

Charge 4

Provide recommended language to define a “Northeastern University One Faculty” Model. This language will then be reviewed by the 2024-25 Academic Policy Committee and Faculty Handbook Committee, revised as necessary, and then presented to the Senate for adoption as a Faculty Handbook module.

The Model shall consider criteria recommended by the 2023-2024 FTNTTC for all faculty (faculty shall be defined herein as “fulltime, benefits-eligible faculty”):

Sabbatical

- Terms, conditions, and expectations for sabbatical leave shall be consistent for all faculty.
- Funding should be consistently provided for sabbatical leaves for all eligible faculty.

Salaries

- Salary ranges should be added to all job descriptions across all campuses.
- In conjunction with the Provost’s Office and the Vice Provost of Data & Analytics, salary ranges should be reviewed every 2 years to ensure that salary ranges are relatively equal based on cost of living by campus, rank, and faculty position. Any discrepancies should be reviewed and evaluated with reasons provided on the differences.

Office Space

- On-campus office space should be provided at the same rate for all faculty affiliated with a college and campus location. The type of office space accommodation should also be provided at the same rate for all faculty affiliated with a college and campus location.

Faculty Titles

- Faculty titles should be applied consistently across all campuses.

Evaluation, leadership and advancement

- Evaluation, leadership and advancement processes, criteria and opportunities should be consistent for all faculty. The FDC shall review the leadership positions for which NTT faculty are currently ineligible at each college. The FDC shall work with the FHC to determine lists of such leadership positions, then contact those colleges to determine whether the colleges are amenable to making those positions eligible for NTT faculty. The FDC shall report back its findings to SAC.

Additional Considerations

- Consider whether conversion of full-time non-tenure track faculty to a tenure-track faculty is possible at Northeastern University; In 2021, WPI adopted a policy to convert teaching faculty to tenure-track. (<https://www.wpi.edu/sites/default/files/faculty-governance/SummaryofOurWork-September12021.pdf>)