

# HR Benefits Task Force Report 2024-25

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# Task Force Overview

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## **Charge 1: Tuition Exchange Programs**

- Explore options for NEU faculty and staff to apply for tuition exchange or other scholarships to cover at least one-third of Northeastern's tuition at other accredited institutions.

## **Charge 2: Global Programs**

- Explore options to create a pathway for scholarships to increase tuition coverage for Dialogues of Civilization and traditional study abroad programs

## **Charge 3: Permanent Residency**

- Explore options to create a single process for the University's review and approval of permanent residency status and ensure it applies to all employees.



# Charge 1: External Analysis

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## **Tuition Exchange**

**Access:** To 710 colleges & universities including 34 in Massachusetts.

### **Limitations:**

- Administrative oversight is required to participate.
- Limited scholarships a minimum of 3 required per year.
- Rules vary by institution; eligibility and renewal depend on each school's policy.
- Subject to change; all the unknown factors, acknowledging that circumstances can and often do change over time.



# Charge 1: Internal Analysis

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## Tuition & Fees Boston Campus (per term)

Academic Year	Tuition	Room & Board	Fees
2025–2026	\$33,995	\$10,167	\$1226

## How Coverage Differs Across NU Campuses

Campus/Program	Coverage	Tuition Cost (2025-2026 Rates)	Room & Board + Fees
Boston	100% (\$33,995)	\$0 per term	Family pays R&B + fees
NUin Programs & Scholar Programs	33% \$33,600 Rate (\$11,088)	\$22,512 per term	Family pays fees (\$10,992)
College of Professional Studies	100%	Contract option	Varies



# Charge 1: Recommendations

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## Do Not Pursue Tuition Exchange Program

**Recommendation: Extend 100% tuition remission to NUin and Scholar Programs to match the coverage provided to Boston campus students.**

## Alignment with Senate Enrollment & Admissions Policy Committee Recommendations

- The Senate Committee has advocated for tuition remission equity for 2 consecutive years (2022–2024):
- 2023–2024 Resolution: *"Be it resolved: Adopt a 100% tuition remission policy for undergraduate and graduate courses across Boston, Mills, London, and CPS, including NUin and Global Scholars programs."*
- 2022–2023 Recommendations:
- Increase NUin tuition remission from one-third to full tuition equivalency
- Explore tuition equivalency for faculty/staff dependents in NUBound & Global Scholars
- Extend coverage to Dialogue of Civilizations programs

## Benefits of Standardizing 100% Coverage:

- Promotes educational choice and equity for all employee dependents
- Reduces pressure on Boston admissions teams and employees
- Ensures academic fit over financial considerations
- Strengthens employee retention and recruitment with benefits that reflect NU's commitment to global experiential education



# Helpful Information

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Email communication from the Office of the Chancellor (August 5 & 20, 2025) announced that the Office of Undergraduate Admissions will offer an overview of the undergraduate admissions process at selective institutions. This session is useful for faculty and staff with children or dependents applying to Northeastern this fall or in future years and will cover key dates, the application process, tuition remission eligibility, and financial aid procedures. All are welcome.

## **SESSION #2**

DATE: Wednesday, October 15

TIME: 3:00-4:00 PM Eastern Time

Register for the October session [here](#).

## **SESSION #3**

DATE: Friday, November 21

TIME: 12:00-1:00 PM Eastern Time

Register for the December session [here](#).

**All sessions will be held over Zoom and will offer identical content. After you register, you will receive a confirmation email with a link for the webinar.**



# Charge 2: Dialogues of Civilizations

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- Signature global experiential learning program
- Currently not covered under tuition benefits
- Testimony from Michelle Carr, Principal Lecturer, Communication Studies, CAMD highlighted transformative impact
- For many students, Dialogues may be the only feasible global learning pathway

# Charge 2: Recommendation

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- Recommendation to include tuition coverage for Dialogues of Civilizations
  - Embodies NEU mission: "educate students for a life of fulfillment"
  - Removes financial barriers to global engagement
  - Ensures inclusive access to high-impact education
  - Reinforces university's commitment to global perspective



# Charge 3: Permanent Residency

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- Policy and process already exists at the University
- Managed by Office of General Counsel
- No new action required - existing policy applies to all employees
- A link to the policy can be found [here](#).



# Questions?

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