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Northeastern University

Faculty Senate Meeting Minutes

Faculty Senate

September 19, 2007

Faculty Senate meeting minutes: 09/19/2007

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Northeastern University

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TO: FACULTY SENATE
FROM: SHARON M. BRUNS, SECRETARY, FACULTY SENATE
RE: MINUTES, 2007-08 FACULTY SENATE MEETING, 19 SEPTEMBER

Present: (Professors) Bosso, Bruns, Chilvers, Cokely, Daynard, Fox, Galligan, Gilbert, Glod, Hafner, Hall, Herman, Hill, Jackson, Kane, Lewis, Massey, McKnight, Morrison, Portz, Reucroft, Robinson-Wood, Sanchez, Sherman, Starr, Tolley, Touran, Waszczak, Zaremba
(Administrators) Abdelal, Greene, Hopey, Luzzi, Moore, Powers-Lee, Putnam, Stellar, Zoloth

Absent: (Professors) Welch
(Administrators) Falcon

Provost Abdelal convened the meeting at 11:45 AM.

I. The minutes of 25 April were accepted as posted.

II. SAC report. Professor Glod reported the following.

A. Announcements

New senators:

- Bouvé: Professor Waszczak (replaces Professor Reynolds)
- CBA: Professor Jackson (replaces Professor Meador).
- Dean Moore (replaces Associate Dean Fletcher)
- Dean Luzzi (replaces Interim Dean Metgalchi).
- The 2006-07 Annual Report of the Faculty Senate is available online at http://www.facultysenate.neu.edu/documents/200607Annual_Report.pdf. Over *130 faculty* served on Senate committees during 2006-07.
- Professor Herman will serve as 2007-08 Senate Parliamentarian.
- Professor Morrison is Vice Chair on the 2007-08 Senate Agenda Committee (SAC).
- Professor Robinson-Wood will serve as the 2007-08 Grievance Officer.
- Final reports from 2006-07 General Education Implementation and Information Technology Policy Committees are available at the Faculty Senate website; Administrator Evaluation Oversight Committee (AEOC) report continues under review by SAC and 07-08 AEOC.
- The following resolutions were approved by the President/Provost:

0607-05	BA dual Major in Modern Languages & LLACS.
0607-10	BA of Fine Arts w/SMFA.
0607-11	MFA in Studio Arts w/SMFA.
0607-22	Proposed program changes in Dept of Visual Arts, #1-5 #1 BA in Art + suspension of BS in General Art. #4 BS Dual Major in Multimedia Studies and Digital Art + suspension of BS Dual Major in Animation and Media Studies + suspension of BS Dual Major in Photography and Media Studies. #5 BS Dual Major in Computer Science and Digital Art.
0607-29	Proposed Academic Calendar change #1: no classes the day before Thanksgiving.
0607-30	Proposed Academic Calendar change #2, Academic calendar changes to spring semester and spring commencement.
0607-33	Dual degree in Law & Law, Policy and Society (dual JD/MS) in CAS and LAW.
0607-24	Proposed Tuition Waiver for Online Courses
0304-17	Ad Hoc Handbook Committee #2, Section V.G. (Examination Policies)
0304-18	Ad Hoc Handbook Committee #1, Section V.B.7 (Conference Hours)
0304-19	Ad Hoc Handbook Committee #3, Section V.H. (Grading)

- The following resolutions were approved by the Board of Trustees:

0607-13	BS in Environmental Science.
0607-14	BA in Religious Studies.

0607-20	MS in Electrical & Computer Engineering Leadership.
0607-21	Proposed name change in Dept of Visual Arts to Dept of Art & Design.
0607-22	#2 BFA in Digital Art + suspension of BS in Art w/concentration in Animation + suspension of BS in Art w/concentration in Photography. #3 BFA in Graphic Design + suspension of BS in Graphic Design.
0607-23	Dual Major in Jewish Studies and Religion.
0607-25	2006-07 Enrollment and Admissions Policy Report. Informational, no action by Pres or BoT required.
0607-26	Faculty Senate Bylaws amendment re membership.
0607-27	Faculty Senate Bylaws amendment for respective sections of the Faculty Handbook re membership.
0607-28	MS in Comparative Criminal Justice.
0607-29	Academic Change #1: no classes on Weds before Thanksgiving.
0607-30	Academic Change #2: Other changes proposed by Registrar.
0607-31	Master of Public Health.
0607-32	MS in Non-Profit Management in SPCS.
0607-37	MS in Project Management in SPCS.

- The following was received from the Board of Trustees: "NOTE: Senate Resolution Number 0607-16, *Tenure Clock Extension Policy*, was considered by the Academic Affairs Committee of the Board of Trustees on April 24 and sent back to the Provost's Office for revision. It has not yet been reconsidered by the Committee or the Board of Trustees."

- The following Senate committees were staffed and charged. The full text of committee charges may be accessed soon at the Faculty Senate website.

<u>Department of Sociology/Anthropology Chair Search Committee (external)</u>
Appointed members:
Professor Susan Setta (Philosophy & Religion)
Professor Simon I. Singer (Criminal Justice)

Elected members:
Professor Daniel R. Faber (Sociology & Anthropology)
Professor Michael J. Handel (Sociology & Anthropology)
Professor Ineke Haen Marshall (Sociology & Anthropology)

<u>Department of Communication Studies Chair Search Committee (external)</u>
Appointed members:
Professor Anthony P. De Ritis (CAS-Music)
Professor Thomas P. Cullinane (COE-Mech & Indus Engg)

Elected members:
Professor Murray W. Forman (Communication Studies)
Professor Joanne Morreale (Communication Studies)
Professor Alan J. Zaremba (Communication Studies)

<u>Department of English Chair Search Committee (external)</u>
Appointed members:
Professor Harlow L. Robinson (CAS, Modern Languages)
Professor Robert F. Young (CBA, Marketing)

Elected members:
Professor Elizabeth C. Britt (Department of English)
Professor Laura M. Green (Department of English)
Professor Guy L. Rotella (Department of English)

<u>The University Tenure Appeals Committee</u>
Elected members:

Professor Gene D. Cooperman (CCIS), 2008
Professor Geoffrey Davies, Co-Chair (CAS), 2007
Professor Vincent G. Harris (COE), 2008
Professor Carl W. Nelson (CBA), 2009
Professor David M. Phillips (Law), 2009
Professor Simon I. Singer (Criminal Justice), 2008
Professor Robert A. Schatz (Bouvé), Co-Chair 2008
Professor Alan J. Zaremba (CAS), 2009

Appointed members:
Professor Sangit Chatterjee (CBA), 2009
Professor Alan M. Klein (CAS), 2008
Professor Alexandru Suciu (CAS), 2009
Professor Mohammad E. Taslim (COE), 2009
Professor Barbara L. Waszczak (Bouvé), 2008

2007-08 Special Ad Hoc Committee on TRACE Implementation
Members:
Professor Kostia Bergman (Biology)
Professor James A. Fox, Chair (Criminal Justice)
Professor Raymond M. Kinnunen (CBA, General Mgmnt.)
Professor Gregory J. Kowalski (Mechanical & Industrial Engg.)
Executive Director Richard Mickool (IS Business Operations)
Vice Provost Susan G. Powers-Lee (Undergraduate Studies)

Charge:
To design, oversee and evaluate all steps needed to effect the transition from the existing pencil-and-paper TCEP tool to an electronic TRACE instrument. Thus, the Special Ad Hoc Committee on TRACE Implementation shall exist until such time as its work is successfully completed and it has been discharged by the Senate Agenda Committee. Ideally, the work of the Committee will require no more than two full years, beginning in the summer of 2007.

2007-08 Financial Affairs Committee
Members:
Professor Neil O. Alper (CAS-Econ)
Professor Louis J. Kruger, Chair (BCHS-Counseling)
Professor Carole D. Hafner (CCIS)
Professor John H. Portz (CAS-PoliSci)
Professor Edward G. Wertheim (CBA-HRM)

Charge:
Review the budget process, make recommendations regarding improvements, and determine its 2008-2009 fiscal year recommendations on merit and equity pools. Merit/equity pool recommendations should be submitted to the Faculty Senate Agenda Committee by 31 October 2007, for Senate consideration no later than 14 November 2007.

Evaluate the budget process as well as faculty input and collaboration in its development; re-evaluate and update the 2002 internal study that estimated that the academic labor market takes into account about 25% of differences in cost-of-living when setting faculty salaries; liaise with the 2007 Special Senate Committee for Faculty Development on results of merit surveys and on the development of recommendations on merit processes for faculty.

2007-08 Administrator Evaluation Oversight Committee
SAC appointments:
Professor Stephen McKnight, Chair (COE)
Professor Peter D. Enrich (Law)
Professor Elizabeth P. Howard (BCHS-Nursing)

Provostial Appointments:
Dean Jack Reynolds (BCHS-Pharmacy)
Associate Dean Bruce E. Ronkin (CAS-Undergraduate Affairs)

There are between 15-20 administrator evaluations to be conducted in the upcoming year.

2007-08 General Education Implementation Committee
Members:
Associate Dean Peggy L. Fletcher (CBA)
Professor William (Jay) Gillespie (BCHS)
Professor Stephen M. Kane (Coop-COE)
Professor Kathleen Kelly (CAS)
Professor Thomas C. Sheahan (COE), Chair
Professor Simon I. Singer (CCJ)
Professor Richard Rasala (CCIS)
Nina LeDoyt, Office of the Registrar
TBA (SGA Representative)
Executive Vice Provost Susan Powers-Lee

Charge:
Develop an implementation plan for writing workshops to train those who will teach each department's writing-intensive courses. Examine how the NU Core should be administered; how new courses or other means of satisfying requirements will be reviewed and approved; whether an existing committee (University Undergraduate Curriculum Committee?) or a new university-wide standing committee should be charged with the ongoing supervision of the NU Core. Review the sections on General Education in Standard 4 (The Academic Program) of the NEASC Accreditation Guidelines and develop a recommendation for an ongoing or periodic assessment program that takes into account the objectives of the NU Core and the NEASC guidelines.

2007-08 Research Policy Oversight Committee
Members:
Professor Barry Bluestone (Center for Urban & Regional Policy)
Professor Craig F. Ferris (CAS-Psychology)
Professor Kim Lewis (CAS-Biology)
Professor Joanne L. Miller (CAS-Psychology)
Professor Carey Rappaport, Chair (CenSSIS, ECE)
Professor Alexandro Makriyannis (BCHS-Pharmaceutical Sciences)
Professor Nikkos Passas (CCJ)
Professor Michail Sitkovsky (BCHS-Pharmaceutical Sciences)
Professor Hortensia Amaro (Institute on Urban Health Research)
Interim Vice Provost Srinivas Sridhar (*ex officio*)

Charge:
1. Work with the Provost and VP for Research to develop and recommend changes to the administrative structure of the University as it impacts research and develop solutions to accomplish this, based on current data and data gathered on research administration at preeminent research universities. As part of this charge the committee should review the actual size and diversity of the research enterprise at Northeastern today.

2. Continue to follow-up on the findings of the best practices study (requested from the Vice Provost for Research and the Senior Vice President and University Counsel in 2006-07) and report to the Senate on steps that are being taken or should be initiated to streamline the processing of research contracts.

3. Consider the impact of the new system for the registrar office and budgeting on research accounting procedures and how information from these statements can be transmitted via the most usable and appropriate formats.

4. Work with the Vice Provost for Research to obtain an estimate of the needs for research space in the next 10 years, including a review of the University's inventory of current research supported space (i.e., federally funded research space that determines the overhead rate).

2007-08 Athletics Committee
Members:
Professor Sharon M. Bruns (Accounting-CBA)
Professor James A. Fox (CCJ)
Professor Meredith Harris (BCHS-Physical Therapy)
Executive Vice Provost Susan Powers-Lee
Director David B. Thornton, Office of the Registrar
Professor Bruce A. Wallin (PoliSci-CAS)
Professor Frederick Wiseman, Chair (Info/Ops-CBA)

B. Senate Agenda Committee business:

- SAC met eight times since the last Senate meeting.
- In addition, SAC met with the 2006-07 Financial Affairs Committee and the Provost on May 31. Discussion centered on improving the budgeting process, faculty input and plans for next year.
- SAC met with the Provost twice. A June 12 meeting focused on a preliminary graduate groups proposal and possible University restructuring of Colleges. A September 12 meeting focused on the Executive Session and an update on faculty concerns.
- The SAC Chair and the Provost met periodically during the summer to review resolutions on the Faculty Handbook. There are approximately 24 that have remained unsigned. Three of those — resolutions on grading, examination policies, and conference hours — were signed yesterday.
- SAC attended the Provost's Chairs Retreat (May) and President's retreat on August 27.
- The SAC chair attended the President's June retreat (presentations by the Deans on College Strategic Plans, Center Directors, and proposed University budget changes [RCM]) and spoke with Senior Vice President for Finance and Administration McCarthy on the planned implementation of RCM in one year.
- The SAC chair met with President Aoun twice during the summer relative to issues brought up by faculty.
- SAC met with President Aoun and Provost Abdelal on September 19 just prior to the Senate meeting. Professor Glod announced that Provost Abdelal will step down at the end of this academic year and expressed her appreciation for his advancement of the academic mission of the University during his term.

At this time, the Provost thanked the Committee and received a standing ovation of appreciation.

Professor Glod then presented a framework for the issues to be addressed during the Executive Session. [See Professor Glod's PowerPoint presentation at http://www.facultysenate.neu.edu/documents/GlodSlides.pdf] The goal of the Executive Session is to garner the Senate's sense of these issues and suggestions for how to proceed. She stated her view that the University is at a critical point and is facing serious challenges such as building the endowment and alumni base, the limitations of a tuition-driven budget, 100% classroom capacity (which has been called to the attention of the Academic Affairs Committee of the Board of Trustees on several occasions), and how and by whom strategic decisions are made.

Specific issues brought to SAC by faculty members in the past months are external reviewer guidelines for tenure and promotion, mid-tenure and early tenure review procedures, the budget processes, Interdisciplinary Faculty Initiative hires, and major curricular decisions, such as the shift of Modern Languages to SPCS without a faculty vote. Last year, the President directed the Office of the Senate to send resolutions directly to the Provost for signature which is contrary to specific Faculty Handbook procedure. All of these issues raise questions concerning meaningful faculty participation in major decisions, the level of transparency, and questions such as "How does the process work?"; "What is an "administrative decision?"; and "Who or what are "star faculty?"' The Senate Agenda Committee met only once with President Aoun last year (in February 2007) and again today (19 September). The message from the

President's Office has been to work directly with the Provost. Another issue of concern is the Faculty Handbook, an update of which has remained in an indeterminate state for two years. Comments from faculty members received at the Faculty Senate office have underscored a seeming loss of faculty governance and erosion of policies as well as insecurity among some tenure-track faculty because procedural changes have been made that are in contrast to their understanding at the time they were hired and to what is written in the Faculty Handbook.

Professor Glod pointed out that tenure-track faculty have fallen to 18% of total full-time faculty over the past 16 years; the number of tenured female professors is one-third that of tenured male professors; and the number of female faculty promoted to full professor is 15% that of male faculty promoted to full professor. The average salary for a full-time professor at Northeastern University is $119,700 compared to $136,689 at other private, independent, Ph.D.-granting universities.

The faculty composition has seen a slight increase in the number of tenure-track faculty in the last five years while non-tenure-track faculty hires have increased steadily. What does the changing face of faculty at Northeastern mean for teaching, research, and the student-to-faculty ratio? Tenured and tenure-track faculty have seen an increase to over 30 students per faculty member from a low of 22 in 1994.

Professor Glod continued to propose that the University adopt a vision that looks beyond the "Top 100". Does an enhanced academic reputation mean a reduction of non-tenure-track faculty? Does it mean the "Top 25" in *US News and World Reports* or becoming a member of the AAU? How high is the tenure bar and how high does it need to be? What is the best percentage of tenure-track and non-tenure-track faculty? How are we defining our common goal of excellence in teaching and scholarship? What is the measure of scholarly productivity? By whom and how will strategic decisions be made?

The Executive Session today is meant to promote a confidential discussion and to garner input and suggestions for any subsequent steps. The framework for discussion will be issues regarding tenure and promotion, budget processes, the Interdisciplinary Faculty Initiative (IFI), the Athletics Committee, major curricular and hiring decisions made without faculty input or vote, Senate resolutions, and the current Faculty Handbook (2000-2001 edition).

Professor Herman then explained that only senators and those holding professorial faculty rank as identified in the current Faculty Handbook could remain for the Executive Session. A motion to begin executive session must be moved and seconded, and a secret ballot held. Another motion must be moved to operate as if in a Committee of the Whole which allows the Senate to operate as if it is a Committee. All those attending Executive Session are honor-bound to remain silent concerning the proceedings. The Senate agreed by acclamation that the Senate executive assistant may remain.

<u>VOTE to move to Executive Session, PASSED: 37-1.</u>

A motion to meet as if in a Committee of the Whole was seconded and, there being no objection, PASSED.

During the voting procedure, Provost Abdelal distributed a copy of the Provost's report for discussion at the next Senate meeting.

The Executive Session of the 2007-08 continued off record.

A motion to conclude the Committee of the Whole was suggested shortly before the Senate adjourned at 1:52 PM.

Respectfully submitted,

Professor Sharon M. Bruns, Secretary
Faculty Senate