

Report of the:

**Senate Ad hoc Committee to Recommend Changes
to the Faculty Senate Bylaws Regarding Composition
of the Senate and Its Committees**

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Background and Charge

Following a resolution passed in April 2017, the formation of an ad hoc committee was approved to recommend the changes to the bylaws that would allow for FTNTT participation.

The resolution reads:

BE IT RESOLVED That it is the Sense of the Senate, that the 2017-2018 Senate Agenda Committee charges an ad hoc committee to recommend changes to the Faculty Senate Bylaws regarding composition of the Senate and its committees; and

BE IT FURTHER RESOLVED That this ad hoc committee be composed of full-time faculty representatives from each college, including equal representation of tenured/tenure-track and non-tenure track faculty and the Vice Provost for Faculty Affairs and provide its report to the Senate by December 2017.

Background and Charge

The ad hoc committee consists of members from each college, and equal parts Tenured and FTNTT faculty.

The committee received the follow charge:

- The Ad hoc committee shall review best practices at other institutions regarding the full-time faculty composition of the faculty senate and its committees;
- The Ad hoc committee shall offer several models for composition of the Northeastern Faculty Senate and its committees;
- The Ad hoc committee shall possibly provide an endorsement of one model over the others;
- The Ad hoc committee shall provide its report to the Faculty Senate by December 2017.

Literature Review

The Committee reviewed...

- two publications on shared governance,
- current Northeastern Faculty Senate practices and procedures
- updated data of Northeastern's faculty composition
- several websites of universities

Literature Review

Two publications were reviewed:

- “Shared Governance among the new Majority: Non-Tenure Track Faculty Eligibility for Election to University Faculty Senates,” by Willis A. Jones, et al. (June 2017) — 106 institutions studied
- “Shared Governance – Benchmark Analysis,” by Mary Ann McDowell, Ph.D. for The Provost’s Cabinet, University of Notre Dame (December 2015) — 40 universities were studied (including those within the Colonial Group, which includes Northeastern)

Literature Review

Forty years ago 75% of the faculty in U.S.-based institutions of higher learning were made up of tenure-line faculty; today, nearly 66% of all faculty are non tenure-track; i.e., full-time and part-time (Jones, et al., 2017)

According to NU University Decision Support, in 2017-2018, faculty at **Northeastern**:

54.4% Tenured & Tenure-Track (T&TT)

45.6% are Full-Time Non-Tenure Track (FTNTT)

Literature Review

Table 1 Faculty senate eligibility standards for NTTF

	Only TT faculty eligible for senate	Full-time NTTF eligible for senate	Part-time NTTF eligible for senate	Seats reserved on the senate for NTTF
All doctoral institutions-highest research activity (<i>n</i> = 106)	15%	85%	11%	10%
Public Institutions (<i>n</i> = 81)	12%	88%	12%	8%
Private Institutions (<i>n</i> -25)	24%	76%	8%	12%
Northeast (<i>n</i> = 24)	21%	79%	17%	17%
Midwest (<i>n</i> = 23)	17%	83%	4%	9%
South (<i>n</i> = 41)	12%	88%	12%	7%
West (<i>n</i> = 18)	11%	89%	11%	5%
Non-AAU (<i>n</i> = 53)	15%	85%	13%	6%
AAU (<i>n</i> = 53)	15%	85%	9%	13%

(Jones, et al., 2017)

Northeastern University

Faculty Senate

Northeastern University Faculty Senate Composition, 2017-2018

(faculty data supplied by NU University Decision Support and provided by Vice Provost Deb Franko, 10-18-17)

Unit	T&TT	FTNTT	Total (T&TT + FTNTT)	Current Formula for Senate Reps T&TT/30	Actual (Currently all T&TT) Senate Reps (SAC rounding)	(Current ratio) T&TT per Senate Rep	ratio FTNTT per Senate Rep	ratio Total (T&TT and FTNTT) per Senate Rep
Bouve	73	121	194	2.43	3	24.3	40.3	64.7
CCIS	48	45	93	1.60	2	24.0	22.5	46.5
CAMD	74	72	146	2.47	3	24.7	24.0	48.7
COE	155	72	227	5.17	6	25.8	12.0	37.8
COS	148	75	223	4.93	6	24.7	12.5	37.2
CSSH	148	97	245	4.93	6	24.7	16.2	40.8
CPS	1	79	80	0.03	0	0.0	0.0	0.0
DMSB	108	78	186	3.60	3	36.0	26.0	62.0
SOL	30	19	49	1.00	1	30.0	19.0	49.0
785	658	1443	26.2	30				

Main Criteria for Developing Models

- Integration of the College of Professional Studies (CPS)
- “One faculty”
- Method of Seat Allocation
- Size
- Administrator voting
- FTNTT representation from each unit

Integrate CPS

- representation of CPS in the Senate was the first priority of the committee, either via a method of reserved seating, or through proportion based math (i.e., the relative size of CPS faculty to the whole of the University faculty)
- As of October 2017, CPS has 80 full-time faculty, 79 FTNTT

NU's "One Faculty" Initiative

Legislation approved on 27 April 2016, the Faculty Senate at Northeastern University seeks to: *move toward "one faculty" by minimizing the differences (with the obvious exception of tenure) in the rights and responsibilities among the various classifications of full-time faculty in the Faculty Handbook.*

- Committee had debates regarding "reserving seats" for FTNTT – Does it support the spirit of "one faculty" or not?
- The spirit of "one faculty" is that all full-time faculty should have equal treatment in shared governance
- American Association of University Professors (AAUP): "reserving seats for [FTNTT] on a faculty senate may ensure representation, but general voting and service eligibility should be the institutional goal."

Method of Seat Allocation

- Reserving seats ensures FTNTT integration onto the Faculty Senate
- Proportion; i.e., calculating percentages of T&TT and FTNTT with each of Northeastern's nine colleges and schools, as well as in relation to each unit to the University as a whole
- Formula (hybrid); i.e., basing seat allocations on a combination of reserving seats and proportions
- Rounding (after proportions are determined)
 - **"SAC Rounding"* allocating seats by rounding (up or down) while holding constant the total number of seats
 - "Rounding Up," e.g., 4.13 gets rounded up to "5"
 - "Whole Number Rounding," e.g., 4.13 getting rounded down to "4"

Size

- Increasing the size of the Faculty Senate as a whole, and the size of the proportions between Administration, T&TT and FTNTT within the body of the Senate
- Current size is 40

Administrator Voting

- The body in question is a “faculty” senate; questions arose to why non-faculty representatives were present and/or able to vote, which in turn led to a discussion of what the fundamental differences were between appointed and elected Senators

FTNTT Representation From Each Unit

- Given the relatively small size of the School of Law (SOL), the math behind some proposed models relegated SOL to be without FTNTT representation on the Senate
- The Committee believed FTNTT should be represented from every unit

Proposed Models

- After the deliberations of the committee, several criteria were considered and nine models “case studies” were proposed
- Voting was silent
- Committee Report ranked the top 5 models as a starting point for the deliberations of the Faculty Senate

Faculty Senate Redistribution -- Model 3: One Faculty with FTNTT Representation Floor

Model 3

College	Total (T&TT + FTNNT)			Currently Elected Senate Seats (SAC rounding)	Reserved FTNTT Seats	Updated TOTAL of Elected Senate Seats
	T&TT	FTNTT	FTNNT			
Bouve College Health Sciences	73	121	194	3	1	4
College Computer+Information Sci.	48	45	93	2	1	3
College of Arts, Media and Design	74	72	146	3	1	4
College of Engineering	155	72	227	6	1	7
College of Science	148	75	223	6	1	7
College of Social Sci. + Humanities	148	97	245	6	1	7
College of Professional Studies	1	79	80	0	2	2
D'Amore-McKim School of Business	108	78	186	3	1	4
School of Law	30	19	49	1	1	2
	785	658	1443	30	10	40

- Faculty Senate increases to 50 -- (10 Admin; 40 T&TT + FTNTT with a minimum of 10 reserved for FTNTT)
- Model 3 first establishes a reserved minimum of 1 FTNTT per unit, and allocates 2 for CPS (for a total "floor" of 10 FTNTT); remaining 30 seats are based on currently allocated Faculty Senate seats
- remaining non-reserved elected seats per unit (T&TT + FTNTT) are determined by faculty vote

Northeastern University

Faculty Senate

Faculty Senate Redistribution -- Model 5: Proportional Representation *without* Administrator Vote

College	Model 5									
			Total	Currently Elected Senate Seats	Unit %	Unit %	Total Faculty	Proposed Redistribution of T&TT seats	Proposed Redistribution of FTNTT seats	Updated TOTAL of Elected Senate Seats
	T&TT	FTNTT	(T&TT + FTNTT)	(SAC Rounding)	T&TT	FTNTT	(T&TT + FTNTT) / 40	(SAC Rounding)	(SAC Rounding)	(SAC Rounding)
Bouve College Health Sciences	73	121	194	3	37.6%	62.4%	4.85	2	3	5
College Computer+Information Sci.	48	45	93	2	51.6%	48.4%	2.33	1	1	2
College of Arts, Media and Design	74	72	146	3	50.7%	49.3%	3.65	2	2	4
College of Engineering	155	72	227	6	68.3%	31.7%	5.68	4	2	6
College of Science	148	75	223	6	66.4%	33.6%	5.58	4	2	6
College of Social Sci. + Humanities	148	97	245	6	60.4%	39.6%	6.13	4	3	6
College of Professional Studies	1	79	80	0	1.3%	98.8%	2.00	0	2	2
D'Amore-McKim School of Business	108	78	186	3	58.1%	41.9%	4.65	3	2	5
School of Law	30	19	49	1	61.2%	38.8%	1.23	1	1	2
	785	658	1443	30			36.08	20	18	38

- Faculty Senate increases to 48 -- (10 Admin; 20 T&TT; 18 FTNTT)
- Model 5 first calculates percentages of T&TT and FTNTT per unit, and multiplies this by [(T&TT + FTNTT per unit) / 40 Senate seats]; redistribution and updated totals of proposed elected Senate seats employ SAC rounding, which accounts for School of Law FTNTT representation rounded up; and CSSH total rounded down
- Total number of elected seats per unit is determined by T&TT and FTNTT proportion within each unit; these seats are reserved within each unit for their respective T&TT and FTNTT representatives, and are filled via election from the entire T&TT + FTNTT population per unit
- 10 administrators appointed by Provost serve in reporting roles, but as **non-voting** members

Northeastern University

Faculty Senate

Faculty Senate Redistribution – Model 7: Increase in Overall Senate Size - One Faculty **without** Administrator Vote

Model 7

College	T&TT	FTNTT	Total (T&TT + FTNTT)	T&TT / 40 Senate seats	FTNTT / 40 Senate seats	Total Faculty (T&TT + FTNTT) / 40 total seats	Proposed Redistribution of T&TT seats (SAC Rounding)	Proposed Redistribution of FTNTT seats (SAC Rounding)	Updated TOTAL of Elected Senate Seats (SAC Rounding)
Bouve College Health Sciences	73	121	194	1.83	3.03	4.85	2	3	5
College Computer+Information Sci.	48	45	93	1.20	1.13	2.33	1	1	2
College of Arts, Media and Design	74	72	146	1.85	1.80	3.65	2	2	4
College of Engineering	155	72	227	3.88	1.80	5.68	4	2	6
College of Science	148	75	223	3.70	1.88	5.58	4	2	6
College of Social Sci. + Humanities	148	97	245	3.70	2.43	6.13	4	2	6
College of Professional Studies	1	79	80	0.03	1.98	2.00	0	2	2
D'Amore-McKim School of Business	108	78	186	2.70	1.95	4.65	3	2	5
School of Law	30	19	49	0.75	0.48	1.23	1	0	1
	785	658	1443	20	16		21	16	37

- Faculty Senate increases to 47 – (10 Admin; 37 (T&TT + FTNTT))
- Model 7 calculates Senate seat allocation per T&TT; FTNTT; and TOTAL (T&TT + FTNTT) per each unit by dividing each by 40; then employs SAC rounding (using whole number rounding to the nearest tens digit)
- all Senate seats are filled via election from the entire T&TT + FTNTT population per unit
- 10 administrators appointed by Provost serve in reporting roles, but as non-voting members

Northeastern University

Faculty Senate

Faculty Senate Redistribution -- Model 9: One Faculty Model Based on Current Distribution Ratios

Model 9

College	T&TT	FTNTT	Total (T&TT + FTNNT)	Unit % of TOTAL Faculty	Currently Elected Senate Seats (SAC rounding)	Proposed Redistribution of 30 Seats Open for T&TT *and* FTNTT	Proposed Redistribution of 30 Seats (whole number rounding)	Redistribution of allocated Senate seats based on updated Total faculty ratios change
Bouve College Health Sciences	73	121	194	13.4%	3	4.0	4	1
College Computer+Information Sci.	48	45	93	6.4%	2	1.9	2	0
College of Arts, Media and Design	74	72	146	10.1%	3	3.0	3	0
College of Engineering	155	72	227	15.7%	6	4.7	5	-2 or -1
College of Science	148	75	223	15.5%	6	4.6	5	-2 or -1
College of Social Sci. + Humanities	148	97	245	17.0%	6	5.1	5	-1
College of Professional Studies	1	79	80	5.5%	0	1.7	2	2
D'Amore-McKim School of Business	108	78	186	12.9%	3	3.9	4	0 or 1
School of Law	30	19	49	3.4%	1	1.0	1	0
	785	658	1443	100.0%	30	30.0*	31*	0*

- Faculty Senate size remains at 40 -- (10 Admin; 30 T&TT + FTNTT); *will require SAC rounding in order to remain exactly 30 (with whole number rounding the total is 31); i.e., we can not divide Senate seats into tenths
- Model 9 first calculates each unit's percentage of faculty per the University as a whole; $[(T\&TT + FTNTT) / 1443]$; then redistributes Senate seat allocation per the updated "one faculty" (T&TT + FTNTT) distribution; $[Unit\ \% \ of\ TOTAL\ faculty / 30\ Senate\ seats]$; then employs SAC rounding
- all Senate seats are filled via election from the entire T&TT + FTNTT population per unit

Faculty Senate Redistribution -- Model 1: One Faculty, Senate Size Remains the Same

Model 1

College	T&TT	FTNTT	Total (T&TT + FTNNT)	Current Formula for Elected Senate Seats T&TT/30	Currently Elected Senate Seats (SAC rounding)	Updated TOTAL of Elected Senate Seats
Bouve College Health Sciences	73	121	194	2.43	3	3
College Computer+Information Sci.	48	45	93	1.60	2	2
College of Arts, Media and Design	74	72	146	2.47	3	3
College of Engineering	155	72	227	5.17	6	6
College of Science	148	75	223	4.93	6	6
College of Social Sci. + Humanities	148	97	245	4.93	6	6
College of Professional Studies	1	79	80	0.00	0	2
D'Amore-McKim School of Business	108	78	186	3.60	3	3
School of Law	30	19	49	1.00	1	1
	785	658	1443	26.1	30	32

- Faculty Senate size remains at 40 -- (8 Admin; 32 T&TT + FTNTT)
- Model 1 adds 2 elected seats for CPS, and reduces 2 appointed seats for the Administration; and maintains the currently employed formula of dividing all T&TT per unit by 30 Senate seats, which is then "rounded" by the Senate Agenda Committee (SAC) in concert with the Provost's Office
- all elected seats per unit (T&TT + FTNTT) are determined by faculty vote - no reserved seats

SAC Review with Provost's Office: Criteria

Shared criteria for proposed models for Faculty Senate structure:

1. Integrate the FTNTT faculty into the Faculty Senate
2. Integrate the College of Professional Studies (CPS) into the Faculty Senate
3. Maintain the proportional election of senators from the Colleges
4. Maintain the size but alter the composition of the Faculty Senate: 33 elected faculty members, the Provost, and six administrators who are members of the full-time faculty appointed by the President or his/her designee. The thirty-three faculty members are elected by and from the full-time faculty of the degree-granting Colleges.

SAC Review with Provost's Office: Criteria

Two integration routes: Model A and Model B

- **Model A:** Any FT faculty member from within a College can be elected to the Senate (that is, there are no designated seats, and each college determines its balance of T/TT and FTNTT Senators)
- **Model B:** Senators for each of the Colleges are elected in proportion to the ratio of T/TT to FTNTT faculty in the College

SAC Review with Provost's Office: Model A

Model A: 33 Elected Senate Seats Proportionately Allotted to Total Full-Time Faculty Within Each College

<u>College</u>	<u>T/TT Faculty</u>	<u>FT/TT faculty</u>	<u>Total FT Faculty</u>	<u>Senate Seats per College</u>		<u># College Seats in 2017/18 Senate</u>
				<u>Faculty/43.73</u>	<u>Rounded</u>	
BCHS	73	121	194	4.44	5	3
CAMD	74	72	146	3.39	3	3
CCIS	48	45	93	2.13	2	2
COE	155	72	227	5.19	5	6
CPS	1	79	80	1.83	2	0
COS	148	75	223	5.1	5	6
CSSH	148	97	245	5.6	6	6
DMSB	108	78	186	4.25	4	3
SOL	30	19	49	1.12	1	1
Total	785	658	1443		33	30

SAC Review with Provost's Office: Model B

Model B: 33 Elected Senate Seats Proportionately Allotted to T/TT and FTNTT Faculty Within Each College

<u>College</u>	<u>T/TT Faculty</u>	<u>T/TT Senate Seats</u>		<u>FTNTT Faculty</u>	<u>FTNTT Senate Seats</u>		<u>Total Senate Seats per College</u>	<u># College Seats in 2017/18 Senate</u>
		<u>Faculty/43.73</u>	<u>Rounded</u>		<u>Faculty/43.73</u>	<u>Rounded</u>		
BCHS	73	1.67	2	121	2.77	3	5	3
CAMD	74	1.69	2	72	1.65	2	4	3
CCIS	48	1.1	1	45	1.03	1	2	2
COE	155	3.54	3	72	1.65	2	5	6
CPS	1			79	1.81	2	2	0
COS	148	3.38	3	75	1.72	2	5	6
CSSH	148	3.38	3	97	2.22	2	5	6
DMSB	108	2.47	2	78	1.78	2	4	3
SOL	30			19			1	1
Total	785		16	658		16	33	30

In Model B, the SOL would determine how to allot its one Senate seat among T/TT and FTNTT faculty.

Thank You!