



Northeastern University
Office of the Faculty Senate

TO: FACULTY SENATE
FROM: STEPHEN W. MCKNIGHT, SECRETARY, FACULTY SENATE
RE: MINUTES, 2009-10 FACULTY SENATE, 21 OCTOBER 2009

Present: (Professors) Alshawbkeh, Alverson, Board, Chilvers, Daynard, De Ritis, Gaffney, Goodale, Herman, Kruger, Lifter, McKnight, Mierelles, Morrison, Mourant, Muftu, Portz, Price, T. Sherman, Sherwood

(Administrators) Director, Finkelstein, Loeffelholz, Moore, Powers-Lee, Ronkin, Spieler, Zoloth

Absent (Professors) Balachandra, Born, Gatley, Hafner, Karma, Podlaha-Murphy, Rosengaus, Ross, D. Sherman, Thrush

(Administrators) Falcon, Luzzi

Provost Director convened the meeting at 11:52 AM

- I. The minutes of 6 October were approved as amended.
- II. Professor Morrison reported that SAC had met twice in regular session and once with the Provost. He expressed thanks to faculty who agreed to serve on the three Dean Search Committees which have now been staffed, as follows, with the exception of students.

The College of Art, Media and Design Dean Search Committee

Professor Janet Bobcean, Department of Theatre
Professor Stephen Burgard, School of Journalism
Professor Elizabeth Cromley (Chair), School of Architecture
Professor M. Isabel Mierelles, Dept of Art and Design
Professor Emmett Price, Departments of African American Studies and Music
Professor Judith Tick, Department of Music
Dean Larry Finklestein, Dean, College of Computer and Information Science

The College of Science Dean Search Committee

Professor Albert-László Barabási (Chair), Department of Physics & College of Computer and Information Science
Professor Agnes Chan, College of Computer and Information Science
Professor Joanne Miller, Department of Psychology
Professor Sanjeev Mukerjee, Department of Chemistry and Chemical Biology
Professor Dagmar Sternad, Departments of Biology, Electrical and Computer Engineering, and Physics
Professor Valerio Toledano Laredo, Department of Mathematics
Dean Stephen Zoloth, Bouvé College of Health Sciences

The College of Social Sciences and Humanities

Professor Donna Bishop (Chair), Department of Criminal Justice
Professor James Dana, Departments of Economics and Business
Professor James Hackney, School of Law
Professor Carla Kaplan, Department of English

Professor David Lazer, Department of Political Sciences and College of Computer and Information Science

Professor Ronald Sandler, Department of Philosophy and Religion

Professor Steven Vallas, Department of Sociology and Anthropology

Department Karin Velez, Department of History

Dean Thomas Moore, College of Business Administration

III. Provost Director thanked SAC for convening these three important committees. He reported that within the next several days a communication will be sent on task forces for the following areas: Communication Studies Department; Department of Education; Interdisciplinary Programs; University-level programs in CAS (undeclared majors, General Studies, and others); Graduate program administration in the new colleges; Operational Issues (staffing, cross-registration); Policies (such as decisions regarding promotion and tenure). The Deans will have significant roles but the new Colleges will be in place prior to their likely start dates.

IV. Questions.

Professor Goodale requested a progress report on adding the major to the diploma. Provost Director reported that the Registrar's Office is working toward launch this cycle despite a few unintended consequences.

Professor Lifter inquired whether faculty may submit nominations for the task force committees to which the Provost responded that his office has been working to find the right people but names may be submitted prior to 2:00 p.m. today.

V. Professor Morrison moved the following motion and it was seconded:

***WHEREAS* the administrator evaluation review procedures, adopted by resolutions of the Faculty Senate on October 21, 1991, and subsequently revised and amended, have promoted the values of shared governance, that is, faculty participation and input into university decision-making, transparency in university administration, and leadership that is responsible and accountable to the constituencies that are administered; and**

***WHEREAS* the 2008-09 *ad hoc* Administrator Evaluation Reform Committee (AERC), in its report to the Faculty Senate in April 2009, found that during the 2007-08 academic year 65 faculty members or roughly 10 percent of the tenure faculty were involved in this process; that the problem of the number of faculty members involved is compounded by the frequency of the evaluations (currently university administrators are evaluated every three years); and that there were questions about the value of the administrators' evaluations to their supervisors' review of their performance in the office and to the administrators' need for feedback to improve as manager of a unit; and**

***WHEREAS* the AERC concluded along with 64 percent of the Deans and Chairs surveyed for its report that the current procedures need to be reformed or streamlined:**

***BE IT RESOLVED* That**

- 1. administrators be reviewed during the third year of their first term and thereafter in the penultimate year of their subsequent term(s);**
- 2. each evaluation team shall consist of two faculty members appointed by the Senate Agenda Committee and one individual appointed by the Provost when college deans or deans of the schools are being reviewed or the dean when**

- department chairs, program directors, and other administrators of programs who report to that dean are being reviewed;**
- 3. the evaluation team shall limit the scope of its evaluation to the administrator's leadership in matters of concern to faculty;**
 - 4. all administrators who head academic units, that is, units with faculty members, be evaluated on the schedule recommended above and administrators who lead non-academic units be evaluated at the discretion of the Senate Agenda Committee.**

Professor Morrison explained that the report by the 2008-09 Administrator Evaluation Reform Committee was accepted by the Faculty Senate with the understanding that resolutions reflecting the conclusions of the report would be forthcoming. After communications were received from Senators and others, SAC reexamined the committee report and agreed that the resolutions on the table do not adequately reflect the report.

Professor Daynard moved to recommit the motion to the Senate Agenda Committee and it was seconded. VOTE to recommit: PASSED, 27-1-1

VI. Project ADVANCE.

Professor Wadia-Fascetti reported that Project ADVANCE is funded by NSF and engages entire institution. NU joins 35 existing sites designed for institutions to look inward in order to improve careers for women academics in science and engineering.

The focus on recruitment has produced the NU STRIDE Committee (Strategies and Tactics for Recruiting to Increase Diversity and Excellence) to raise awareness of and assist in understanding what might exclude a particular group. It is a peer approach to work with search committees to encourage thoughtfulness in recruiting and interviewing, particularly regarding unintended bias. Workshops have been scheduled throughout the terms and approximately 64 persons have enrolled from 30 departments, primarily in COE, CAS, BCHS, and CCIS.

Outreach to prepare PhDs and Post Docs for the application/interview process has been undertaken. The first workshop, which took place in June, was attached to a Nanotechnology Conference so participants arrived from Michigan and GeorgiaTech who gave visibility to NU.

Focus on retention and advancement includes networking and collaboration events with professionals who can strengthen the professional networks of women faculty. An internal mentoring program has planned workshops and conferences to discuss issues such as balancing work/life, navigating the tenure track, and building international networks.

Focus on leadership engagement to promote a climate that encourages success for faculty and increases awareness has produced increased interest from departments and faculty.

More information on ADVANCE and its initiatives may be found at www.northeastern.edu/advance

Professor Wadia-Fascetti opened the floor to questions.

Professor Daynard, recalling concerns voiced at a previous Senate meeting regarding the low percentage of faculty hired last year from underrepresented groups, inquired whether ADVANCE addresses that issue. Professor Wadia-Fascetti responded that 35% of the workshops are attended by underrepresented groups and the hopes are that this will demonstrate to search committees that candidates are out there. The Provost added that while

the program was originally aimed at the number of women in engineering and the sciences, the experience of institutions who received funding has been an improved environment for all underrepresented groups. He reminded the Senate that the issue is the responsibility of the entire university, not of one person or office. A requirement has been established that Deans must insure a diverse candidate pool prior to the interview process. STRIDE is assisting search committees with how to procure diverse candidate pools and improve the process and climate.

Professor Gaffney noted that the University must also assure that outstanding senior faculty members are valued and retained to which the Provost responded that the climate change engendered by ADVANCE activities will assist in that goal.

Professor Price asked if there were methods to avoid tokenism, i.e. to have the process be proactive rather than reactionary. Professor Wadia-Fascetti responded that the goal is to institute an inclusive recruitment process rather than aim at specific groups. Provost Director added that the Deans and faculty should work to develop a system of accountability.

Following a general discussion of graduate student involvement, the pipeline of incoming [female] students and their retention, and admissions criteria, a motion to adjourn was made and seconded.

The Senate adjourned at 12:39 p.m.

Respectfully submitted,

Stephen W. McKnight, Secretary
Faculty Senate