



Northeastern University
Office of the Faculty Senate

TO: All Full-time Faculty Members
FROM: Faculty Senate Agenda Committee
SUBJECT: Faculty Senate Meeting

I. The next meeting of the 2015-16 Faculty Senate will be:

Date: Wednesday, 9 December 2015

Time: 11:45 AM to 1:25 PM

Place: Raytheon, 240 EC

II. **Agenda**

- A. Approval of the 18 November 2015 minutes
- B. SAC Report (Professor Sceppa)
- C. Provost's Report (Provost Bean)
- D. Questions and discussion

III. **Report and recommendations of the Senate Committee for Financial Affairs (Professor George Adams)**

III.A. *Resolution #1: Promotion increase pool*

BE IT RESOLVED That the funds for the 10% salary increase for promotions be drawn separately from the merit and equity pool in each college/school.

III.B. *Resolution #2a: Raise pool*

BE IT RESOLVED That, although the percentage of the raise pool devoted to merit may vary among the academic departments (or the relevant academic unit where departments do not exist), it should be clearly defined and communicated to the faculty. It is proposed that merit not be less than 85% of the raise pool in any department/unit with the difference (no greater than 15%) going to equity.

III.C. *Resolution #2b: Equity Pool*

BE IT RESOLVED That the funds for the equity pool be distributed according to the procedures specified in the *Faculty Handbook*

([Appointments and Compensation](#) module, pp. 4-6) with *transparency*. The department chair (or the relevant academic unit chair where departments do not exist) will inform the faculty in the department/unit as to the number of faculty given an equity adjustment, the median and average adjustments, and the percentage of the raise pool in that department/unit devoted to equity.

III.D. Resolution #2c: Determination of equity adjustments

BE IT RESOLVED That the wording “The department chair (or the relevant academic unit where departments do not exist), will inform the faculty in that department/unit as to the percentage of the raise pool in that department/unit devoted to equity.” Be added as the second paragraph of C.c.5 (Rights to Information) of the Faculty Handbook module on Appointments and Compensation (see Appendix A).

III.E. Resolution #2d: Procedures determining equity adjustments

BE IT RESOLVED That each department (or the relevant academic unit where departments do not exist), establish detailed procedures for determining equity adjustments that are consistent with the *Faculty Handbook*. Departments/Units will send their written procedures to the dean of their respective colleges for approval.

III.F. Resolution #3: Faculty salary increase

BE IT RESOLVED That the raise pool for merit and equity (with promotion excluded) for FY 2017 be 4.0% of continuing salaries starting on 1 July 2016.

III.G. Resolution #4: Retiree insurance

BE IT RESOLVED That the University explore the establishment of a health insurance group for the benefit of retired employees. University funding is not requested; only the University’s commitment to explore the establishment of such a health insurance group.

IV. Update on Northeastern’s hybrid budget model (Vice Provost Rini)