

The Faculty Senate, together with the Administration of the University, has the responsibility of maintaining and improving the academic standards of the University and making the functioning of the University more effective and harmonious. It also coordinates activities among the various College faculties as well as those that involve both the administration and faculty of the University.

For more information, please visit [faculty.northeastern.edu/senate](http://faculty.northeastern.edu/senate).

Your Faculty Senators



## Report from the Shared Governance Ad Hoc Committee

On March 13, 2024, the Ad Hoc Committee on Shared Governance shared its findings from a voluntary faculty salary equity survey with the Faculty Senate, highlighting ongoing efforts to identify and rectify potential salary inequities across the Northeastern network. This endeavor underscores a commitment to fostering equitable pay practices, a goal that the Faculty Senate and the Administration are dedicated to achieving collaboratively.

We extend our gratitude to the 825 faculty members who contributed to this crucial survey, enriching our understanding of the current salary structure within Northeastern. In response, the Senate Agenda Committee plans to undertake a thorough review of our current salary equity review procedures, including the current 3-year salary equity review process, in order to determine whether the process itself may be perpetuating embedded inequities. This initiative is part of a broader strategy to uphold the integrity of Northeastern's compensation policies, demonstrating a proactive stance on equity and transparency within our academic community.

## Upcoming Senate Meetings

All faculty are welcome to attend the virtual meetings of the Faculty Senate. Contact [facultysenate@neu.edu](mailto:facultysenate@neu.edu) to receive a Teams invitation.

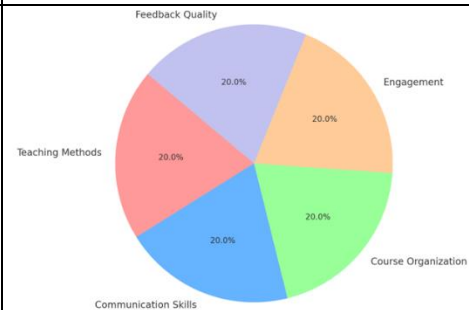
Spring 2024 meetings  
(11:45am -1:25 pm ET):

- March 27
- April 10
- April 17



## Teacher Rating And Course Evaluation (TRACE) Review

Numerous faculty members have raised concerns regarding the use of the Teacher Rating And Course Evaluation (TRACE) survey as a measure of their performance. Acknowledging the considerable evidence indicating issues with these types of evaluations, the senate agenda committee is poised to establish an ad hoc committee to examine the instrument. This committee's mission will be to critically assess the optimal utilization of TRACE and formulate strategic



recommendations for its use in assessing faculty performance, aiming to ensure a more accurate and equitable evaluation system.



## The Global Network and Faculty Mobility

In an ongoing effort to foster a vibrant academic community and enhance collaborative opportunities, Northeastern University supports faculty mobility across our expansive network of campuses located throughout the United States, Canada, and the United Kingdom. Faculty members who are interested in teaching or conducting research at a different campus are strongly encouraged to pursue these opportunities when they come along. To facilitate this, we recommend creating a profile in Workday, which will enable you to receive notifications about new openings and opportunities as they arise. Faculty mobility is designed to enrich both our academic environment and your professional experience, ensuring that our community remains at the forefront of innovation and excellence in education.



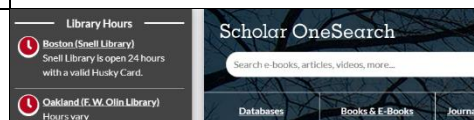
Northeastern University, in collaboration with the Faculty Senate, champions the creation of support groups and the fostering of strong community bonds. While individual learning and development are highly valuable, the shared experience of collective growth and enlightenment is undeniably more enriching.

## Shared Governance Participation Through Service

We are reaching out to you, our faculty colleagues, with an invitation to deepen your involvement in the governance and forward momentum of our institution by volunteering to serve on the Faculty Senate's standing and ad hoc committees. These committees play a pivotal role in shaping the policies, initiatives, and academic environment that define our community. By contributing your expertise and insight, you will be directly impacting the direction and quality of our collective academic journey. This is a remarkable opportunity to lend your voice to the discourse that shapes our institution's future, fostering a culture of collaboration, innovation, and excellence.

Please use the link below to express your interest and indicate your preferred committees. This is your chance to contribute to the vibrant life of our academic community in a meaningful way. We encourage faculty members from all disciplines and across our network to consider this unique opportunity to serve, guide, and enrich our institution. Your participation and leadership will not only enhance the efficacy of our Faculty Senate but will also embody the spirit of shared governance that is essential to our success. Be on the lookout for the survey and thank you in advance for your willingness to contribute to our collective endeavors.

Survey Link: [https://neu.co1.qualtrics.com/jfe/form/SV\\_0NZrA26iymsgWDY](https://neu.co1.qualtrics.com/jfe/form/SV_0NZrA26iymsgWDY)



Library Resources: Useful Links

[Library](#)

[Library Blog](#)

[Library Calendar](#)

[Subject Librarians](#)

[Research Tutorials](#)

[Global Campus Portals](#)

[Snell Library Renovation Info](#)

## Helpful Mental Health & Well-Being Resources

In our continuous effort to support the well-being and mental health of our faculty colleagues, we are pleased to share a collection of resources designed to offer guidance, support, and strategies for maintaining mental health and well-being. These resources provide a wide range of tools and insights for managing stress, enhancing resilience, and fostering a positive work-life balance.

Relevant resources are listed here:



For students/helping students:

- [Northeastern University Health and Counseling Services](#)
- [Find@Northeastern for students](#)
- [We Care for students](#)
- [Faculty Guide: Supporting Student Mental Health](#)
- [OPEN: Alcohol and other Drug and Sexual Violence Services](#)
- [Center for Spirituality, Dialogue, and Service](#)
- [Disability Resource Center](#)

For faculty/staff:

- [NU Mental Health resources for faculty/staff](#)
- [Faculty Resources](#)
- [HR Wellness resources](#)
- [NU Ombuds for faculty/staff](#)
- [NU Employee Assistance Program](#)

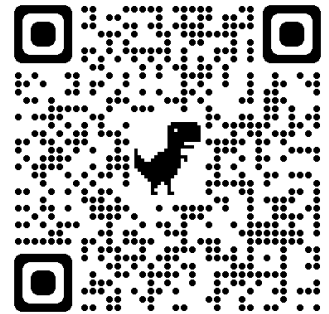
## Faculty Senate Concern Form

In our ongoing commitment to fostering a collaborative, inclusive, and welcoming university environment, the Faculty Senate invites members of the faculty to make use of the Faculty Senate Concern Form. This confidential platform allows faculty members to submit concerns anonymously, related to our global university community. To share a concern, please visit the Faculty Senate website at <https://faculty.northeastern.edu/senate/forms> or scan the QR code here. Thank you for your continued engagement in making our university a place of excellence.

Respectively,

The Faculty Senate Agenda Committee:

- Ted Landsmark, Chair, CSSH.
- Prof. Yingzi Lin, COE, SAC Secretary.
- Prof. Jacques Alexis, CPS.
- Prof. Paul Chiou, DMSB.
- Prof. Mark Henderson, Mills College at Northeastern.
- Prof. Darcelle Lahr, Mills College at Northeastern.



Faculty Senate Concern Form