

April 2019

Report of the 2018-2019 Full-Time Non-Tenure-Track Faculty Committee

Members: Michael Gonyeau (BCHS); Carlene Hempel (chair, CAMD); Susan Freeman (COE); Enrique Moreno (COS); Pamela Wojnar (CPS); Lori Gardinier (CSSH); Denise “Dee” Spencer (DMSB); Kathleen Durant (KHOURY); Carol Mallory (SOL).

The nine members of the Full-Time Non-Tenure-Track Faculty Committee (FT NTTFC) have been meeting regularly since October to address their 2018-2019 charges. Below, please find our recommendations, as well as supporting material in the appendices.

CHARGE 1: The FT NTTFC shall follow up on the status of the implementation of the 2016-2017 Senate resolution on FT NTT governance rights, including an evaluation of criteria for leadership positions (e.g., Chairs, Unit Heads, etc.)

In seeking to further Northeastern University’s commitment to the “one faculty” model, the Full-Time Non-Tenure-Track Faculty Committee (FT NTTFC) conducted a thorough review of existing policies, job descriptions and/or job postings of administrative-level positions at each of the nine Colleges and determined that all units have not complied with this goal of inclusivity. For example, some administrative positions are only available to tenure/tenure-track faculty for reasons that are not clear to the FT NTTFC Committee.

Therefore:

WHEREAS the Faculty Senate voted on 27 April 2016 that Northeastern University move toward “one faculty” by minimizing the differences (with the obvious exception of tenure) in the rights and responsibilities between the various classifications of full-time faculty in the Faculty Handbook;

BE IT RESOLVED That all academic units shall clearly communicate which leadership positions are open to candidates from the FT NTT and/or T/TT faculty ranks.

BE IT FURTHER RESOLVED That qualifications for chair/director and associate/assistant dean positions be submitted for approval by the provost, to ensure consideration of the rationale for any limitation among full-time faculty ranks.

See Appendix A for the reviewed job descriptions.

CHARGES 2 and 3: The FT NTTFC shall follow up on the status of FT NTTFC professional development and support at all levels of the university. Furthermore, in collaboration with the FDC, the FT NTTFC shall explore the option of FT NTT sabbaticals and present a review of policy/process at other institutions and recommendations for Northeastern.

After a survey of the nine Colleges, the members of the FT NTTFC have determined there is an unequal distribution of development money offered to non-tenure-track faculty in some units. Please see the table below for a breakdown of access to development money for tenure/tenure-track vs. non-tenure-track faculty in each College.

COLLEGE NAME	Annual Tenure/Tenure-Track Faculty Allotment	Annual Non-Tenure Allotment	Competitive grants within the individual College available to FTNTT faculty via application
BCHS*	Varies by department: Examples: -Pharmacy and Health Systems Sciences, \$500 -Health Sciences, \$2000	Varies by department: Examples: -Pharmacy and Health Systems Sciences, \$500 -Health Sciences, \$2000	•
CAMD	\$2000 (\$1000 guaranteed; second \$1000 at chair's discretion)	\$0 (Chairs can use discretionary funds.)	• View example in Appendix B.
COE*	Most departments, ~\$2000	MIE, ChemE, ~\$2000 CEE, BioE, ECE varies First Year Eng., \$2,500	
COS	Only the Dept. of Psych. has dedicated funds, \$1000	Only the Dept. of Psych. has dedicated funds, \$1000	
CPS	N/A	\$1000	
CSSH	\$2000 Could vary by unit	\$500	
DMSB	\$4000	\$4000	
KHOURY	\$5000	\$5000	•
SOL	\$3000	\$3000	

*Does not have a college-wide policy.

Therefore:

WHEREAS the growth in number of FT NTT faculty across Northeastern's Colleges and in their contributions to the University's mission requires a more comprehensive professional development strategy than is currently available,

BE IT RESOLVED that the Senate recommends that the Provost's Office and the College Deans review and recommend best practices for funding professional development activities for FT NTT faculty, and that each college develop a funding plan by December 2019.

BE IT FURTHER RESOLVED that the Senate Agenda Committee work with the Provost's office to establish a University-wide working group, with membership drawn from the FT NTT faculty and academic administrators, to be charged with recommending a pilot program for paid semester (or 1.5 quarter) leaves for FT NTT faculty that both provide professional growth for the faculty member and promote

the faculty member's academic contributions to the University. The plan for the pilot program shall be presented to the Senate by December 2019.

Future recommendation:

- **That under the “one-faculty” model, all full-time faculty members shall be eligible for sabbaticals.**

See Appendix B for the Provost's August 1, 2018, letter announcing a Full-time Faculty Professional Development Fund (which includes teaching professors, academic specialists, full-time lecturers, clinical professors, co-op coordinators, and professors of the practice) for awards of up to \$2,000 for professional development through a once-every-two-years competitive grant process. Also in Appendix B, please find an example of a CAMD competitive grant for FT NTT faculty.

See Appendix C for our review of faculty handbook policies related to non-tenure-track faculty at comparison institutions.

See Appendix D for Northeastern's full sabbatical policy from the Faculty Handbook, with the FT NTTFC and FDC's recommended changes.

CHARGE 4: The FT NTTFC, in collaboration with the FAC, shall explore sources of more granular match-mate salary data for FT NTT faculty than is currently available to Northeastern's faculty cohort.

The Committee has attempted to determine a mechanism that would allow it to explore salary data for FT NTT faculty at the University including meetings with (1) Stephen Amato, chair of the Financial Affairs Committee, (2) Provost Bean, and (3) Susan Powers-Lee, our liaison to the Senate Agenda Committee. Nevertheless, we were unable to get any traction in determining how to access granular match-mate data related to NTT salaries here or elsewhere. However, we were informed by Provost Bean that the University is currently seeking comparison salary data from its Colonial Group partners. With those data in hand, we hope to have a more fruitful examination of this topic during the 2019-2020 academic year.

Future recommendation:

- That Charge 4 be carried over into the 2019-2020 academic year so the FT NTTFC, along with the FAC, can further examine salary data for FT NTT faculty, College by College, and also in comparison to Northeastern's NTT faculty cohort at other institutions.

CHARGE 5: The FT NTTFC shall monitor the status of college elections for Senators, specifically their policies regarding the distribution of NTT and TT/T faculty senators, and, if appropriate, make recommendations.

The Committee surveyed policies related to allotted Senate seats and determined that there is not a commitment across the University to ensure FT NTT representation from every College. That is, in some Colleges, there is no policy that ensures at least one seat is allotted to represent NTTF.

Please see the table below for a breakdown of each College’s policies regarding the distribution of NTT faculty senators.

COLLEGE NAME	# of Seats	# for TT	# for NTT	# at-large
BHCS	4	1 two-year-term	1 two-year term	2 one-year terms
CAMD	3	1	1	1
COE	6	0	1	5
COS	5	0	0	5
CPS	2	N/A	2	NA
CSSH	6	4	2	0
DMBS	4	2	0	2
KHOURY	2	0	0	2
SOL	1	0	0	1

Be it resolved that:

- **It is the sense of the Senate that the 2019/20 Senate should consider a Bylaws revision requiring that each College create a policy that ensures representation of at least one NTT and one TT faculty member, with the exception of the School of Law, which currently only has one seat, and CPS, which has no TT faculty.**

See Appendix E for the 33 elected senate seats proportionally allotted to total full-time faculty within each College.