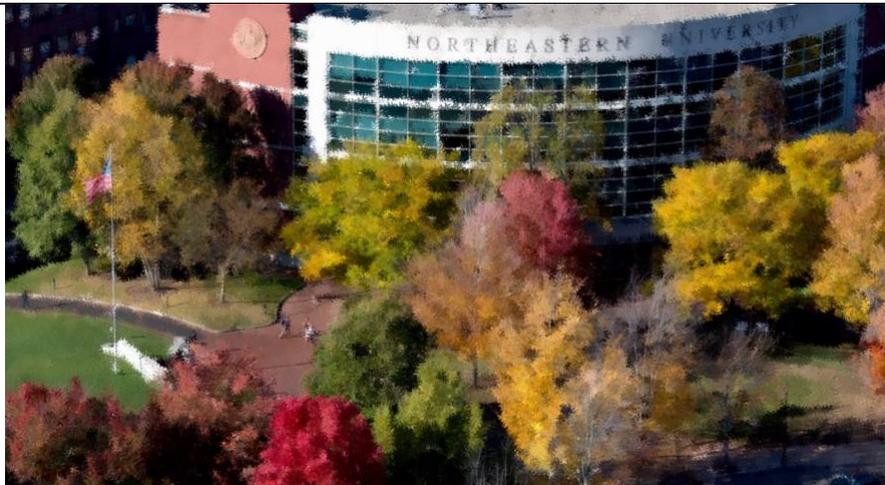


Northeastern University

Faculty Senate

SENATE NEWSLETTER VOLUME 1 ISSUE 5

The Faculty Senate acts as a coordinating body to provide communication between the Administration and general University faculty, and to initiate consideration on any matter of faculty concern. For more information, please visit the [senate website](#)



November 17, 2021 Faculty Senate Meeting Highlights

Upcoming Faculty Senate Meetings

Provost Madigan's Report

- Mills College: Discussions about programming will begin in the next few weeks. Opportunities for all NU faculty to engage in these activities.
- T/TT faculty hires in 2022: Expected yield is 80 hires for FY 23, about one (joint) hire per college. Message sent outside is that NU is hiring ("500" message for research faculty). NU hired 70 T/TT faculty last year in addition to other categories. Searches this year are mostly organized thematically instead of at departmental level. Last year, about 1/2 were joint hires, about 1/3 represented diversity.
- Within COS, a successful program called INVEST was initiated in 2020. Dean Sive discussed its goal: identify junior candidates not in typical track who could join right after completing PhD. Six subcommittees went through >600 applicants. Four faculty members were hired. Program also offered an independent postdoc period with funding and no obligations besides research before T/TT clock starts. The plan is to extend this program to other colleges.

Approval of New Graduate Programs:

- Masters of Professional Studies in Insurance Analytics and Management in the College of Professional Studies.
- Master of Arts in Security & Intelligence Studies in the College of Professional Studies.
- Masters of Science in Real-World Evidence in Healthcare and Life Sciences in the Bouvé College of Health Sciences.

Presentation:

Ms. DIANE LEVIN, UNIVERSITY OMBUDS, ombuds@neu.edu, 617.373.3362

- Update on current situation in the last fiscal year and future overview.

Please join us for our virtual Teams meetings!

Fall 2021 semester meetings (11:45am -1:25 pm):

- September 15
- October 6
- October 20
- November 3
- November 17
- December 1

Dec 1 senate meeting:

Presentations by

- **Tom Nedell, Senior Vice President, Finance and Treasurer on the current financial state of the university.**
- **Madeleine Estabrook, Senior Vice Chancellor for Student Affairs**

Committee reports from

- **Faculty Development Committee**
- **Enrollment, Admissions and Policy Committee**

Northeastern University

Faculty Senate

- Role of OMBUDS is a safe space to informally raise and address concerns, confidentially, as a first (or last) resort for any point in faculty life cycle
- *Ombuds Office Practice Standards*: confidentiality, independence, neutrality and informality except for mandated reporter and in case that someone plans on inflicting harm. There is a “firewall” between Ombuds office and Provost’s Office. The Ombuds office is impartial and passes any feedback to institutional leaders without influencing a decision on them.
- *Data tracking*: nothing that will lead to visitor’s identification. Allowable data are stored to provide feedback to university about systematic trends: number of visitors, affiliation, referral sources.
- Visitor numbers: since 2018 the office started tracking visits. Numbers have increased. Staff outnumbers faculty 4: 1. Ombuds primarily supported full-time faculty. This year 142 cases. Case load has increased each year.
- Number of concerns has increased since 2018. This year 333 so far. About 2.3 concerns per visitor.
- Major themes this past fiscal year are
 - Organizational climate and employee morale. Faculty and staff alike with stress and strain of pandemic.
 - DEI, especially in hierarchical and peer relationships. Need for those working with mentoring and managing people/teams, need to be better equipped.
 - COVID-related safety and health concerns. Primarily for those with student-facing roles and be physically present.
 - Perceived misalignment between NU values and practices. Disconnect between stated and practiced.

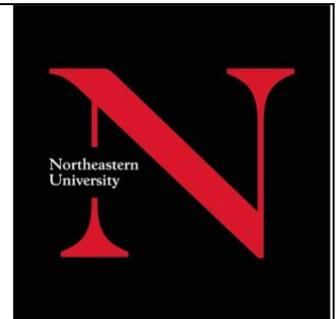
Top 3 categories for faculty this fiscal year are:

- Organizational climate: responsibility of leadership to address climate and morale; and importance of communication and messaging on trust.
- Value and culture: alignment of values stated versus practice, especially the “one NU faculty” and NTT faculty experience and how to help with this.
- Hierarchical relationships: fear of retaliation for raising concerns or questions. Experiencing intimidating behavior or microaggression in interpersonal interactions.

Top 3 categories for staff this fiscal year are:

- Hierarchical relationships top priority, dominant concern. Bullying or retaliatory behavior. DEI concerns.
- Organizational climate, staff retention and morale. These issues are still important after prime pandemic times. Impact of commination and messaging.
- Alignment with NU values, more so than faculty. Impact of policies and changes, such as new policy on sick time.

Please reach out to the University Ombuds Office if you have concerns or need help.



Northeastern University

Faculty Senate

The Senate is seeking faculty participation in a survey from the standing committees of the Faculty Senate on various important topics such as transportation and parking benefits, diversity and inclusion at NU, faculty teaching evaluations. Questions from all committees are compiled in this one survey to help reduce "survey fatigue".

Please complete the 2021 Faculty Senate Survey by November 29, 2021. *Thank you*

Link is https://neu.co1.qualtrics.com/jfe/form/SV_eQm31M0dAUyc88C