

**Presentation of the 2018-19
Financial Affairs Committee (FAC)
to the Faculty Senate on April 24, 2019**

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Charge #1: The FAC shall follow up on the implementation of the 2016-2017 Senate resolution on procedures for establishing match-mates for each college/unit.

Resolution Passed on February 1, 2017, 32-0-2: BE IT RESOLVED That clearly defined procedures for establishing the match-mates for each college/unit should be approved by the faculty of each college/unit subject to the approval by the dean of the college. These choices of match-mates should be revisited at least every five years.

- Little progress:
- Fewer of our aspirant Universities are sharing data with CUPA making the situation more challenging
- The Administration is working with the Colonial Group to move forward

Charge #2: The FAC, in collaboration with the FTNTTFC, shall explore sources of more granular match-mate data for FTNTT faculty than is currently available to Northeastern's faculty cohort.

- Very challenging problem with each University having differing categories and names
- The FAC worked with the NU Faculty Senate Full-Time Non-Tenure Track Committee (FTNTT) to evaluate the feasibility of sources such as AAUP to generate match-mate data.
- Existing data sources, in their current form, would not serve as appropriate match-mates at a higher level of granularity than they have been used due to inconsistencies in either the higher education institutions that submit data and/or the type(s) of data that they submit.
- The Provost's Office reports efforts to "map" our titles onto those of other Universities enabling a NTT match-mate study.

Charge #3: The FAC shall examine the total faculty compensation, given the yearly increases in the cost of benefits (especially health insurance), in comparison to salary raises.

Charge #4: Based upon the findings in charge 3 and a review of match-mate institutions, FAC is requested to make recommendations for merit raises for full time faculty at the University.

(See Appendix 1) While overall compensation looks relatively strong compared to the Match-mate Institutions used the past few years, when Cost of Living is taken into account, our rankings continue to remain substantially below our overall USNWR ranking suggesting compensation continues to be a drag on our rankings. Our recommendation is likely to be slightly above a national average and is proposed as a reasonable effort to address the problem.

BE IT RESOLVED That the recommended raise pool for merit and equity for FY 2020 be 4.0% of continuing salaries starting on July 1, 2019.

Table 1. Match-mate Institutions (Note: Lacking an “official” Match-mate list, FAC used the same list as 2017/8 with rankings updated)

Note: When selected our match-mates were peer and aspirant institutions, but they are now representative only of peer institutions.

University	USNWR Ranking (2018)	Carnegie Classification	
Boston College	38	Highest Research Activity	5
Boston University	42	Highest Research Activity	5
Brandeis	35	Highest Research Activity	5
Carnegie-Mellon University	25	Highest Research Activity	5
George Washington University	63	Highest Research Activity	5
Lehigh University	53	Higher Research Activity	4
New York University	30	Highest Research Activity	5
Northeastern University	44	Highest Research Activity	5
Notre Dame University	18	Highest Research Activity	5
Rensselaer Polytechnic Institute	49	Higher Research Activity	4
Rice University	16	Highest Research Activity	5
Southern Methodist University	59	Higher Research Activity	4
Syracuse University	53	Highest Research Activity	5
Tufts	27	Highest Research Activity	5
Tulane University	44	Highest Research Activity	5
University of Miami	53	Highest Research Activity	5
Wake Forest University	27	Higher Research Activity	4
Average Ranking	39.8		4.76

Table 2. Raw Data on Total Faculty Compensation (Salary and Benefits) for 2017-18 (Source: AAUP)

University	Full Comp.		University	Associate Comp.		University	Assistant Comp.
NYU	302.5		NYU	177.6		NYU	161.3
Rice	242.5		Boston U	168.5		Tufts	147.3
Boston U	242.0		Tufts	161.2		Northeastern	139.5
Boston C	230.3		Northeastern	159.6		Notre Dame	138.9
Notre Dame	230.1		Notre Dame	158.5		Boston U	138.4
G. Washington	224.9		Boston C	156.8		Boston C	137.0
Northeastern	224.3		G. Washington	152.6		Rice	134.9
Tufts	218.6		Rice	149.2		RPI	134.9
SMU	210.0		SMU	144.2		SMU	132.2
U of Miami	205.3		Carnegie Mellon	141.5		Carnegie Mellon	128.3
Lehigh	205.1		Lehigh	140.0		Lehigh	127.8
RPI	204.0		U of Miami	139.9		G. Washington	126.3
Carnegie Mellon	202.5		RPI	139.7		U of Miami	120.0
Brandeis	194.3		Brandeis	139.0		Tulane	116.8
Wake Forest	191.0		Syracuse	137.6		Syracuse	115.8
Tulane	185.4		Wake Forest	132.3		Brandeis	112.0
Syracuse	175.6		Tulane	122.7		Wake Forest	95.8
Average	217.0		Average	148.3		Average	129.8
NU-Average	7.3		NU-Average	11.3		NU-Average	9.7
Diff / NU	3.3%		Diff / NU	7.1%		Diff / NU	7.0%

Table 3. Cost-of-Living in Different Geographic Areas *(From money.CNN.com /calculator/pf/cost-of-living/ (October 2018))*

City	Cost-of-Living	Universities
Albany	0.726	Rensselaer Polytechnic Institute
Boston	1.000	NU, BC, BU, Tufts, Brandeis
Dallas	0.689	Southern Methodist University
Houston	0.663	Rice University
Miami	0.774	University of Miami
New Orleans	0.683	Tulane University
Manhattan (1.611), Brooklyn (1.229)	1.398	New York University
Pittsburgh	0.672	Carnegie-Mellon University
Rochester (in place of Syracuse)	0.663	Syracuse University
Scranton, PA (in place of Lehigh)	0.665	Lehigh University
South Bend, IN	0.648	University of Notre Dame
Washington, DC	1.051	George Washington University
Winston-Salem, NC	0.625	Wake Forest

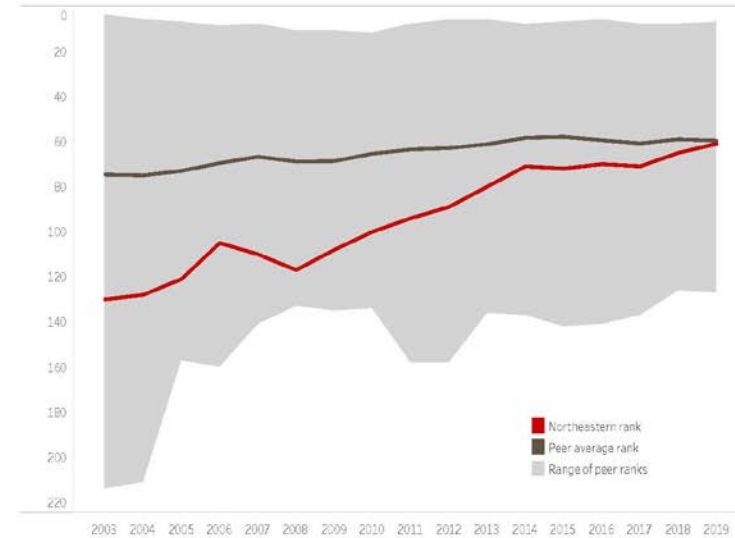
Table 4. Real Salary with 50% Cost-of-Living Adjustment (2017/8) (Source: AAUP April 2018)

University	Full Real		University	Associate Real		University	Assistant Real
Rice	291.5		Notre Dame	192.4		Notre Dame	168.6
Notre Dame	279.2		Rice	179.3		RPI	165.9
NYU	249.8		RPI	171.8		Rice	162.1
SMU	248.5		SMU	170.7		SMU	156.4
Lehigh	246.2		Carnegie Mellon	169.3		Carnegie Mellon	153.5
Carnegie Mellon	242.2		Boston U	168.5		Lehigh	153.4
Boston U	242.0		Lehigh	168.1		Tufts	147.3
RPI	236.4		Syracuse	165.4		Northeastern	139.5
Wake Forest	234.9		Wake Forest	162.7		Syracuse	139.2
U of Miami	231.5		Tufts	161.2		Tulane	138.7
Boston C	230.3		Northeastern	159.6		Boston U	138.4
Northeastern	224.3		U of Miami	157.7		Boston C	137.0
Tulane	220.2		Boston C	156.8		U of Miami	135.3
Tufts	218.6		G. Washington	148.2		NYU	133.2
G. Washington	218.3		NYU	146.7		G. Washington	122.6
Syracuse	211.1		Tulane	145.7		Wake Forest	117.8
Brandeis	194.3		Brandeis	139.0		Brandeis	112.0
Average	236.4		Average	162.5		Average	142.4
NU-Average	-12.1		NU-Average	-2.9		NU-Average	-2.9
Diff / NU	-5.1%		Diff / NU	-1.8%		Diff / NU	-2.1%

Relative Compensation

- Compensation continues to drag down our overall ranking.
- US News overall ranking is “44” but our compensation ranks “61.”
- US News Compensation Ranking has risen from “108” to “61” in last ten years.
- Boston’s cost of living is a major issue.

US News Faculty Compensation Rank
Northeastern and Comparison Group



	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19
Northeastern University	130	128	121	105	110	117	108	100	94	89	80	71	72	70	71	65	61
Boston College	83	82	82	79	77	81	77	83	88	89	87	79	82	86	82	77	65
Boston University	214	211	157	146	129	125	121	104	88	72	68	55	50	44	44	48	49
Brandeis University	152	140	137	129	124	125	130	134	158	158	136	137	142	141	137	126	127
Carnegie Mellon University	16	21	22	19	19	18	21	21	22	25	28	31	34	33	40	57	57
George Washington University	130	140	151	160	141	133	135	134	123	120	121	111	114	118	119	111	104
Lehigh University	36	40	41	40	36	47	54	53	44	46	43	46	43	44	44	48	52
New York University	20	18	19	22	24	27	19	16	18	18	18	18	19	21	22	22	24
Rensselaer Polytechnic Institute	69	77	89	72	65	69	73	76	76	78	62	41	40	42	51	43	41
Rice University	4	6	7	9	8	11	15	12	8	7	8	8	7	6	8	8	7
Southern Methodist University	46	45	47	43	36	40	42	36	33	34	38	37	31	24	24	24	23
Syracuse University	117	116	110	99	105	105	104	104	113	108	105	96	96	99	100	94	102
Tufts University	127	128	121	105	100	109	114	111	116	112	110	111	102	111	110	111	114
Tulane University	46	48	59	66	65	66	65	55	44	57	62	60	55	63	76	65	65
University of Miami	55	54	52	43	43	40	31	31	33	34	38	41	40	37	36	35	41
University of Notre Dame	7	8	7	9	10	11	11	12	8	6	6	9	9	8	9	10	11
Wake Forest University	72	66	67	72	85	95	87	64	44	42	49	53	63	74	71	65	72

Benefits

- Improved dental benefits last year
- Launch of Parental Leave Program in October 2018
- Health care plan premium increase of “0” for the current year
- **Retirement Plans:**
- Comprehensive retirement plan with very high participation rate (~ 93%)
- HRM attempts to encourage those who don't participate to do so
- An individual employee may reasonably decide not to participate.
- Nevertheless, this participation rate should probably be higher.
- **BE IT RESOLVED That the University explore moving to an “Opt Out” format for the retirement plan and report on this issue to the Faculty Senate during the AY 2019/20 academic year.**

Recreation Center Fees:

The University currently has an annual fee of \$270 to use the Marino Center and Squashbusters facilities.

The FAC feels this may be a counterproductive cost-ineffective barrier.

BE IT RESOLVED: That the University explore the costs and benefits associated with lowering or removing the fee for full-time faculty/staff use of recreation facilities.

T Pass:

BE IT RESOLVED That the University consider commuter rail benefits similar to those of other Boston area Universities (e.g., 50% subsidy provided by BU and 60% subsidy provided by MIT).

Charge 5: The FAC shall carry out an analysis of all implications of divestment of University endowment holdings in fossil fuel industries and of possible divestment of those holdings.

The FAC did not address this issue in any meaningful way.

We did solicit the following response from Senior Vice President Nedell who reported *that “there are not any substantial changes in holdings or approach to the endowment from last year when I made a presentation to the Senate. We have made some substantial investments in the sustainability category which put us well on the way towards the target of \$25M over five years.”*