

January 30, 2008

Faculty Senate meeting minutes: 01/30/2008

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Recommended Citation

Bruns, Sharon M., "Faculty Senate meeting minutes: 01/30/2008" (2008). *Faculty Senate Meeting Minutes*. Paper 104.
<http://hdl.handle.net/2047/d10014330>

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TO: FACULTY SENATE
FROM: SHARON M. BRUNS, SECRETARY, FACULTY SENATE
RE: MINUTES, 2007-08 FACULTY SENATE MEETING, 30 JANUARY

Present: (Professors) Bosso, Bruns, Chilvers, Cokely, Daynard, Fox, Glod, Hafner, Herman, Hill, Jackson, Kane, Lewis, Massey, McKnight, Morrison, Portz, Robinson-Wood, Sanchez, Sherman, Starr, Tolley, Touran, Vaughn, Welch, Zaremba
(Administrators) Abdelal, Falcon, Greene, Loeffelholz, Luzzi, Moore, Powers-Lee, Stellar, Zoloth

Absent: (Professors) Galligan, Hall, Reucroft, Waszczak
(Administrators) Hopey

Provost Abdelal convened the meeting at 11:56 AM.

- I. The minutes of 28 November were accepted as written; the minutes of 12 December were accepted as amended.
- II. SAC report. Professor Glod reported the following:
 - A. The Senate Agenda Committee met 3 times in regular session since the last Senate meeting.
 - B. The Graduate Council has approved the following certificates in SPCS:
 - Grad Certificate in Remote Sensing (vote: 7:0:0)
 - Grad Certificate in 3D Animation (vote: 7:0:0)

C. Search Committees

The Department of Earth & Environmental Sciences Chair Search Committee has been staffed as follows. This is an internal search.

Elected Members:

Professor Richard Bailey
Professor Martin E. Ross
Professor Peter S. Rosen

Appointed Members:

Professor Donald P. Cheney (CAS-Biology)
Professor Thomas C. Sheahan (COE)

The School of Nursing Dean Search Committee has been staffed as follows. This is an external search.

Elected Members:

Associate Clinical Professor Steve L. Alves
Professor Margaret H. Emerson (Chair)
Clinical Instructor Ann G. Hill
Professor Barbara R. Kelley

Appointed Members:

Professor Hortensia de los Angeles Amaro (BCHS)
Professor Mary B. Ballou (BCHS-Counseling & Applied Psychology)
Professor Carl W. Nelson (CBA)
Rob Stenson, Graduate Student Representative
Kathy O'Neil, Undergraduate Student Representative

SAC has been asked to staff a search committee for a chair of the Department of Civil and Environmental Engineering. This is an external search.

D. *The next meeting of the Faculty Senate is on 13 February at 11:45 AM in Raytheon, 240 EC.*

III. Provost's report.

Provost Abdelal reported that he continues to work with Senior Vice President for Finance and Administration McCarthy on the budget and has met with the deans and the Senate Standing Committee for Financial Affairs. The Financial Affairs Committee of the Board of Trustees must approve a draft prior to a presentation to the Senate.

The first round of ENHANCE, which is provided to support research proposals from tenured faculty, has been completed. Seventeen of eighteen proposals were awarded funding totaling \$222K. The funding awarded ranged from \$5K - \$20K with the average at \$13K. Proposals were received as follows: five (5) from the social sciences; three (3) from the natural sciences; two (2) from engineering; four (4) from business; and three (3) from health sciences. These are non-lapsing funds. The deadline for the second cycle has been extended to 4 February.

Executive Vice Provost Powers-Lee introduced the new Center for Innovation and Excellence in Teaching and Learning (CIETL), which is a merger of the former CEUT and the EdTech Center. A new structure will include a faculty director, Professor Kostia Bergman, and a team of faculty fellows chosen from among the Colleges. Ms. Alicia Russell will continue as director of educational technology. The new center will be located on the second floor of the library and will be open in about a month.

IV. Questions.

Professor Starr requested an update on the status of the process for external reviewers for tenure candidates. Executive Vice Provost Powers-Lee responded that SAC had suggested changes to guidelines proposed by the Deans, which have been accepted. The guidelines will be incorporated in the 20-page document on tenure and promotion (*Preparation and Format of the Tenure and Promotion Dossier*). She stressed that the document does not supersede the Faculty Handbook or College-specific procedures but is meant to be a compilation of broad University-wide policies. Professor Glod added that SAC is currently reviewing the aforementioned 20-page document.

Professor Robinson-Wood requested clarification on the on-line graduate application review process: Why was there no transition period? Why is there no mechanism for printing applications? Who made the decisions and how were faculty consulted?

Vice Provost Falcon explained the lengthy decision process which included Deans of graduate Colleges. The matter of printing the application is a College-based decision. Challenges, such as how to transfer the application electronically, are being addressed. There has been some delay in scanning transcripts as at present there is no mechanism for grade transcripts to be electronically

sent between institutions. The applications contain coding that ensures the authenticity of GRE scores and transcripts; however authenticating references remains more problematic.

Professor Glod reported receiving negative feedback from faculty regarding the demise of the NU Tuition Assistant (NUTA) program. Vice Provost Falcon explained that NUTAs had been under examination for several years as it costs \$2.5 M to pay for tuition in exchange for ten (10) hours of work weekly. There are also issues involving quality of work as well as graduate students working in areas that are not within their field of study. The College of Arts and Sciences discontinued the NUTA program in favor of direct scholarships, as has the College of Business Administration. Other options to use the monies are to underwrite more SGAs and/or to hire part-time employees to meet the needs of the Colleges.

V. Faculty Development Funds. The following motion remains on the floor of the Senate:

BE IT RESOLVED that each full-time tenured and tenure-track faculty member be allocated not less than \$2,000 yearly to promote academic development. These funds are in addition to any funds generated by grants, overhead recovery or restricted funds.

Professor Morrison explained that the resolution originated at SAC with the rationale that there should be a minimum amount of funds for each faculty member; that \$2K seems reasonable. Such a provision will be helpful for morale even if it is somewhat cumbersome to administer. The intent is not to take away from high performers or to equalize development funds, but to urge the Provost to provide additional funds to raise the minimum to \$2,000.

Dean Stellar pointed out that CAS allocates \$2K per faculty member to the department chairs who are allowed discretion in allocating one-half of that amount as they see fit. He urged that such discretion be retained by the chairs. Deans Zoloth and Greene agreed, as did several Senators.

Professor McKnight reported speaking with COE faculty members concerning the proposal to garner their opinions. He noted that the majority of faculty members' time is spent at the workplace and such an allocation of funds would enhance morale, thus enhancing productivity and quality. Several senators agreed and also spoke in favor of the resolution.

Professor Hafner spoke against the motion, noting that several CCIS faculty hold multi-million dollar grants or have large overhead accounts. She suggested an exception be made for people who have substantial alternative funding.

Professor Fox pointed out that the intent of the resolution is an infusion of new money, not to detract from current discretionary funds or from chairs' abilities to dispense discretionary funds. Professor Herman suggested that \$1K has been provided to each faculty for many years and adding another \$1K is an inflation adjustment.

Provost Abdelal noted that approximately one-third of the 600+ tenured and tenure-track faculty are significantly funded by active grants and do not need an allocation of \$2K and that the second sentence of the motion may not be necessary. Professor Herman suggested, however, that some large overhead accounts are not earmarked for development purposes. He added that introducing a caveat such as that proposed by Professor Hafner is dangerous.

Professor Glod recalled a similar resolution three years ago from the Faculty Development Committee to allocate \$1000 per faculty member for faculty development that passed the Senate and was subsequently not approved by President Freeland, with comments doubting its formulaic wisdom. She added that the SAC reviewed the need for these funds, and she reiterated comments made on the floor (including enhancing morale and development of the faculty). She offered her strong

support, emphasizing that most faculty members are hard working and industrious, who will judiciously choose to use these funds to further develop their academic careers and mission of the University. She proposed a friendly amendment to eliminate the second sentence of the resolution. Professor Morrison accepted.

The Senate took up a lengthy discussion of possible sources for the funding; the budget; overhead return monies; and individual discretion in using the funding.

Professor Daynard moved to close the discussion and it was seconded. There being no objections, the Senate moved to a vote.

The amended resolution is as follows:

BE IT RESOLVED that each full-time tenured and tenure-track faculty member be allocated not less than \$2,000 yearly to promote academic development.

Vote to allocate minimum funding for academic development: *PASSED*, 20:11:1

VI. Name change proposal from SPCS. Professor Morrison read the following resolution and it was seconded.

BE IT RESOLVED That the Master of Professional Writing and Information Design program in the School of Professional and Continuing Studies be renamed the Master of Science in Technical Communication.

VOTE to change the name of the Master of Professional Writing and Information Design Program as proposed: *PASSED UNANIMOUSLY*, 32-0-0

VII. Name change proposal from SPCS. Professor Morrison read the following resolution and it was seconded.

BE IT RESOLVED That the Certificate in Digital Media program in the School of Professional and Continuing Studies be renamed the Certificate in Interactive Design.

VOTE to change the name of the Certificate in Digital Media Program as proposed: *PASSED UNANIMOUSLY*, 32-0-0

VIII. Special Senate Faculty Development Committee on Merit report and resolutions. Professor Sherman read the following resolution and it was seconded.

WHEREAS the Faculty Development Committee has been charged with examining merit procedures across the University and to consider the extent to which unit-based practices should be standardized; AND

WHEREAS, while there are arguments for local control, certain principles and practices should be common to all units;

THEREFORE BE IT RESOLVED That the following be implemented by academic units in time for the spring 2009 raise pool and be adopted for addition to the Faculty Handbook:

FDC resolution #1:

Assessments pertaining to merit should reflect individual faculty work-loads, which in turn should be arranged consistent with the University workload policy.

- (a) Units vary considerably in terms of progress toward developing an approved workload policy. Units should finalize their workload policies so as to rationalize their merit processes.**
- (b) Merit reviews should separately assess teaching, research/scholarship, and service, and combine the assessments into an overall weighted outcome/score based on the individualized workload.**

Professor Sherman extended gratitude to members of the Senate Committee for Faculty Development for their hard work and perseverance. He explained that surveys were sent to determine if the merit review is seen as merely a cost-of-living exercise or whether units apply judgment and if faculty members were aware of and happy with the procedures within their unit. 37% of the general faculty returned their survey; 1/3 of administrators returned their survey. In general, the results showed great diversity of behaviors, awareness, and contentedness. He noted that The Committee was not interested in usurping local decisions but endeavored instead to create a clear sense of transparency and uniformity in the overarching structure. The proposed resolutions are aimed at achieving those goals.

Professor Herman noted that, while some of the resolutions are controversial, the first is merely an amplification of existing policies. He therefore suggested an immediate vote, given the lateness of the meeting.

However, a motion to adjourn was made and seconded.

The Senate adjourned at 1:28 PM.

Respectfully submitted,

Sharon M. Bruns, Secretary
Faculty Senate