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Faculty Senate meeting minutes: 09/21/2011

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Northeastern University
Office of the Faculty Senate

TO: FACULTY SENATE
FROM: ARUN BANSIL, SECRETARY, FACULTY SENATE
SUBJECT: MINUTES, 2011-2012 FACULTY SENATE, 21 SEPTEMBER

Present: (Professors) Adams, Alper, Aroian, Aslam, Bansil, Barberis, Bannister, Basagni, Daynard, Fitzgerald, Fox, Gaffney, Hanson, Herman, Katula, Kruger, Muftu, Poriss, Rappaport, Sandler, Sherman, Todorov, Young, Waszczak, Zgarrick

(Administrators): Director, Finkelstein, Gibson, Lane, Loeffelholz, Spieler, Van Den Abbeele, Yener, Zoloth

Absent (Professors) Alshawabkeh, Sherwood, Strasser, Strauss, Yang

(Administrators) Costa

Provost Director convened the meeting at 11:48 AM

- I. The minutes of 27 April 2011 were accepted as written.
- II. Senate Agenda Committee (SAC) report. Professor Kruger acknowledged the valuable contributions made to the University, the College of Business Administration and the Faculty Senate by Dean Tom Moore who passed away last spring. A memorial service for the University community is planned for November.

Since last April two deans have announced their departure: Dean Emily Spieler and Dean Luzzi.

Professor Kruger noted the Senate's many accomplishments and initiatives last year including an important and badly needed update of the Faculty Handbook in a joint endeavor with the Provost's Office. (A full transcript of Professor Kruger's address to the Senate may be found at <http://www.facultysenate.neu.edu/> . Professor Kruger offered a chronology of work on the web-based modular Faculty Handbook, as follows:

- Spring 2010 – the Faculty Senate convenes a Handbook Committee to work with the Provost's Office to update the 2000-2001 Faculty Handbook;
- October 2010 – the Faculty Senate is informed by the Provost that the Academic Affairs Committee of the Board of Trustees (BOT) had directed the Provost to assume leadership of the effort to revise the Handbook;
- December 2010 – the Faculty Senate and the Provost approve development of a “modular and web-based Faculty Handbook [to] be maintained by the Faculty Senate on its website.”
- March 2011 – a web-based draft is developed which contains notable omissions, i.e. five resolutions approved at all relevant levels. The SAC is informed that these could not be incorporated because specific wording for Handbook inclusion was not a part of the

resolutions. SAC was then assured that the policies and procedures therein remained in effect.

- April 2011 – Handbook resolutions, including those to incorporate the five omitted resolutions, were passed unanimously by the Senate.
- June 2011 – SAC is informed that the Academic Affairs Committee of the BOT approved the modular Handbook but declined to act on the five omitted resolutions reiterating that proposed changes must be submitted by module despite these having been in effect for multiple years. Furthermore, breaking with long-standing tradition, the Provost's office was given oversight of the Faculty Handbook rather than the Office of the Faculty Senate.

This resulted in SAC requesting meetings with the Provost, the President, and the BOT whereupon President Aoun arranged a series of meetings between SAC and members of the Senior Leadership Team to address the broad issue of shared governance and sources of tension between faculty and the administration. The first of these meetings have been promising.

Professor Kruger reported that, in light of these meetings, SAC priorities for the upcoming year will be to rebuild trust with administration, strengthen shared governance, develop problem-solving mechanisms to improve collaboration and prevent similar events in the future, ensure faculty representation in the early stages of major academic initiatives, and improve communication between all constituencies.

The Senate will also take up matters of diversity in faculty hiring, balance between faculty work and home life, the status of non-tenured/tenure track faculty at NU, evaluation of the implementation and initial outcomes of hybrid budget management, strategies to enhance the freshman educational experience, improvement of the implementation and response rate of TRACE and student issues regarding academic honesty and textbook affordability. Since the last Senate meeting, SAC met ten times in regular session including a joint meeting with the 2010-2011 Senate Agenda Committee. SAC also met with the Provost twice, the Senior Leadership Team twice, and the Academic Affairs Committee of the Board of Trustees once. Additionally, Professor Kruger met with the Provost twice and with Senior Vice President Pendergast once.

Professor Stuart Peterfreund has again agreed to serve as Senate Parliamentarian and Professor Richard Daynard is the 2011-2012 Grievance Officer.

The SAC has been asked to convene search committees as follows. Staffing is underway.

CPS Dean Search Committee (internal)

Political Science Chair Search Committee (external). This committee is being re-staffed following an unsuccessful search last year.

Economics Chair Search Committee (internal). Staffing is underway.

Also, Professor Anthony DeRitis has been replaced by Professor Latika Menon, COS-Physics, on the **Mechanical & Industrial Engineering Chair Search Committee**.

The following Senate committees have been staffed and charged. A full transcript of charges may be found on the Faculty Senate website.

Chemical Engineering Chair Search Committee (external)

Professor Anand Asthagiri, COE-Chemical Engineering

Professor Sashi Murthy, COE-Chemical Engineering
Professor Elizabeth Podlaha-Murphy, COE-Chemical Engineering
Professor Yiannis Levendis, Mechanical and Industrial Engineering
Professor Alexandros Makriyannis, BCHS-Center for Drug Discover

2011-2012 *Ad hoc* Committee for Faculty Handbook Review

Professor Mary Jo Ondrechen, Chair (COS-Chemistry & Chem Bio)
Professor Rhonda Board (BCHS-Nursing)
Professor Gerald Herman (CSSH-History)

1. Review the draft Faculty Handbook approved by the Faculty Senate in 2005, previously approved and relevant Senate resolutions not included in the 2011 Northeastern University Faculty Handbook, recommendations from national organizations, such as the American Association of University Professors (AAUP), and faculty handbooks at peer and aspirant universities to determine which aspects of each module of Northeastern University 2011 Faculty Handbook should be modified and retained.
2. In regard to the "Faculty Appointments, Promotion and Tenure Review" module of the Faculty Handbook, the Committee will review recommendations from the AAUP and other national organizations, and faculty handbook language at peer and aspirant universities, with respect to the definition and scope of both academic freedom and tenure, including the language from the AAUP 1940 Statement on Academic Freedom and Tenure (reaffirmed and updated in 1969 and 1989) declaring one purpose of tenure to be to provide a sufficient degree of economic security to make the profession attractive to men and women of ability.

In consultation with the faculty council and the administration at the College of Business Administration, the Senate Agenda Committee has agreed to suspend regular administrator evaluations of group coordinators for the following reasons: Group Coordinators have dissimilar roles to those of department chairs; CBA is a single department with departmental roles and budget responsibility in the dean's office; CBA conducts annual surveys of Group Coordinators using an instrument similar to that used by the AEOC as approved by CBA faculty.

CBA will abide by the present AEOC guidelines that a faculty may request an administrator evaluation at any time. Additionally, the Senate reserves the right to reconsider this decision at any time should the role of CBA Group Coordinators change.

The Senate Agenda Committee, in consultation with Professor Fred Wiseman, NCAA Representative and Chair of the Senate Athletics Committee, has agreed that a formal Athletics Committee will not be convened in 2011-12. Director Peter Roby will provide a review of NU Athletics on November 2nd which will include the results of the recent NCAA recertification.

III. Provost Director's report on the University (The Provost's presentation may be found on the Faculty Senate website.)

The University is in very good standing with the hard work of faculty and many others playing a significant role.

Northeastern received 43,000 applications for 2,800 openings. Adjustments are still underway but the count of acceptances as of 28 September is 3,097 students. Colleges have been working to acquire the faculty and other resources needed to teach students. SAT scores of incoming freshman have risen from 1309 to 1341 since 2008. For entering Honors students, SAT scores have increased to nearly 1450 which is 50 higher than last year.

Northeastern's international focus is highly regarded as is Coop. Significant numbers of students studied or worked in 83 countries last year. Also, the incoming freshman class represents the highest percentage of international students to date.

Coop numbers remain strong despite economic difficulties with an increase of 300. There is, as well, an increase in the number of small classes.

Graduate applications are in excess of 15,000 exclusive of online CPS and MBA students. Research funding has almost doubled since 2008.

There were 70 searches for tenured/tenure-track faculty including replacement faculty and new faculty lines. Sixty faculty members were hired and there are 21 new faculty lines open in the coming year. Provost Director reminded the Senate that diversity is the responsibility of everyone.

The tenured/tenure-track faculty lines have increased, non-tenured/tenure-track full-time faculty numbers 416. The Provost suggested that the latter faculty should be considered for inclusion on the Faculty Senate given their dedication to the University.

It is expected that 80-85 tenured/tenure-track searches will be launched: of those, 45 are replacements and up to 45 are new lines. The goal is to hire 75 new faculty for a 2012-2013 start. These hires are important to the vibrancy of the University and, given that many universities are not presently hiring, provide a unique opportunity for NU.

Dean Terry Fulmer will begin at the Bouvé College of Health Sciences on 1 October. The Dean search at CBA is in progress. Upcoming is an internal search for the Dean of CPS as well as dean searches in Law and Engineering.

Faculty recognition and development included an academic honors convocation wherein five faculty members were honored with University and Distinguished Professorships and two received research awards. \$1.4 million was provided under a research funding program to grant "seed" money for faculty research. In addition, a modified duties policy for faculty who became new parents was drafted by the Senior Leadership Team and is now awaiting input from the Senate Agenda Committee.

Improvements to teaching and research facilities include new classrooms, video streaming technology at Kariotis Hall, a new Honors Program suite, and four faculty research labs. Upcoming improvements include additional classrooms at the YMCA and technology

upgrades in classrooms with 35 or more seating capacity. 140 The Fenway (the Forsythe building) has experienced delays. The space will add 100,000 gross square feet. There are committees on campus considering the allocation of space that will become available when 140 The Fenway is opened. The Kostas Institute at the Burlington campus is being dedicated tomorrow.

Northeastern continues to move upward in U.S. News and World Reports rankings and is now at 62 for undergraduate programs. In addition, ten graduate programs were listed in the top 100. Other rankings include being one of the 30 best colleges for service learning; a number two ranking by the 2012 edition of the Princeton Review for Career Services, and several others.

Provost Director proposed a number of topics for the Senate to consider as follows. He recommended presentations on the YMCA project, the visitor's center and classrooms and the hybrid budget model. He asked that the Senate explore representation of non-tenure track faculty on the Senate and continue revisions of the Faculty Handbook. He suggested discussion topics including market expansion, the master plan, the global experiential education curriculum, and metrics for measuring progress on the Long Range Plan. Legal issues for discussion could be the Stanford IP case which should lead to a review of NU's IP policy; management of conflicts of interest policies to comply with federal laws and agency rules; and curriculum and academic program assessment as recommended by NEASC.

Provost Director introduced the basics of an institutional master plan which encompass physical growth and usage for the next ten years. Between today and November, key players will be identified and discussions begun. From November through summer 2012 regular task force meetings will endeavor to include the University community, regular interaction with the Boston Redevelopment Authority, and an on-line interface with the public. Between summer and December 2012 the master plan will be refined and "sold". Senior Vice President and University Counsel Ralph Martin will be available to make a presentation to the Senate.

IV. Questions and discussion

Professor Fox asked about the use of teaching assistants and part-time faculty. Provost Director responded that work is underway to reduce their use over time, especially in the freshman year where it is crucial to place the best faculty. The Provost will gather data for Professor Fox.

Professor Fox noted an interesting article in the Chronicle of Higher Education by a professor using *Turnitin* to expose academic dishonesty and was penalized by students with poor teaching evaluations, which were then used for computation of a merit increase. Professor Kruger suggested that it is time to explore other measures in order to lessen the chance of such a scenario. Consumer reaction/satisfaction should not be the only consideration for merit increases.

Professor Gaffney, noting that the freshman class has improved substantially, wondered about their experience two to three years from now regarding the physical plant and how they will take part in research. The Provost responded that the master plan must largely focus on academics concerns such as teaching methods, increased undergraduate participation in research, space for graduate students to interact, the global curriculum and other interconnected themes.

Professor Aroian requested clarification of a report on the School of Nursing received in July and apparently produced by an outside firm. The Dean of Nursing, the director of Ph. D. Programs and the faculty have no knowledge of why the report was sent and some data therein was incorrect. The Provost's Office was contacted but has provided no information. The Provost explained that the firm provides unsolicited reports based on public data which the University can purchase. Former Vice Provost Falcon generally managed these data. The Provost will attempt to find more information.

A motion to adjourn was seconded. The Senate adjourned at 1:14 PM

Respectfully submitted,

Professor Arun Bansil, Secretary
Faculty Senate