

Faculty Handbook Committee

Faculty Senate Update

04/10/2024



**Northeastern
University**

Committee

Laney Strange (chair)

Khoury College of Computer Sciences

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Charge 1

Implement the One Faculty policy in faculty governing documents as adopted by Resolution 6 of November 20, 2019, “minimizing the differences (with the obvious exception of tenure) in the rights and responsibilities of various classifications of full-time faculty.”

Charge 1A

Implement the One Faculty policy in faculty governing documents as adopted by Resolution 6 of November 20, 2019, “minimizing the differences (with the obvious exception of tenure) in the rights and responsibilities of various classifications of full-time faculty.”

a. Propose language to be added to the Faculty Handbook reflecting that all committee appointments, merit reviews, and other opportunities should be open to all full-time faculty without regard to tenured/tenure-track or non-tenure-track status, except for (1) tenure and promotion committees and (2) positions for which equal or proportional numbers of seats are allocated to those two classifications.



Charge 1A

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“FTNTT” as a classification defines some faculty by a benefit they do not have.



Charge 1A

There are currently separate (mid-contract) dismissal procedures for faculty without tenure. The committee first proposed that we all share the same, existing procedure for pre-tenure tenure-track faculty members, but there are legal/employment implications that warrant a longer conversation.

Charge 1A

Sabbatical is currently available only to tenured faculty members and this restriction should be removed to align with the One Faculty Model.

Proposed sabbatical eligibility:

- full-time faculty members in good standing
- hold a second level/rank or above
- served at least six years as a full-time Northeastern University faculty member

This may have implications on sabbatical review & approval processes within each college.



Charge 1A: Resolutions



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BE IT FURTHER RESOLVED THAT the Faculty Senate calls upon the Provost’s Office to work with the Senate Agenda Committee to establish guidelines for sabbatical approval processes for all full-time faculty in all colleges, and to report to the Senate no later than January 2025.



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BE IT FURTHER RESOLVED THAT the Faculty Senate calls upon the Provost’s Office to work with the Senate Agenda Committee and the Office of the General Counsel to establish a common dismissal procedure for all full-time faculty members without tenure.

Charge 1A: Recommendations



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Some of our peer institutions offer “security of employment”, “continuation of employment”, or make tenure available for all full-time faculty. Something similar might be a good fit for Northeastern but needs more exploration.



Charge 1A: Recommendations

The committee recommends that an ad-hoc committee be created, co-led by the Faculty Senate and the Office of the Provost, to research and consider the **possibility of tenure or security of employment for all full-time faculty members**, and to make a recommendation to the senate.

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Charge 1B

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b. Review the Faculty Handbook and the By-laws of the ten colleges for consistency with this policy and report to the Senate if any inconsistencies are found.

Charge 1B

The committee reviewed the bylaws of all 10 colleges. Recommended changes to align with the One Faculty Model mirror resolutions to modify language in the Faculty Handbook.



Charge 1B: Recommendations



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The committee recommends that SAC reach out to the ten colleges of Northeastern University and propose modifications to their bylaws, to be completed by December 31st, 2024. For all colleges, we recommend that the bylaws employ language that refers to “full-time faculty” in most cases and “tenured/tenure-track faculty” when referring to tenure-specific policies. In some cases, this will mean reorganizing the sections and subsections of the bylaws; we have included specific recommendations. We also recommend that all colleges that offer sabbatical make it open to all full-time faculty; in some cases, this will mean reorganizing some college/department committees.

Additionally, the committee recommends that all colleges specify in their bylaws that the following policies and practices are applied in the same way for all full-time faculty:

- office space allocation
- timeline of teaching assignments
- level of courses a faculty member may teach
- committees a faculty member may serve on (with the exception of committees that serve classification-specific issues, such as tenure committees, teaching-track merit committees, etc.)



Charge 2

2. Implement Resolution 30 of April 12, 2023, regarding intellectual property and academic freedom.

a. Review the new University policies on intellectual property for consistency with the resolutions.

b. If the new policies are found to be consistent with Resolution 30, propose language to replace the “Instructional Media” module of the faculty handbook with a policy addressing academic freedom and faculty authorship of traditional academic works, including pedagogical works.

Charge 2

The committee concluded that the University Policy is not consistent with the relevant Senate Resolutions.

- Designates faculty as author of their own pedagogical works, but also grants reuse license to the university

The committee met several times with the Office of the General Counsel

- Concerns about impact on faculty w/r/t future use of Pedagogical Works by the university
- Agreement has not yet been reached on changes in language/policy that would align with the relevant Senate Resolutions
- OGC is aware of the Committee's concerns and is continuing to explore alternate language/policy



Charge 2: Recommendations

The committee recommends that the Provost and Office of the General Counsel revise the existing policy to protect both the authorship and future use of pedagogical works.

Charge 3

3. Review and follow up on past work to develop a “dashboard” tracking the implementation of Faculty Senate Resolutions.



Charge 3: Recommendations

The committee recommends that Faculty Handbook Committee revisit the dashboard charge in AY24-25.

Charge 4

Receive and review any proposals from the Provost or university faculty for further revisions of the Faculty Handbook and make recommendations to the Senate.

Charge 4: Resolutions



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BE IT RESOLVED that the Handbook specify that a faculty member may not be reconsidered for promotion until two years after notification of the previous unsuccessful promotion attempt.

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BE IT RESOLVED that the Handbook specify that a merit decision may be appealed to the unit's merit committee, if applicable.



Charge 4: Resolutions

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BE IT RESOLVED that the Handbook specify that cost-of-living adjustments be included in the criteria for salary increases for full-time faculty.

BE IT FURTHER RESOLVED that the Senate Financial Affairs Committee research and develop a policy for a yearly cost-of-living salary increase for all full-time faculty.



Charge 4: Resolutions

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BE IT RESOLVED that the Handbook's Research Faculty module be replaced with the text in Appendix C of the Handbook Committee's Final Report for 2024.



Charge 4: Text

1. Rank, Title, and Status

Research faculty members are appointed to the professorial rank (Research Assistant Professor, Research Associate Professor or Research Professor) commensurate with their experience and credentials. All research faculty appointments are non-tenure track, and may not be converted to tenure-track status.



Charge 4: Text

2. Source and Level of Compensation

Federal regulations recognize that in an academic setting faculty members engage in a range of research, teaching, and service activities, and fulfill other administrative obligations to the university. A research faculty member's primary effort is dedicated to research and such appointments should be eventually supported principally with externally funded research agreements. The percentage of effort charged to those agreements will be based on the maximum effort allowed by the granting agency. Typically research faculty may charge up to 95% of their effort on research. Upon hire, research faculty members may be compensated with university funds equivalent to up to three years' worth of salary and fringe. The level of compensation and effort will be determined jointly by the dean and the unit head, and shall be consistent with applicable guidelines/limits of the funding organization and/or the specific grant/contract/award. Normally, research faculty salaries should be commensurate with salaries of tenure-track and tenured faculty of comparable rank in their discipline. At the sole discretion of the academic unit of the primary appointment, research faculty members may obtain up to 1/3 of their annual compensation for non-research activities, such as teaching. Research faculty appointments may be renewed only if external funding continues.



Charge 4: Text

3. Appointment and Term

Appointments may be made at the department (or equivalent academic “unit”) level, or within a research institute. Research Faculty members with a primary appointment in a research institute must have an appointment in a secondary academic unit. Research faculty appointments are made by the dean based on recommendations from the unit faculty (and institute leadership, where appropriate). Every research faculty appointment/renewal must have the potential to further the university’s research mission and advance the unit’s and the university’s current research goals. Research faculty must have earned a doctorate in the field in which they seek appointment or possess the equivalent terminal degree in their discipline. Initial Northeastern research faculty appointments at any level are made for an initial period of up to a maximum of three years or commensurate with the duration of the external funding period, whichever is shorter. No research faculty appointment, reappointment or promotion carries a guarantee of future reappointments or promotions. All appointments are also contingent upon maintaining the appropriate visa status and work authorization.



Charge 4: Text

Reappointment

Research faculty appointments are renewable, contingent upon several factors in the sole discretion of the university, including satisfactory performance, unit and university need, and continued external funding. Upon the recommendations of the unit head and with the approval of the dean, renewals of research faculty appointments at the Associate Professor or Professor level may be made for a period of up to three years, concurrent with the current expected duration of outside funding. Research faculty appointments may not be used to extend the probationary period of a tenure-track faculty member. All reappointments are also contingent upon maintaining the appropriate visa status and work authorization.

