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Faculty Senate annual report: 2002-2003

Northeastern University - Faculty Senate

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2002-2003 Faculty Senate Annual Report

Robert P. Lowndes
Chair, Senate Agenda Committee
19 October 2003

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I. INTRODUCTION

The 2002-03 Faculty Senate had an intensive and productive year. In addition to an ambitious agenda focused on supporting the quest for top-100 status, the Senate also addressed a wide range of other important issues including the draft for a new *Faculty Handbook*, the semester conversion, and institutional management practices in information systems and research. The legislative agenda was sufficiently busy that it necessitated, for the second year in a row, the need for periodic weekly meetings of the Senate. In summary, the Senate adopted 39 resolutions involving:

Classrooms

- resolution to **reduce Northeastern's classroom usage to the national norm of a maximum 85% occupancy rate.**
- resolution to **urge the administration to build quickly as many state of the art classrooms as possible in order to address the current inadequacies of the classroom inventory.**

Faculty

- recommendation for a **4% merit increase for faculty salaries for 2003-04.**
- recommendation for a **\$2.25 million faculty equity pool for each of the next two years.**
- resolution **for the University to commit resources for research activities commensurate with top-100 status.**

Faculty Handbook

- 13 resolutions on **section VI of the new Faculty Handbook.**

Organizational

- name change for Department of Geology to **Earth and Environmental Sciences.**
- creation of a **new standing committee of the Senate on Information Systems Policy.**
- creation of a **new standing committee of the Senate on Library Policies and Operations.**
- **elimination of the University Research Council** and creation of a **new standing committee of the Senate on Research Policy Oversight.**
- **provision for more faculty involvement in the budget process.**
- **provision for more transparency in the budget process, including contingency funding.**

Policy

- **new academic standing, probation, and dismissal policies for full-time students.**
- **new policy on credit toward tenure.**

Programmatic

- **new Ph.D. program in Criminology and Justice Policy.**
- **new joint M.B.A and M.S. in Finance program.**
- **new multi-track professional Master's Degree in Biotechnology.**
- **transfer of Special Education Programs to the School of Education.**

Semester Conversion

- **new policy on faculty summer teaching compensation under semester calendar.**
- **new policy on required summer teaching under semester calendar.**

The following sections II-VI summarize details of the 2002-03 Senate's activities and outcomes for its actions.

II. SENATE INITIATIVES IN SUPPORT OF TOP-100 STATUS

After broad consultation with the members of the faculty and senior administration, the Senate Agenda Committee decided that the primary focus for the 2002-03 Faculty Senate would again be initiatives in support of the University's goal for top-100 status among national research universities.

The Senate Agenda Committee therefore presented charges to key Senate standing committees that focused on issues with the potential to advance the University towards its goal: improvements in classroom quality, technology and inventory, to provide the delivery of an undergraduate education of the highest possible quality; real-time quality control databases and systems for enhanced student retention and graduation; competitive faculty workloads to provide appropriate high-quality environments for optimum teaching and research activities; faculty salary merit and equity funds to continue the process begun last year to reverse the dramatic declines in faculty salary competitiveness over the last decade and thereby enhance our academic reputation via the retention and recruitment of the best faculty; improvements in the budget process to provide for greater transparency and input by the faculty to support key academic initiatives.

Background information on these issues and for the charges to the various Senate Committees was given in the Chair of the Senate Agenda Committee's address to the University, and in his report *A Primer on Progress* to the Senate. The address can be found at

http://www.facultysenate.neu.edu/committees02_03/senate_standing/senate_agenda/02rpl-speech.pdf

and the *Primer on Progress* at

http://www.facultysenate.neu.edu/committees02_03/senate_standing/senate_agenda/02rpl-primer.pdf

The following gives a summary of Senate initiatives given to Senate Standing Committees in support of the quest for top-100 status.

1. Academic Policy Committee

Background

A presence in the top-100 institutions demands the delivery of an undergraduate education of the highest possible quality. This in turn demands the very best faculty and the very best classrooms. In recent years there has been a constant upgrading of Northeastern's classrooms. Nevertheless, issues with the number of classrooms and the technology available within them continue to persist. For the longest time, Northeastern has operated at a very high level of utilization of its classrooms. Such a practice leads to obvious scheduling difficulties as well as the scheduling of maintenance and upgrades. In addition, technology is not available in all classrooms and even upgraded classrooms cannot always be made available to faculty desiring them. All of this can lead to significant frustrations for both faculty and students. These difficulties may be exacerbated by the forthcoming conversion to a semester calendar.

Classroom size plays a significant role in the institutional rankings in the *US News and World Report: 2003 America's Best Colleges*. The quality of classrooms surely plays a significant role in the learning process and therefore in retention and graduation, both important factors in the *US News* rankings. In addition, the *US News* rankings focus special attention on the number of classes with fewer than 20 students (the higher the number the better). For institutions in Tier 1, for example, 55% of all undergraduate courses taught have fewer than 20 students; the average for Tier 2 institutions is 44% and that for Tier 3 institutions is 43%. The average for Northeastern is 39% and it is ranked 39th out of a total of 65 institutions in Tier 3 for this measure. Northeastern may need more classrooms in order to improve in this category.

Accordingly, the Academic Policy Committee was asked to address these issues in the following charge.

Charge

1. Assess the current high-utilization classroom policy at Northeastern and identify all consequent problems associated with this, especially those that have impact on our goal for top-100 status.
2. Assess the overall quality of Northeastern classrooms and identify specific changes needed in classroom quality, technology, etc., in order for us to provide an outstanding learning environment commensurate with top-100 status.
3. Make recommendations on any classroom inventory changes needed at Northeastern in order to approach the classroom inventories and operating occupancies at matchmate institutions consistent with our top-100 goal.
4. Make recommendations on classroom inventory changes needed at Northeastern in order to move towards a more competitive position with Tier 1 and Tier 2 institutions for the number of undergraduate classes being taught with fewer than 20 students.

The Committee was asked to present its report on this charge to the Senate Agenda Committee by no later than April 15, 2003.

The Committee Report on Classroom Usage Patterns and Preliminary Recommendations was released February 2003. The Committee Report is available at:

http://www.facultysenate.neu.edu/committees02_03/senate_standing/academic_policy/APCRep2-19-03.pdf

Resolutions adopted by the Senate, and subsequent actions on them, based on the Committee Report are given in Section VI of this Annual Report, resolutions #16, and 17.

2. Enrollment and Admissions Policy CommitteeBackground

The *US News* 2003 rankings adopt the position that the higher the proportion of freshmen who return to campus the following year and eventually graduate, the better a school is apt to be at offering the classes and services students need to succeed. They use two different factors in their rankings: the graduation and retention rate (20 percent of the overall ranking), and the graduation rate performance (5 percent of the overall ranking).

The graduation and retention rate has two components: a six-year graduation rate (80 percent of the score) and a freshman retention rate (20 percent of the score). The graduation rate is the average percent of a graduating class that earns a degree in six years or less.

The graduation rate performance is defined as the difference between the actual six-year graduation rate for students entering in the fall (of 1995 for the current 2003 rankings) and the predicted graduation rate. The predicted graduation rate is based upon characteristics of the entering class, as well as characteristics of the institution. If a school's actual graduation rate is higher than the predicted rate, then the school is enhancing achievement.

Graduation and retention therefore account for 25 percent of the overall *US News* 2003 rankings. These components will be shaped by the caliber and appropriateness of students who join the University, and we have some degree of control over this. The more difficult part involves the experiences and progress of the students after they have matriculated. Much has been done to improve this aspect. However, one area for

improvement may be the development of key information data bases that provide faculty advisors and appropriate administrators with access to real-time data on all students' performance in the classroom, in cooperative education, and in other experiential education activities, as well as any other key information that may affect their retention or graduation. This will be especially true during the semester conversion years, including this year.

Accordingly, the Enrollment and Admissions Policy Committee was asked to report back on these issues in the following charge.

Charge

To prepare a report identifying new or existing measures for real-time data bases that may play a vital role in characterizing students' academic and cooperative and experiential education progress and thereby enabling enhanced decision making for improved retention and graduation.

The Committee was asked to report back on these matters by 3 March 2003.

The Committee Report was received in June 2003. The Committee Report is available at:

http://www.facultysenate.neu.edu/committees02_03/senate_standing/enrollment_admissions/EAPCRep5-27-03.pdf

Because of time constraints, only one resolution (of several) was acted on by the Senate. The resolution adopted by the Senate, and subsequent action on it, based on the Committee Report is given in Section VI of this Annual Report, resolution #39. The Committee Report was subsequently released to the 2003-04 Faculty Senate for its further consideration and action on the remaining items not taken up by the 2002-03 Faculty Senate.

3. Faculty Development Committee

Background:

Faculty workloads generally have three main components: teaching; research, scholarship, and creative activities; and service. It is the ongoing belief of many faculty that faculty workloads, and especially teaching loads, are high at Northeastern. There is also a growing sense that faculty workloads have grown steadily larger in recent years due to burgeoning administrative assignments and new management practices.

It is critical that Northeastern has competitive teaching loads in order to recruit and retain high-quality faculty, and to provide appropriate high-quality environments for teaching and research that are commensurate with our top-100 goal. Teaching loads that are too high may not yield the optimum educational experience for students, and will provide constraints for the accomplishment of high-quality research and scholarship. Such outcomes will affect our academic reputation.

The common measure for defining teaching loads is the number of courses taught per academic year. In using this measure, however, especially for comparisons with loads at other institutions, care must be taken to normalize for factors such as the number of credit hours involved (many institutions operate with three-credit courses rather than the four-credit course approach at Northeastern). In addition, many institutions provide additional weighting for courses with large student enrollments, and for graduate courses. At the academic unit level, it is recognized that teaching loads will vary by discipline and by factors such as the unit's activity in graduate and research programs. For individual faculty members, it is recognized that the weighting of the components of a faculty member's load may need to change over time to reflect activity levels in these.

Accordingly, the Faculty Development Committee was asked to develop a report on this issue with the following charge.

Charge

1. Based on practices at other top-100 matchmate institutions, establish a measure or a set of measures (i.e., number of courses, number of students, class-time, etc) by which teaching loads can reasonably be defined and compared.
2. Recommend a collegial process by which competitive teaching loads can be established for each unit.
3. Recommend a collegial process by which periodic reviews of individual faculty workloads can be made to ensure a faculty member's continuing development and to provide appropriate support and resources to that end.

The Committee was asked to report back on these matters by no later than March 14, 2003.

A preliminary Committee Report was received in May 2003. However, the Senate Agenda Committee asked the Faculty Development Committee to revise parts of its Report. The revised Report was subsequently received in June 2003, but too late to be considered by the Senate. The Report was therefore not released.

4. Financial Affairs Committee

Background

The Financial Affairs Committee was asked to address three issues: faculty salaries, early retirement incentives, and the budget process.

A key area for improvement that will support our top-100 goal continues to be faculty salaries. Two major factors in the *US News and World Report: 2003 America's Best Colleges* rankings are directly related to salaries: academic reputation (25% of the total ranking) and faculty resources (20% of the total ranking).

Academic reputation depends on the quality, commitment and successes of the professoriate. Faculty salaries play a vital role to this end. Competitive faculty salaries are essential for both the retention of existing faculty and recruitment of new faculty. Last year, Northeastern's 2002 ranking for academic reputation slipped somewhat to 125th, down from 105th the previous year. The 2003 rankings show us stable at 125th.

Thirty-five percent of the faculty resources factor in the *US News* rankings is determined by faculty salaries and benefits adjusted for regional differences in cost of living from indices from Runzheimer International. According to the *US News*, Northeastern's ranking for faculty resources has declined steadily over the past several years. In 1996, for example, Northeastern's overall national ranking was 138th but its ranking for faculty resources was 96th; this latter being Northeastern's best ranking of any of the factors used (i.e. academic reputation, retention, faculty resources, selectivity, financial resources, alumni giving, and graduation rate). In 2003, Northeastern's overall ranking is 142nd, but its ranking for faculty resources has dropped to 196th, now its worst ranking of any of the components used.

Why is there this slippage in the rankings for faculty resources? Two factors immediately suggest themselves: faculty salaries and the percent of classes with fewer than 20 students. Last year, the Senate demonstrated in a number of analyses that the growth in Northeastern faculty salaries over the previous decade was well below that of other regional and national matchmate institutions and groups and, as a

consequence, that the relative standing of faculty salaries at Northeastern University had declined significantly over this period and our competitive advantage diminished for all three professorial ranks. As a result of the Senate's advocacy, the University responded positively by committing to a multi-year program starting in 2002-03 to rectify the salary problem. A second component of faculty resources is the percent of classes taught with fewer than 20 students. Northeastern is ranked 39th of the 65 institutions in Tier 3 for this measure.

A second key area for change concerns the declining size of the professoriate. Last year, a report to the Senate described a significant decline in the size of the professoriate since 1990-91 despite a sharp increase in recent years in the full-time student headcount to above the headcount levels in 1990-91. To some extent this latter appears to have been compensated for via a sharp increase in full-time lecturers, and the like, rather than via an increase in the size of the professoriate. While advocacy for specific new positions must come from the Colleges and their Deans, the Faculty Senate can address one aspect of this situation. Faculty positions are not only created out of new resource allocations, but also out of existing resources freed up by faculty retirements and the like. A senior faculty line can usually create an opportunity for more than one junior hire. Many institutions actively seek to promote early retirements through incentive packages of one kind or another for precisely this purpose.

A third key area for change is the University budget process. There have been continuing suggestions from faculty for a more open budget process. Many faculty members who have previously served on the Committee on Funding Priorities have been concerned with the limited scope of its operations. This concern has broadened as investments in the Colleges have been limited while major investments have been made in important infrastructure needs elsewhere. During the five-year period from fiscal 1998 to fiscal 2002, for example, the total budgets for the Colleges (i.e. Arts and Sciences, Bouvé, Business Administration, Computer Science, Criminal Justice, Engineering and Law) increased by 16.8% compared to the 38.9% increase for all other budget areas. As a result, the College budgets have slipped from 35.1% to 31.2% of the total operating budget during fiscal 1998-2002. The point here is not necessarily to question these outcomes but rather to emphasize the need to explore ways for improved advocacy and openness concerning the establishment and details of the budget.

Accordingly, the Financial Affairs Committee was asked to address the following charges.

Charge

1. Based on current information and any other analyses that it may wish to undertake, the Committee is asked to make recommendations on appropriate merit raises and equity adjustments for 2003-04, with a particular emphasis on restoring Northeastern's earlier competitive advantage. The recommendation for equity/market adjustment raises should include consideration of matchmate data collected by the Office of University Planning and Research, appropriately adjusted for cost of living factors if possible. The Committee has been asked to present its recommendations on these matters to the Faculty Senate in its meeting scheduled for November 4, 2002.
2. The Committee was asked to address the following as part of a new initiative to encourage retirements in general, and early retirements in particular, with the ultimate goal of generating resources for renewing and increasing the size of the professoriate:
 - Review the University policy for continuation of medical insurance for retired faculty and compare with policies in the top-100 national research universities.
 - Evaluate national incentive models for early retirement of tenured faculty and recommend an early retirement plan for Northeastern University.

- Review the University 403B retirement plans and make suggestions for improvement if needed.
- Recommend any additional suggestions for inclusion in such an initiative.

The Committee was asked to present its recommendations on these matters by 1 February 2003.

3. Some members of the Committee will serve as faculty representatives on the Committee on Funding Priorities. The Committee members should consider all appropriate issues as they relate to the well being and success of the University. The Committee members should report back on the progress of the Committee on Funding Priorities in a timely and appropriate manner. Along with the Chair of the Senate Agenda Committee, the members of the Financial Affairs Committee serving on the Funding Priorities Committee were asked to carefully consider and report back to the Senate by no later than 1 March 2003 any suggestions for improving the annual budget process.

The Committee Report on Faculty Salaries was released October 2002, and the Report on the Annual Budget Process was released May 2003. No report was given on charge #2. The Committee Reports are available at:

http://www.facultysenate.neu.edu/committees02_03/senate_standing/financial_affairs/index.shtml

Resolutions adopted by the Senate, and subsequent actions on them, based on the Committee Report on Faculty Salaries, are given in Section VI of this Annual Report, resolutions #3, 4 and 5. Resolutions adopted by the Senate, and subsequent actions on them, based on the Committee Report on the Annual Budget Process, are given in Section VI of this Annual Report, resolutions #30 and 31.

III. SENATE INITIATIVES RESPONDING TO FACULTY CONCERNS

In 2001-02, the Senate Agenda Committee created two blue-ribbon committees to address two important issues generating strong faculty concerns: the draft for a new *Faculty Handbook*, and a number of newly created management practices and reorganizations. The two committees created to address these concerns were the *Ad Hoc* Faculty Handbook Revision Committee and the *Ad Hoc* Institutional Management Practices Committee.

1. Ad Hoc Faculty Handbook Revision Committee

Background

In 1999, the Senate Agenda Committee established a Faculty Handbook Revision Committee to update the *Faculty Handbook*. The Faculty Handbook Revision Committee grew out of a resolution passed by the Faculty Senate on May 3, 1999, that a committee be convened to rewrite the tenure and promotion sections of the *Faculty Handbook*. Subsequent discussions of the Agenda Committee with President Freeland led to agreement that this committee should review the entire *Handbook*.

In the Spring of 2001, the Faculty Handbook Revision Committee delivered a *Draft for a New Faculty Handbook*, details of which can be found in the Archives section of the Faculty Senate website at:

www.facultysenate.neu.edu/committees02_03/senate_adhoc/handbook_review/handbookdraft.pdf

The draft was significantly different in format and content from the current operating *Faculty Handbook*. The 2000-01 Faculty Senate began deliberations on the new draft in the Spring quarter, but very serious concerns were raised about the draft both in the 2000-01 Faculty Senate and from the faculty generally. The 2000-01 year ended with the Senate deliberations unfinished on the *Draft for a New Faculty Handbook*.

The *Faculty Handbook* is an extremely important document addressing many legal issues, contractual obligations, property rights, and due processes. It is vital for the faculty that these not be compromised, eroded, or unwittingly changed in any way. Given the importance and complexity of the *Draft for a New Faculty Handbook*, and the extensive concerns raised with it, the 2001-02 Senate Agenda Committee decided to suspend further Faculty Senate discussions on the draft and to proceed in the interim by referring the draft to a new committee - the *Ad Hoc* Faculty Handbook Review Committee. The purpose of this Committee was to prepare a report that would facilitate an eventual Faculty Senate deliberation leading to a new *Faculty Handbook*.

Charge

The Senate Agenda Committee asked the 2001-02 *Ad Hoc* Faculty Handbook Review Committee to carefully evaluate the *Draft of a New Faculty Handbook* (excluding the sections already acted on by the Senate) to ensure that the integrity and substance of the current operating *Faculty Handbook* and the *Operations Manual*, including any related changes subsequently approved by the Faculty Senate, was maintained, and to present a report that would facilitate a productive discussion in the Faculty Senate on this issue. The report was to address, but was not confined to, the following issues:

- a) The identification of all substantive changes in material, either by addition or by deletion, not covered in the current *Faculty Handbook* and *Operations Manual*, but which has been approved by the Faculty Senate or promulgated by the Administration (with dates and details of these actions where possible).
- b) The identification of all other changes in material, either by additions or deletion, not covered in the current *Faculty Handbook* and *Operations Manual*.
- c) Within the items covered in (b), the identification of all material that might impact the collective faculty interests, and/or the integrity of the current operating *Faculty Handbook* and *Operations Manual*.
- d) Make recommendations for Faculty Senate action on any or all of the above.
- e) Make a recommendation on whether or not the current practice should be continued of having material germane to faculty interest contained in a separate *Faculty Handbook* and *Operations Manual*.

The Committee was originally asked to present its recommendations on these matters by no later than January 25, 2002. However, the task proved more extensive than originally anticipated. An *Interim Report on Section VI of the Handbook* was received in late Spring of 2002, but too late for consideration by the 2001-02 Faculty Senate.

During 2002-03, the Senate completed its initial deliberations on this Section VI of the Handbook. The *Interim Report* is available in the Archives section on the Faculty senate website at:

http://www.facultysenate.neu.edu/committees02_03/senate_adhoc/handbook_review/hb_interim_report.shtml

Resolutions adopted by the Senate, and subsequent actions on them, based on the *Interim Report* are given in Section VI of this Annual Report, resolutions #1, 2, 6,7, 8, 9, 10, 11, 18, 20, 27, 28, and 38.

2. Ad Hoc Institutional Management Practices Committee

Background and Charge

Over the past four years, Northeastern has instituted a number of management practices and reorganized a number of administrative units in order to better serve the university community. In many cases these changes have directly affected the working environment for faculty and staff, and the educational environment for students. An environment that supports the creative and productive activities of the faculty and that maximizes the duty cycle for these activities is essential for a University aspiring to top-100 status. Similarly, an environment that supports students' needs and minimizes bureaucratic downtime is essential to securing retention and graduation rates consistent with a top-100 status.

Accordingly, the 2001-02 Senate Agenda Committee created the *Ad Hoc* Committee on Institutional Management Practices and asked it to investigate the impact of these institutional changes from the point of view of the University's client populations, particularly faculty and students, to determine the efficacy of these changes and, where necessary, to recommend change for improvement.

The Committee decided that it would assess operations and changes in Information Systems and Research. The Committee was originally asked to present its report to the Senate Agenda Committee by no later than March 15, 2002. However, the task proved more extensive than originally anticipated, and the final reports were not received until the Spring quarter of 2003.

The Committee report on Information Services was released April 2003, and the report on Research Management was released May 2003. The Committee Reports are available at:

http://www.facultysenate.neu.edu/committees02_03/senate_adhoc/inst_manage/index.shtml

Resolutions adopted by the Senate and subsequent actions on them for Information Services are given in Section VI of this Annual Report, resolutions #22, 23, 24, and 32. Resolutions adopted by the Senate and subsequent actions on them for Research Management are given in Section VI of this Annual Report, resolutions #33, 34, 35, 36, and 37.

IV. OTHER SENATE AGENDA COMMITTEE ACTIONS

1. New Faculty Senate Website

A primary focus for the Senate Agenda Committee was an improvement in communications with the faculty. To this end, SAC worked with the EdTech Center to establish a new Faculty Senate website which came on line in May 2002 at www.facultysenate@neu.edu. During 2002-03, this became fully functional with real-time listing of agendas, minutes, committees, reports and the like, and with archive and website search capabilities. Development of further website features continued for faculty poll and faculty interactive discussion features.

V. COMMITTEES: MEMBERSHIP AND OUTCOMES

1. Senate Standing Committees

Senate Agenda Committee

Professor Robert P. Lowndes, Chair (Physics)
Professor Thomas A. Barnes (Cardiopulmonary Sciences)
Professor Sharon M. Bruns (Accounting)
Professor Charles H. Ellis Jr. (Biology)
Professor John G. Flym, Secretary (Law)
Professor Steven A. Morrison (Economics)

Academic Policy Committee

Professor Gerald H. Herman, Chair (History)
 Professor Christopher J. Bosso (Political Science)
 Professor Hameed Metghalchi (Mechanical, Industrial and Manufacturing Engineering)
 Professor Mary E. O'Connell (Law)
 Professor Robert F. Young (Marketing)
 Linda D. Allen, *ex officio* (University Registrar)
 James Brand, *ex officio* (Director, Space Planning)

The Committee Report on Classroom Usage Patterns and Preliminary Recommendations was released February 2003. The Committee Report is available at:

http://www.facultysenate.neu.edu/committees02_03/senate_standing/academic_policy/APCRep2-19-03.pdf

Committee on Athletics (continued from 2001-02)

Professor Arvin Grabel, Chair (Electrical and Computer Engineering)
 Professor Gilda A. Barabino (Chemical Engineering)
 Professor Robert S. Curtin (Director, Physical Education and Dance)
 Professor Joseph W. Meador (Finance and Insurance)
 David B. Thornton (Systems Manager, Registrar's Office)
 Professor Wallace W. Sherwood, Enrollment and Admissions Policy Committee Liaison

The Committee report was expected but not received in 2002-03.

Enrollment and Admissions Policy Committee

Professor Phyllis R. Strauss, Chair (Biology)
 Professor Brendan Bannister (Human Resources Management)
 Professor John Casey (Computer and Information Science)
 Professor Dorett M. Hope (Nursing)
 Professor Stephen M. Kane (Cooperative Education, Engineering)
 Sr. Vice President Philomena V. Mantella (Enrollment and Student Affairs)

The Committee Report is available at:

http://www.facultysenate.neu.edu/committees02_03/senate_standing/enrollment_admissions/EAPCRep5-27-03.pdf

Faculty Development Committee

Professor Neil O. Alper, Chair (Economics)
 Professor Surendra M. Gupta, Co-Chair (Mechanical, Industrial and Manufacturing Engineering)
 Professor Ban-An Khaw (Pharmaceutical Sciences)
 Professor Joseph W. Meador (Finance and Insurance)
 Professor Mary Jo Ondrechen (Chemistry)

A Committee Report was received in June 2003 but not released.

Financial Affairs Committee

Professor Bruce A. Wallin, Chair (Political Science)
 Professor James A. Fox (Criminal Justice)
 Professor Yiannis A. Levendis (Mechanical, Industrial and Manufacturing Engineering)
 Professor Michael T. Vaughn (Physics)
 Professor Edward G. Wertheim (Human Resources Management)

The Committee Report on Faculty Salaries was released October 2002, and the Report on Annual Budget Process was released May 2003. The Committee Reports are available at:

http://www.facultysenate.neu.edu/committees02_03/senate_standing/financial_affairs/index.shtml

2. Ad Hoc Senate Committees

Ad Hoc Committee on Athletics (continued from 2001-02)

Professor Gregory H. Wassall, Chair (Economics)
 Professor Richard A. Katula (Communication Studies)
 Professor Bahram Shafai (Electrical and Computer Engineering)
 Professor Michael G. Turner (Criminal Justice)
 Professor William E. Wray (Cooperative Education)
 David O'Brien (Director, Athletics)

A Committee report was expected in Fall quarter, 2002 but not received during 2002-03.

Ad Hoc Faculty Handbook Review Committee

Professor Charles H. Ellis, Jr., Chair (Biology)
 Professor Thomas A. Barnes (Cardiopulmonary Sciences)
 Professor William F. Crittenden (General Management)
 Professor Arvin Grabel (Electrical and Computer Engineering)
 Professor Stephen M. Kane (Cooperative Education, Engineering)
 Professor Anthony Iarrobino (Mathematics)
 Professor Wallace W. Sherwood (Criminal Justice)
 Professor Michael T. Vaughn (Physics)
 Professor Gerald H. Herman, Liaison

The Interim Committee Report was received in Spring 2002 and is available at:

http://www.facultysenate.neu.edu/committees02_03/senate_adhoc/handbook_review/hb_interim_report.shtml

Ad Hoc Committee on Institutional Management Practices

Professor Gerald H. Herman, Chair (History)
 Professor Jane Aroian (Nursing)
 Professor Joseph Ayers (Biology)
 Professor Barry Bluestone (Sociology and Anthropology)
 Professor Paul C. Champion (Physics)
 Professor Stephen W. McKnight (Electrical & Computer Engineering)

The Committee report on Information Services was released April 2003, and the report on Research Management was released May 2003. The Committee Reports are available at:

http://www.facultysenate.neu.edu/committees02_03/senate_adhoc/inst_manage/index.shtml

3. Administrator Oversight Evaluation Committee and Evaluation Committees

Administrator Evaluation Oversight Committee

2002-2003

Professor Gerald H. Herman, Chair (History)
Professor Gerald L. Bursey (Political Science)
Associate Dean Agnes H. Chan (Computer and Information Science)
Professor Arvin Grabel (Electrical and Computer Engineering)
Professor Edward L. Jarroll (Special Assistant to Provost)

2003-2004

Professor Gerald H. Herman, Chair (History)
Associate Dean Jeffery A. Born (Business Administration)
Professor Elizabeth C. Cromley (Architecture)
Professor Arvin Grabel (Electrical and Computer Engineering)
Professor Edward L. Jarroll (Special Assistant to Provost)

Committee to Evaluate Janet L. Bobcean, Chair, Theatre Department

Professor Phillip David Marshall, Chair (Communication Studies)
Professor Dennis R. Cokely (American Sign Language)
Professor Dan T. Dunn, Jr. (Marketing)
Professor Richard A. Katula (Communication Studies)
Associate Dean Luis M. Falcon (Arts and Sciences)

Status: report released 8 May 2003.

Committee to Evaluate Stephen G. Harkins, Chair, Psychology Department

Professor Frederick C. Davis, Chair (Biology)
Professor Emanuel J. Mason (Counseling and Applied Psychology)
Professor Steven A. Morrison (Economics), acting chair
Professor Kwamina Panford (African-American Studies)
Associate Dean Ena Vazquez-Nuttall (Bouvé)

Status: report released 10 July 2003.

Committee to Evaluate Fabrizio Lombardi, Chair, Electrical and Computer Engineering

Professor John W. Cipolla, Jr., Chair (Mechanical, Industrial & Manufacturing Engineering)
Professor Alain S. Karma (Physics)
Professor Viera K. Proulx (Computer and Information Science)
Professor Albert Sacco, Jr. (Chemical Engineering)
Professor Carol M. Warner (Biology)

Status: report released 10 July 2003.

Committee to Evaluate Steven A. Morrison, Chair, Economics Department

Professor Mary Loeffelholz, Chair (English)
 Professor Thomas P. Cullinane (Mechanical, Industrial & Manufacturing Engineering)
 Professor Leon C. Janikian (Music)
 Professor Harlan D. Platt (Finance & Insurance)
 Professor Wendy A. Smith (Biology)

Status: report released 3 June 2003.

Committee to Evaluate Denis J. Sullivan, Chair, Political Science Department

Professor Barbara R. Kelley, Chair (Nursing)
 Professor Shahid M. Alam (Economics)
 Professor Harry W. Lane (General Management)
 Professor Jeanne Levesque (Government Relations)
 Professor Wendy E. Parmet (Law)

Status: review terminated; Professor Sullivan resigned the position.

4. Search Committees

Architecture Chair Search Committee (Internal) (2002-03)

Professor Mardges Bacon, Chair (Architecture)
 Professor Peter G. Furth (Civil and Environmental Engineering)
 Professor Stephen G. Harkins (Psychology)
 Professor Peter H. Wiederspahn (Architecture)
 Professor Maureen Zell (Architecture)

Outcome: Professor George H. Thrush, Northeastern University, appointed.

Biology Chair Search Committee (Internal) (2003-03)

Professor Charles H. Ellis, Jr., Chair and SAC Liaison (Biology)
 Professor Frederick C. Davis (Biology)
 Professor Slava S. Epstein (Biology)
 Professor Meredith H. Harris (Physical Therapy)
 Professor Philip W. LeQuesne (Chemistry and Chemical Biology)

Outcome: Professor Susan G. Powers-Lee, Northeastern University, appointed.

Chemistry and Chemical Biology Chair Search Committee (Internal) (2002-03)

Professor Philip W. LeQuesne, Chair (Chemistry and Chemical Biology)
 Professor Mary Jo Ondrechen (Chemistry and Chemical Biology)
 Professor Paul Vouros (Chemistry and Chemical Biology)
 Professor Srinivas Sridhar (Physics)
 Professor Ronald J. Willey (Chemical Engineering)

Outcome: Professor Graham Jones, Northeastern University, appointed.

History Chair Search Committee (Internal) (2002-03)

Professor Ballard C. Campbell, Chair (History)
Professor Thomas H. Koenig (Sociology)
Professor Patrick Manning (History)
Professor Clay McShane (History)
Professor Heidi Vernon (General Management)
Outcome: Professor Laura Frader, Northeastern University, appointed.

Visual Arts Chair Search Committee (External)

Professor Mira Cantor, Chair (Visual Arts)
Professor Edwin C. Andrews (Visual Arts)
Professor Thomas Starr (Visual Arts)
Professor Janet L. Bobcean (Theatre)
Professor Margaret Y. Woo (Law)

Status: The committee completed its work and made a recommendation, but the President and Provost decided not to accept the recommendation.

Vice President for Cooperative Education Search Committee (External) (2002-03)

Professor Jack R. Greene, Chair (Criminal Justice)
Mr. Michael Cronin (Trustee)
Professor Pamela W. Goodale (Cooperative Education, Arts & Sciences)
Professor Malcolm D. Hill (Vice Provost Undergraduate Education)
Professor Stephen M. Kane (Cooperative Education, Engineering)
Professor Linda M. O'Connor (Cooperative Education, Business Administration)
Professor Susan G. Powers-Lee (Biology)
Vice President Marian Stanley (Corporate Relations)
Dean Ira R. Weiss (Business Administration)
Professor Mishac K. Yegian (Civil & Environmental Engineering)
Mr. Sharif Zeid (student from CBA appointed by SGA)

Outcome: Lynn W. Lyford, Regional Director for State and Local Government Affairs for EDS, appointed.

5. Ad Hoc Mediation Committees

Grievance Committee #1

Professor Julie H. Hertenstein (Accounting)
Professor Emanuel J. Mason (Counseling & Applied Psychology)
Professor Robert F. Young (Marketing)

Grievance Committee #2

Professor Anthony J. Devaney (Electrical & Computer Engineering)

Professor Carol A. Glod (Nursing)
 Professor Thomas O. Sherman (Mathematics)

6. University Committees

Excellence in Teaching Awards Judging Committee

Professor Richard Bailey (Geology)
 Professor Carol A. Glod (Nursing)
 Professor Jeffrey A. Hopwood (Electrical & Computer Engineering)
 Professor Don E. Lewis (Director, Center for the Arts)
 Professor David A. Rochefort (Political Science)
 Professor Thomas O. Sherman (Mathematics)
 Professor Edward G. Wertheim (Human Resources Management)

Outcome: Awards given to:

Paul Beaudoin (Music), Lecturer
 Steven R. Kursh (Finance and Insurance), Associate Academic Specialist
 Professor Therese O'Neil-Pirozzi (Speech Language Pathology and Audiology)
 Professor Andrew J. Rohm (Marketing)
 Professor Michael C. Tolley (Political Science)
 Professor Alan J. Zaremba (Communications Studies)

Klein University Lectureship Committee

Professor Robert P. Lowndes, Chair (Physics)
 Professor Arun Bansil (Physics)
 Professor Joanne L. Miller (Psychology)

Outcome: Sheila M. Puffer, Department of CBA General Management, selected as 2003 Klein University Lecturer.

Library Advisory Committee

Professor Mansoor M. Amiji (Pharmaceutical Sciences)
 Professor Donna M. Bishop (Criminal Justice)
 Professor David Boyd (Human Resources Management)
 Professor John Casey (Computer & Information Science)
 Professor William H. Detrich (Biology)
 Professor William Kirtz (Journalism)
 Professor Jacqueline A. Isaacs (Mechanical, Industrial & Manufacturing Engineering)

Northeastern University Press Editorial Board

Professor Roger I. Abrams (Law)
 Professor Barry Bluestone (Center for Urban & Regional Political Economy)
 Professor William Crotty (Political Science)
 Professor Charles Fountain (Journalism)
 Professor Richard A. Katula (Communication Studies)
 Professor Guy L. Rotella (English)
 Professor Harlow L. Robinson (Modern Languages)
 Professor Susan Setta (Philosophy & Religion)

Professor Judith Tick (Music)

University Standing Appeals Committee on Tenure

Professor Anthony Iarrobino, Co-Chair (Arts and Sciences)
 Professor Mustafa R. Yilmaz, Co-Chair (Business Administration)
 Professor Donna M. Bishop (Criminal Justice)
 Professor Anthony J. Devaney (Electrical & Computer Engineering)
 Professor Robert P. Futrelle (Computer Science)
 Professor John E. Kwoka, Jr. (Economics)
 Professor Mary Loeffelholz (English)
 Professor William F. Miles (Political Science)
 Professor Ronald Mourant (Engineering)
 Professor David M. Phillips (Law)
 Professor William Sanchez (Bouvé)
 Professor Vladimir P. Torchilin (Pharmaceutical Sciences)
 Professor Carol M. Warner (Biology)

University Technology Council (faculty members)

Professor Joseph Ayers (Biology)
 Professor Gerald H. Herman (History)
 Professor Robert P. Lowndes, *ex officio* (SAC Chair, Physics)
 Professor A. Bruce McDonald (Electrical & Computer Engineering)
 Associate Dean Richard Rasala (Computer & Information Science)
 Professor Marius M. Solomon (Management Science)

VI. SENATE RESOLUTIONS AND OUTCOMES

9/30/02 0203-01. Ad Hoc Faculty Handbook Review Committee Resolution #1 - Organization of Handbook:

BE IT RESOLVED That the Faculty Senate approves, in principle, the organization of the Faculty Handbook represented in the revised draft table of contents submitted by the ad hoc Committee to Review the Faculty Handbook. (35-0)

Action by President: Not sent to President, pending final Senate action.

9/30/02 0203-02. Ad Hoc Faculty Handbook Review Committee Resolution #2 - Section VI Preamble:

BE IT RESOLVED That the Faculty Senate approves the Section VI preamble paragraphs presented in the Revised Draft (4/30/02) from the ad hoc Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the Faculty Handbook. (35-0)

Action by President: Not sent to President, pending final Senate action.

11/04/02 0203-03. Financial Affairs Committee Report on Salaries - Resolution #1:

BE IT RESOLVED that the Faculty Senate supports the recommendation of the Financial Affairs Committee to seek a 4% merit raise for the 2003-2004 academic year based on the expectation of 2% inflation, plus the need for an extra 2% to provide real salary increases for faculty. (31-0)

Action by President: Informational, no action required. Acknowledged by President 11/20/02. Per Board Secretary, Trustee approval not required.

11/04/02 2023-04. Financial Affairs Committee Report on Salaries - Resolution #2:

BE IT RESOLVED that, given the significant salary shortfall that has developed over the last decade between Northeastern and the average of national category I private universities, the Faculty Senate supports the recommendation of the Financial Affairs Committee to urge the President and Board of Trustees to adopt a compensation policy that will move the University to average salary levels at or above those of national category I private universities. To this end we propose that there be an equity/market adjustment raise pool of at least \$2.25 million for each of the next two academic years. (24-5-1)

Action by President: Informational, no action required. Acknowledged by President 11/20/02. Per Board Secretary, Trustee approval not required.

11/04/02 2023-05. Financial Affairs Committee Report on Salaries - Resolution #3:

BE IT RESOLVED that, given the university's use of department level matchmates for purposes of equity/market adjustments, the Office of the Provost report to the Faculty Senate on the process that was followed for determining matchmates, the resultant equity/market adjustment distributions at an appropriate level of detail, and any implications for salary adjustments in the future. (31-0)

Action by President: Informational, no action required. Acknowledged by President 11/20/02: "This is not a policy but a request for information; I endorse the request that the Provost explain the process/criteria used to determine matchmates, but do not think it appropriate for the Senate to review specific provostial judgments with respect to departments." Per Board Secretary, Trustee approval not required.

11/18/02 2023-06. Ad Hoc Faculty Handbook Review Committee Resolution #3 - Preamble and Sections VI.A.1 and VI.A.2:

BE IT RESOLVED That the Faculty Senate approves the Section VI.A preamble paragraphs and Sections VI.A.1 and VI.A.2 presented in the Revised Draft (4/30/02) from the *ad hoc* Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (23-0-1)

Action by President: Not sent to President, pending final Senate action.

11/18/02 2023-07. Ad Hoc Faculty Handbook Review Committee Resolution #4 - Section VI.A.3 (Performance Expectations):

BE IT RESOLVED That the Faculty Senate approves Section VI.A.3 (Performance Expectations) presented in the Revised Draft (4/30/02) from the *ad hoc* Committee to

Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (24-0-0)

Action by President: Not sent to President, pending final Senate action.

11/18/02 0203-08. Ad Hoc Faculty Handbook Review Committee Resolution #5 - Section VI.A.4 (Appointment and Review):

BE IT RESOLVED That the Faculty Senate approves Section VI.A.4 (Appointment and Review) presented in the Revised Draft (4/30/02) from the *ad hoc* Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (24-0-2)

Action by President: Not sent to President, pending final Senate action.

11/25/02 0203-09. Ad Hoc Faculty Handbook Review Committee Resolution #7 - Section VI.A.6 (Workload Policies):

BE IT RESOLVED That the Faculty Senate approves Section VI.A.6 (Workload Policies) Presented in the Revised Draft (4/30/02) from the *ad hoc* Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (30-2-0)

Action by President: Not sent to President, pending final Senate action.

12/02/03 0203-10. Ad Hoc Faculty Handbook Review Committee Resolution #6 - Section VI.A.5 (Salary Adjustments):

BE IT RESOLVED That the Faculty Senate approves Section VI.A.5 (Salary Adjustments) presented in the Revised Draft (4/30/02) from the *ad hoc* Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (31-0-0)

Action by President: Not sent to President, pending final Senate action.

12/02/03 0203-11. Ad Hoc Faculty Handbook Review Committee Resolution #8 - Section VI.A.7 (Grievance Process):

BE IT RESOLVED That the Faculty Senate approves Section VI.A.7 (Grievance Process) presented in the Revised Draft (4/30/02), as amended, from the *ad hoc* Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (31-0-0)

Action by President: Not sent to President, pending final Senate action.

1/27/03 0203-12. New Semester Conversion Resolution #22: Credit toward Tenure:

BE IT RESOLVED THAT, when a faculty member joins the University later than the start of the Fall term, there will be a determination by the Provost, with input from the Dean, as to whether or not that academic year will count toward tenure consideration. This

determination will be made on an individual basis in the letter of appointment. Absent such a statement, the year shall not count toward tenure. (36-0-0)

Action by President: Approved 4/22/03. Per Board Secretary, Trustee approval not required.

2/24/03 0203-13. New Semester Conversion Resolution #24 - Summer Teaching Compensation:

WHEREAS

Our goal as a University is to have comparable teaching throughout the year,

BE IT RESOLVED THAT:

In section IV.D.2.b on p. 70 of the Faculty Handbook, replace

If members of this group (Teaching Faculty) accept appointment for an additional six weeks they receive an extra payment of up to a maximum of 1/6 of their base salary. If employment is for the full summer term, the payment is equal to 1/3 of base salary.

with

Faculty on academic-year appointments under the semester calendar, who accept additional teaching appointments for a "summer term" (i.e. for a term or semester outside of their base contract), will receive payment at the rate of 1/6 of their base salary for each standard four credit hour semester course. Deviations from the standard four credit hour courses will receive payments appropriately pro-rated with the approval of the Provost. Faculty are expected to deliver the course and hold appropriate office hours. (30-1-1)

Action by President: Approved by President 4/22/03. Approved by Trustees 6/06/03.

2/24/03 0203-14. Joint Master of Business Administration and Master of Science in Finance Degree Program:

BE IT RESOLVED THAT the Faculty Senate approve the proposed joint Master of Business Administration and Master of Science in Finance (MSF/MBA) program as approved by the Graduate Council Executive Committee. (35-0-0)

Action by President: Approved by President 3/24/03. Approved by Trustees 4/11/03. Received Senate Office 6/22/03.

3/03/03 0203-15. New Semester Conversion Resolution #23 - Required Summer Teaching:

BE IT RESOLVED THAT:

In section IV.D.2.b on p. 70 of the *Faculty Handbook*, replace

"No faculty member, however, can be employed to teach for four academic quarters in successive years, except under extraordinary circumstances, and then only if such employment is approved in advance by the Provost."

with

"Northeastern University operates on a twelve month academic calendar. From time to time, therefore, faculty members may be needed to teach during the summer semester as part of their base academic year contracts. Such assignments for academic year contract faculty are subject to the following rules:

- Faculty members on probationary tenure track appointments cannot be required to undertake summer teaching requirements.
- Before requiring a faculty member to undertake such an assignment, the University will make every reasonable effort to accommodate the faculty member's personal wishes and professional obligations.
- A final decision on whether a faculty member will be needed for such an assignment will be communicated to the faculty member no later than 1 December of the year preceding the summer semester involved.
- A faculty member required to undertake such an assignment will have the right to designate which other semester will constitute the remainder of his/her base contract.
- No faculty member can be required to teach during the summer semester as part of his/her base academic-year contract more than once in any five-year period.
- No faculty member can be required to teach during a term or semester that is not part of his/her base academic-year contract." (24-0-5)

Action by President: Approved by President 8/14/03, "Approved on two-year basis to determine if policy yields sufficient coverage by full-time faculty in summer months; policy to lapse after two years unless specifically renewed." Approved by Trustees 9/19/03.

3/03/03 0203-16. Academic Policy Committee Resolution #1 - Classroom Usage Patterns:

BE IT RESOLVED THAT, as an operating premise for effectiveness consistent with our top 100 goal, the administration accept that the national norm of a maximum 85% occupancy rate in each size category is needed to ensure that the University can properly align classroom configuration with pedagogical objectives. (28-0-0)

Action by President: Approved by President 8/14/03, "Subject to administrative determination as to appropriate national norm for a top 100 university, this approved as a reasonable goal." Per Board Secretary, Trustee approval not required.

3/03/03 0203-17. Academic Policy Committee Resolution #2 - Classroom Usage Patterns:

BE IT FURTHER RESOLVED THAT the Faculty Senate recognizes that the ongoing shortage of appropriate classrooms acts to inhibit curricular reform, teaching innovation, and student satisfaction. The Senate therefore encourages the University administration to identify space not currently used for instruction, and, working in close consultation with faculty, design and quickly build as many state of the art classrooms as is practicable. (25-0-0)

Action by President: President: Informational, no action required 8/14/03, "I appreciate the Senate's attention to this important issue." Per Board Secretary, Trustee approval not required.

4/14/03 0203-18. Ad Hoc Faculty Handbook Review Committee Resolution #9 - Section VI.A.8 (Tenure):

BE IT RESOLVED That the Faculty Senate approves Section VI.A.8 (Tenure) presented in the Revised Draft (4/30/02), as amended, from the *ad hoc* Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (30-0-1)

Action by President: Not sent to President, pending final Senate action.

4/14/03 0203-19. Multi-track Professional Master's Degree in Biotechnology:

BE IT RESOLVED That the Faculty Senate approve the proposed Multi-track Professional Masters Degree in Biotechnology as approved by the Graduate Council on 14 March 2003. (29-0-0)

Action by President: Approved by President 4/22/03. Approved by Trustees 6/06/03.

4/21/03 0203-20. Ad Hoc Faculty Handbook Review Committee Resolution #10 - Section VI.A.9 (Promotion):

BE IT RESOLVED That the Faculty Senate approves Section VI.A.9 (Promotion) presented in the Revised Draft (4/30/02), as amended, from the *ad hoc* Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (30-0-0)

Action by President: Not sent to President, pending final Senate action.

4/28/03 0203-21. Academic Standing, Probation, and Dismissal Policies for Full-time Undergraduate Students:

BE IT RESOLVED That the Faculty Senate approve the proposed Academic Standing, Probation, and Dismissal Policies for Full-time Undergraduate Students, as approved by the UUCS and by the Senate Academic Policy Committee. (25-2-1)

Action by President: Approved by President 5/01/03. Per Assistant Secretary, Board approval not necessary.

5/05/03 0203-22. Institutional Management Practices Committee Report on Information Services - Resolution #1:

BE IT RESOLVED That faculty governance in the arena of information and related telecommunications systems be restored as they relate to the teaching, research, and service functions of the academy by the creation of a Standing Senate Information Systems Policy Committee. This Standing Committee will permit faculty and individual units to share their vision and participate in the assessment planning, implementation, and evaluation of information systems, and distribution facilities and infrastructures. The committee would

consist of nine teaching faculty appointed by the Senate Agenda Committee and three administrators, one of whom is appointed by the Provost, one by the Senior Vice President for Enrollment Management and Student Life, and one by the Senior Vice President for Administration and Finance. The Vice President for Information Systems serves as an *ex officio* member. Membership also includes two students, one appointed by the Student Government Association and one by the Graduate and Professional Student Association. The Committee's charge is as follows:

- a. This Committee shall be concerned with all questions relating to the development, maintenance, security, and availability of information systems and infrastructures;
- b. The Committee periodically reviews information systems priorities, policies, resources, and operations and, based on these reviews, makes recommendations concerning activities that may improve operations or enhance the seamless flow of data and information to the communities that depend on it;
- c. The Committee also makes recommendations to the Senate Agenda Committee, the administrative head of Information Systems, or to others in the administration (as appropriate) on matters concerning operations, resources, or policies. (28-1-3)

Action by President:

5/05/03

0203-23. Institutional Management Practices Committee Report on Information Services - Resolution #2:

BE IT FURTHER RESOLVED That the University immediately commit itself to the development of an integrated and robust research-computing infrastructure. While not mandating any particular structure or configuration, this infrastructure should provide basic internet access to library, reprint and data base services with content adequate to the research activities of the university, high performance workstation and supercomputer resources, ultra high speed data and video communications, programming support, modeling and simulation support, and support for dedicated laboratory signal, imaging, bioinformatics, display and data processing devices. These resources should be under effective faculty governance and be flexible enough to accommodate a wide range of research and scholarship requirements. A committee consisting of seven (7) faculty members and two (2) technical personnel will recommend policy, assess research computing needs, and formulate plans for future research computing development. This committee will form liaisons with the Standing Senate Information Systems Policy Committee, the Research Committee, and the University Technology Council. (27-3-0)

Action by President:

5/05/03

0203-24. Institutional Management Practices Committee Report on Information Services - Resolution #3:

BE IT FURTHER RESOLVED That faculty roundtables continue on an annual basis to assure a strong faculty voice relative to the academy's need in the area of Information Services during this accelerated information age. (30-0-0)

Action by President: President: Informational, no action required 8/14/03. Per Board Secretary, Trustee approval not required.

5/05/03 **0203-25. Transfer of Special Education Programs from the Department of Counseling and Applied Educational Psychology to the School of Education:**

BE IT RESOLVED That the Faculty Senate approve the proposal to transfer undergraduate and graduate programs in Special Education from the Department of Counseling and Applied Educational Psychology in Bouvé College of Health Sciences to the School of Education in the College of Arts and Sciences, without commitment to provide additional resources to the program, as approved by the Arts and Sciences College Council on 21 April 2003. (31-0-1)

Action by President: Approved 8/14/03. Per Board Secretary, Trustee approval not required.

5/05/03 **0203-26. Department Name Change: Geology to Earth and Environmental Sciences:**

BE IT RESOLVED That the Faculty Senate approve the proposal to change the name of the Department of Geology to Department of Earth and Environmental Sciences, as approved by the Arts and Sciences College Council on 21 April 2003. (31-0-1)

Action by President: Approved by President 6/03/02. Approved by Trustees 6/06/03.

5/12/03 **0203-27. Ad Hoc Faculty Handbook Review Committee Resolution #11 - Section VI.A.12.a (Resignation and Abandonment):**

BE IT RESOLVED That the Faculty Senate approves Section VI.A.12.a (Resignation and Abandonment) presented in the Revised Draft (4/30/02), as amended, from the *ad hoc* Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (34-0-0)

Action by President: Not sent to President, pending final Senate action.

5/19/03 **0203-28. Ad Hoc Faculty Handbook Review Committee Resolution #12 - Sections VI.A.11.a (Sabbatical Leaves) and VI.A.11.b (Professional Leaves):**

BE IT RESOLVED That the Faculty Senate approves Sections VI.A.11.a (Sabbatical Leaves) and VI.A.11.b (Professional Leaves) presented in the Revised Draft (4/30/02), as amended, from the *ad hoc* Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (26-1-1)

Action by President: Not sent to President, pending final Senate action.

6/02/03 **0203-29. Criminal Justice Ph.D. Program:**

BE IT RESOLVED That the Faculty Senate approve the proposed Ph.D. in Criminology and Justice Policy in the College of Criminal Justice. (37-0-0)

Action by President: Approved by President 9/08/03, by Trustees 9/19/03.

6/02/03 **0203-30. Financial Affairs Committee Report on the Budget Process - Resolution #1:**

BE IT RESOLVED That the Faculty Senate accepts the report of the Financial Affairs Committee recommending changes in the annual budget process. (32-0-0)

Action by President: President: Informational, no action required 8/14/03. Per Board Secretary, Trustee approval not required. A 3% merit raise pool and a \$1 million faculty equity pool were approved.

6/02/03 0203-31. Financial Affairs Committee Report on the Budget Process - Resolution #2:

BE IT RESOLVED That the Faculty Senate recommend the adoption of the recommendations in the report for improved faculty participation on the CFP, for more detailed longitudinal budgetary information being made available to the CFP, for detailed monthly reports to the CFP on revenues and actual budgetary expenditures throughout the fiscal year, and for the CFP to be involved in making priority recommendations on major one-time expenditures within a fiscal year. (28-3-2)

Action by President:

6/02/03 0203-32. New Standing Committee on Library Policies and Operations:

BE IT RESOLVED That Senate-based faculty governance with respect to the University Libraries be restored by the creation of a Standing Senate Committee on Library Policies and Operations.

- a) The Committee will consist of seven faculty from across the University who collectively utilize the range of Library resources and services. In addition, the Dean & Director of the University Libraries shall serve as an *ex officio* member. To facilitate continuity of policies and responsiveness to faculty needs with respect to information resources, delivery, and utilization across the University, the Committee shall also establish continuing liaison with the Senate's Standing Academic Policy, Information Systems Policy, and Research Policy Oversight Committees.
- b) This Committee shall be concerned with policy issues involving libraries' strategic planning, infrastructures and resource adequacy, collections development and maintenance, program and service development, and other matters of concern to the faculty as the institution strives to achieve and retain status as a top one hundred teaching and research university.
- c) This Committee shall also act as a forum for discussion on matters related to the Libraries and may act as an advocate for the University Libraries. (31-0-0)

Action by President: Approved 8/14/03. Per Board Secretary, Trustee approval not required.

6/02/03 0203-33. Institutional Management Practices Committee Report on Research Management - Resolution #1:

BE IT RESOLVED that the Faculty Senate accepts the Institutional Management Practices Committee's Report on Research Management. (31-0-0)

Action by President: President: Informational, no action required 8/14/03. Per Board Secretary, Trustee approval not required.

6/02/03 0203-34. Institutional Management Practices Committee Report on Research Management - Resolution #2:

BE IT RESOLVED that the University recognize research as a university priority in its move toward the top tier of academic institutions, and that resources commensurate with other top 100 universities be allocated to the research mission. (31-0-0)

Action by President: Approved 8/14/03, "This is an appropriate and admirable general goal, though specific implications with regard to resources not clear." Per Board Secretary, Trustee approval not required.

6/02/03 0203-35. Institutional Management Practices Committee Report on Research Management - Resolution #3:

IT RESOLVED that a standing Research Policy Oversight Committee be established to review and assess the direction and implementation of the University's research mission, advocate for its needs, review periodically and make recommendations on its research resources, infrastructures, and policies, serve as a research "ombuds-body" to address structural impediments and faculty complaints, and work with the Provost, the Senior Vice President for Administration & Finance, the Senior Vice President for Institutional Advancement, and the President to insure the best possible environment for research and scholarship. The Committee shall be composed of nine research-active faculty appointed for staggered three-year terms jointly by the Senate Agenda Committee and the Provost. In addition, the Vice Provost for Research and a representative of the President shall serve *ex officio* on the Committee. (32-0-0)

Action by President: Approved 8/14/03. Per Board Secretary, Trustee approval not required.

6/02/03 0203-36. Institutional Management Practices Committee Report on Research Management - Resolution #4:

BE IT RESOLVED that the Faculty Senate recommends to the President that the current University Research Council be eliminated and replaced by the Committee established in Resolution 3 as the University's principal advisory Committee on Research and Scholarship. (32-0-0)

Action by President: Approved 8/14/03. Per Board Secretary, Trustee approval not required.

6/02/03 0203-37. Institutional Management Practices Committee Report on Research Management - Resolution #5:

BE IT RESOLVED that the Senate commend the Provost for the reforms he has thus far achieved in the area of Research administration and encourage him to continue working to reduce impediments and improve the efficacy, morale, and stature of the research community at Northeastern. (32-0-0)

Action by President: President: Informational, no action required 8/14/03. Per Board Secretary, Trustee approval not required.

6/02//03 **0203-38. Ad Hoc Faculty Handbook Review Committee Resolution #13 - VI.A.12.b.3 (Dismissal of a Faculty Member for Cause):**

BE IT RESOLVED That the Faculty Senate approves Section VI.A.12.b.3 (Dismissal of a Faculty Member for Cause) presented in the Revised Draft (4/30/02) from the *ad hoc* Committee to Review the Faculty Handbook, to go into effect when published in the revised edition of the *Faculty Handbook*. (29-0-0)

Action by President: Not sent to President, pending final Senate action.

6/02/03 **0203-39. Enrollment and Admissions Policy Committee Resolution on Evaluation of Outcomes from Semester Conversion:**

WHEREAS, Northeastern is carefully monitoring financial changes associated with semester conversion and

WHEREAS, the University is carefully monitoring student retention, applicant pool size, yield and matriculating credentials to determine whether there are changes associated with semester conversion and

WHEREAS, other universities have witnessed varying degrees of success associated with semester conversion,

BE IT RESOLVED That the University also obtain data including analysis of trends pre- and post-semester conversion on the following issues surrounding semester conversion yearly for at least five years:

- 1) How well needs of students are met during the conversion itself. We would expect to look at satisfaction with programs and services including registration, grading, financial aid, security, residential life and food services. Survey instruments such as the "Student Satisfaction Inventory" and NuPulse are already in place for this purpose.
- 2) How well programs and services meet student needs after the conversion is complete. Survey instruments such as the "Student Satisfaction Inventory" and NuPulse are already in place for this purpose.
- 3) Whether the new summer mini-semester experience, both academic and co-curricular, is an intellectually stimulating experience that enhances student satisfaction and loyalty. Survey instruments may need to be designed for this purpose.
- 4) Whether there is enhanced academic and co-curricular engagement with the institution because of semester conversion. National Survey of Student Engagement can serve this purpose.

BE IT FURTHER RESOLVED That the results of these surveys be reported on a yearly basis to the Faculty Senate and to the Enrollment and Admissions Policy Committee for distribution to concerned Faculty and Administrators. (28-0-0)

Action by President: Approved 9/02/03. Per Board Secretary, Trustee approval not required.