year cycle. He believes the survey will be open February 2. The Provost encouraged everyone to take the survey and encourage others to take it. It is important to know where we are at particularly with students; we want a higher response rate from students.

QUESTIONS AND DISCUSSION:

Prof. Strange noted that a colleague at the Arlington campus shared that there has been discussions around a dress code for faculty. Is this coming?

Provost Madigan said this is the first he had heard of it and that it seems a little bizarre.

Prof. Musselman said she heard from faculty members in CSSH, particularly in the writing program, about concerns around ChatGPT and the possibilities for cheating. Will the university come out with a statement about appropriate use on these tools?

He thinks this is a topic that is very appropriate to discuss at a faculty senate meeting. We should plan on such a discussion and plan on having some experts come.

In regards to plagiarism, there are tools that are claiming they can distinguish between human and computer generated content. This is a rich topic. Would like to have conversation about this.

III. NEW BUSINESS:

A. ELECTION OF SENATOR TO OPEN SAC SEAT

Prof. Gonyeau noted that only one candidate stepped forward and he welcomed Prof. Yingzi Lin, COE, to the Senate Agenda Committee seat.

B. ACADEMIC PROPOSAL: UNIVERSITY UNDERGRADUATE CURRICULUM COMMITTEE – PROGRAM IN THE COLLEGE OF SOCIAL SCIENCES AND HUMANITIES

Prof. Rawson read the following academic proposal:

BE IT RESOLVED That the University establish the [Bachelor of Arts in Global Asian Studies](#) as approved by the University Undergraduate Curriculum Committee on 7 December, 2022 (16-0-0).

Prof. Gonyeau noted that since this proposal comes from a committee it doesn't require a second. Prof. Rawson noted that this is really a renaming of an existing proposal.

QUESTIONS AND DISCUSSION:

There were no questions.

The VOTE on the resolution PASSED: 30-0-1.

C. ESTABLISHMENT OF MILLS COLLEGE AT NORTHEASTERN AS 10TH COLLEGE OF NORTHEASTERN UNIVERSITY

Prof. Gonyeau read the following:

WHEREAS the Faculty Handbook calls for the Senate to be consulted on proposals of faculty concern, including such matters as the creation of new colleges, new campuses, and new departments;

BE IT RESOLVED THAT Mills College at Northeastern be established as the 10th college of Northeastern University.

BE IT FURTHER RESOLVED THAT Mills College at Northeastern be authorized to offer degrees.

BE IT FURTHER RESOLVED THAT new degree programs proposed by Mills College at Northeastern must follow the approval processes of the university.

QUESTIONS AND DISCUSSION:

Prof. Strange asked if Khoury faculty now teaching at Mills will still be in Khoury.

Provost Madigan said that yes, those faculty members remain Khoury faculty. He said it is conceivable that down the road we might have joint appointments.

Prof. Smith asked if there is language we need to look at in regards to approving programs at Mills and concerns around duplications.

Provost Madigan said as a general matter it is a college alongside other colleges and the usual considerations would apply.

Prof. Smith asked what does this resolution mean for merging programs across colleges?

Provost Madigan said when the merger happened on July 1 the accreditor for Mills which was WASC, was terminated. Mills is now under NECHE as such the continuing Mills programs ceased to exist. We have a lot of students at Mills and they are enrolled in existing Northeastern programs. There are no continuing Mills programs that we need to manage.

Provost Madigan acknowledged Beth Kochly, Interim Dean for Mills College at Northeastern University. She said as we look forward to new program we want to develop, we will take into consideration issues around duplication and look forward to working with the other colleges and programs.

Prof. Musselman said she now sits on the UUCC. Will that committee also be looking at Mills courses and programs and will we have Mills faculty on the committee with us.

Provost Madigan said as a general matter yes. Sr. Vice Provost Franko said yes to committee representation.

Prof. Gonyeau added that if today's resolution is approved, Mills College will then gain representation on the Faculty Senate as well. SAC will be working on specifics of that with the Provost. We will have more information from the Faculty Senate from a shared governance perspective as well.

Prof. Krishnamoorthy said in terms of curriculum coordination, how should we view the faculty group here vis a vis the faculty at Mills who are doing something similar things?

Provost Madigan said right now all the courses offered this minute are all DMSB, Khoury, or whatever the college is because those are the only courses that had gone through governance. Going forward we expect Mills will have courses and programs. Right now the courses that are being offered are existing NU courses offered by the other colleges.

Prof. Krishnamoorthy following up, accounting faculty who come up for promotion or tenure at Mills, what would the accounting group here have in that process.

Provost Madigan said Mills College will be a college alongside other colleges. Faculty who are 100% appointed in Mills will go through promotion and tenure processes within Mills. DMSB will not necessarily have a role in those processes.

Prof. Alexis asked if in the future will Mills college work with Humanities and Social Sciences in terms of programming?

Provost Madigan said we will see. As of today, Mills will be an interdisciplinary college. Over time, Mills will propose programs and evolve.

The VOTE on the resolution PASSED: 29-0-1.

Prof. Gonyeau said welcome to Mills. Happy to have you. Wonderful to officially welcome you into the shared governance.

D. REPORT OF THE FINANCIAL AFFAIRS COMMITTEE

(The report can be found on the Faculty Senate website.)

Prof. Copeland acknowledged the participants of FAC and thanked them for their engagement in committee activities.

Prof. Copeland reviewed the specifics of the committee's charge 1.

Examine the total faculty compensation

- Compensation Module within the Faculty Handbook describes merit is connected to teaching, scholarship and service

- Compensation = initial salary + merit + equity (when applicable) + *non-financial compensation*
- Merit is NOT intended to account for cost-of-living (COL) increases (COLI)
- However, nationally, COL has been on the rise since the height of the pandemic

Review match-mate institution data and compare salary raises.

- NU ranking increased this year and we are improving.
- News and World Report our rank did increase.
- 2018-2019 ranking driven by compensation.
- Data is now based on salary and NTTF.
- Went from 117 to 66
- May be due to inflation.
- Still in the lower half compared to our match mate.
- AAUP Faculty Compensation Summary Data
- Compare us to Boston University – running the numbers we are 6-16% lower
- Net Operation Surplus – increase in net assets.

Make recommendations for 2023 merit raises for full time faculty.

Identify alternative compensation strategies, to fill the cost-of-living gap, in the absence of direct financial increase (e.g., pay out vacation time or roll over of vacation time, exemplary employee compensation (e.g., referral for a job well done)).

2 SURVEYS CONDUCTED

1. Senate Faculty survey 2022 (434 respondents to FAC questions)
2. Staff /Fac Watercooler survey 2022 on commuting and transportation (>520 responses, >268 written comments)

KEY DRIVERS

1. Cost of living increased dramatically
2. Change in work schedules (e.g. hybrid)
3. Transportation / parking options do not address current needs

Remedies need to be progressive: i.e. most benefit to the lower compensated employees

TOP LEVEL (CRISIS) REQUESTS

1. SUBSIDIES FOR PUBLIC TRANSPORTATION (18.3%)
 - a. Partial or full subsidies for T-pass or commuter rail (provided by MIT & BU)
2. FLEXIBLE PARKING OPTIONS (18.26%)
 - a. Credit card and hourly parking
 - b. Short-term (not annual) parking options
 - c. Subsidized daily rates
3. PROVIDE “COUPONS” FOR (a) Childcare (12.63%) (b) Adult care (7.09%)
4. ONE TIME PERFORMANCE BONUS (13.2%)
5. OTHER REQUESTS:
 - a. Housing subsidies
 - b. Improved retirement options and education

Also looking at/discussing staff and their merit raises.

E. Professor Copeland read the following:

BE IT RESOLVED that the recommended raise pool for merit for FY 2024 be 8.7%, at a minimum, of continuing salaries starting on July 1, 2023.

QUESTIONS AND DISCUSSION:

Prof. Caracoglia said he was fully supportive of the percentage request and he would push it to 9% for rounding issues. He said he was reporting some concerns that COE faculty discussed with him. The salary increase has been flat while other things have been moving within the university. Have been asked to consider in the college a flat rate 5% increase for graduate students. There is the thought that we are taking care of the students but not the faculty and staff which is problematic. Is there a way to improve how faculty are valued?

Prof. Krishnamoorthy said there is one thing for us to have a resolution that discusses a raise but how do we connect the dots to what actually happens in regards to the raise pool?

Provost Madigan said a decision is made at some point in the year and there is input from many areas. And one input is the presentation by FAC.

Prof. Krishnamoorthy asked did committee consider tuition increases? There is a disconnect between tuition raises and what we ask for.

Prof. Copeland said they have not looked at that as of now. She will circle back with the committee – that maybe something next year's committee can look at.

Prof. Godoy Carter said regarding merit it is also well known that in research black brown and marginalized faculty are at a disadvantage, how do we help?

Prof. Copeland said that question came up in last year's discussion but not this year.

Provost Madigan said this was a thought provoking question. Absolutely open to discussing this issue.

The VOTE on the resolution PASSED: 28-0-2.

IV. **PRESENTATION:**

**CONSTANCE YOWELL, SR. VICE CHANCELLOR EDUCATIONAL INNOVATION.
MEGAN MADEL, VICE CHANCELLOR DESIGN & OPERATIONS, UNDERGRADUATE EDUCATION.
BECCA BERKEY, DIRECTOR – COMMUNITY ENGAGED TEACHING & RESEARCH &
INTERIM DIRECTOR, UNIVERSITY HONORS PROGRAM.**

*University Honors Program Update
(The presentation is posted to the Faculty Senate website.)*

Some highlights from the presentation including the following:

- Education Innovation has a lot of programs, the honors program is just one of them.

- Gathering feedback from stakeholders if there are issues within a program.
- Across the board there was feedback to look at the honors program.
- Reimagining since last July.
- Analysis and looking at problems to solve.
- Working with the Deans and Associate Deans
- Questions about the value of honors with a changing student body – not all interested - what is next for the program?
- Lower than expected engagement and unclear buy-in of current honors students beyond the financial
- Goal of clarifying the purpose of the program here at Northeastern.
- Current state – 4 year program, 6 requirements, varied/low completing rate – need to strengthen coherent unifying themes across program requirements.
- The future – 1 year program with 3 required experiences, coherent thematic connection between program elements. Programs available beyond year 1.
- Desired result – meeting university goals, refocusing the program on incubating the NU of the future. Remain flexible.
- Already happening on the central team: Rewrite of Honors Discovery, Linkage of LLC's to broader themes, Continued development of student programming to build community, identification of learning outcomes for the year-long program.
- Next steps – collaboration with colleges – Programming, learning outcomes, and transition to colleges.
- Finding opportunities post honors program for students.

QUESTIONS AND DISCUSSION

Prof. Moore asked if the group needed anything from the faculty?

Becca Berkey said they were all ears now. If faculty have ideas let her know so she can loop you into the conversation. Or contact your deans office.

Prof. Rappaport asked will the student numbers stay the same?

Becca Berkey said it should remain the same, roughly 20% of the incoming class. We may see some fluctuation as we change.

The meeting adjourned at 1:10 p.m.

Respectfully submitted by

Prof. Michelle Carr
Senate Secretary