

Climate Survey 2025: All Open-Ended Comments

Question: "Any additional comments you would like to add about Northeastern's climate?"

Total Comments: 180

1. Budget transparency - particularly around recent spending freezes - is exceptionally poor. Similarly, overhauls to procurement are made without input from faculty and are disruptive. I do not feel my voice is heard at Northeastern.
2. Last three questions are impacted by recent changes to budget and lack of transparency in how decisions are being made. Messaging from college-wide leadership seems to put the specific budget line decision-making on college-level, but college-level seems to indicate their decisions are driven by university-level decisions. In the end, funds to continue work that improves the student experience/knowledge and supports faculty professional growth and promotion are being cut.
3. There is no transparency in salary and how different people are selected for important roles within the department and school. A lot of decisions are made behind closed doors and based on favoritism.
4. We are broke as a university and being gaslighted about it by senior leadership.
5. The budget restrictions without any sort of justification or transparency from the President and Provost office is unacceptable. I am receiving constant, clear communication from my Dept Chair and College, but they can only provide what information is available to them and there isn't much coming from higher offices. Our college and department are thriving, so we cannot understand why we have been placed under such strict budgeting constraints. It is very negatively affecting our research and teaching capabilities, as well as significantly lowering morale among the faculty and students.
6. Improve office spaces. Noisy, too hot and too cold, not anywhere near 2025 academic labor standards. Affects work quality negatively.
7. The survey scale flipped on some questions - starting with Strongly Disagree or Strongly Agree. That will likely impact your results. Also, using terms that do not apply across the University (like department, chair, etc.) only deepens the divide. Instead, consider operationally defining those terms so that you get more accurate results. Thanks!
8. The poor planning and communication for the roll-out of many administrative/logistical changes has made my roll as a tenure-track faculty member exceptionally tedious for no other reason than poor implementation and stakeholder engagement by administration with those who are most affected by said changes. This is related to, but not exclusive to the roll-out of Workday finance.
9. Very unhappy with recent spending limits set to startup funds. Very unhappy with NUFIN and workday - recent changes create a lot of extra work for me and I am already overworked. I have to upload receipts for a large number of purchases, my dashboard doesn't even work (it doesn't even load despite contacting NUFIN etc). I am happy in terms of the collegial environment in my department but these recent admin changes with respect to financials make me start to consider working at a different institution where I am not being weighed down by unnecessary administrative tasks that slow down my research and add extra hours to an already long workday.

10. Northeastern has truly lost its way. Students come in with dreams and ambitions, led by false promises from administrators, that then have to be made true by faculty and staff. We spend more time on propaganda and gloss than actually listening to people and being reflective. Thank God the students are so resilient, and that you have staff that are devoted (or desperate) enough to take care of them.
11. It's horrendous. The worst it has been in years. Administration show a willful ignorance at best or, far more likely, a dedication toward keeping morale low. Shameful
12. Overall, I am happy with the climate. I recognize the challenges we face due to our size and multiple campuses. There should be an opportunity to evaluate our college/program leaders regularly. I am evaluated each semester by students and annually in the Merit review process. This is not a process for the leadership; which are often appointed with no faculty input.
13. The university continues to employ administrative staff in the comms department who threatened faculty with retaliation for speaking out on behalf of students protesting, using the phrase "remember who pays your salary." The fact that she continues to draw a salary from the university tells me exactly how much faculty are valued by this institution.
14. It is ridiculous to approve a budget but give spend authority that is at a lower amount.
15. Moral is at an all-time low
16. no questions about unnecessary administrative burden or adequate research support?
17. These are scary times for any academic institution, and NU seems determined to communicate absolutely nothing to either the public or the NU community.
18. Faculty perspective and priorities are not important in university decisions.
19. We have very little communication about budget- we have a goal to increase co-op roles and then have no coffee to give to an employer who comes to campus for an in-person interview and many have no budget to travel to visit employers... that seems like a questionable business decision when NU runs on co-op. We have no admin support so are doing all of that work and also expected to develop roles, teach, and work with students- there's only so much we can do. Layoffs have significantly impacted morale and the budget cuts and 2% salary increase and benefits cost increase have made everyone lose money this year. I'm constantly trying to engage my team to motivate them and stay positive but it's getting difficult with the cuts in jobs, budget, benefits, salary increases. People don't feel valued at all.
20. The survey assumes that it's a good thing for non-tenure-track faculty to be treated as equally as possible with tenure track faculty. That is false. Tenure track faculty have higher standards for hiring and are more qualified, and are the only faculty who should play a role in college/university wide governance. The one faculty model is a joke that has made us worse off.

21. Northeastern has become an increasingly difficult place to work and do cutting-edge research. Hazel Sive was one of the worst people to hold the position of Dean in my tenure and the aftershocks continue to be felt across the college. The global campus is a literal joke—faculty laugh about it. Here's one "Northeastern is a real estate company that occasionally teaches students". There is virtually no mobility for faculty between campuses and it's clear that it's just a way to delocalize students because of the obvious space issues in Boston. So many people are exhausted of these acquisitions and mergers without any benefit to faculty and minor benefits to students. It's absurd that our departmental budget is decimated but we have a campus in some of the most expensive real estate markets in the US, NYC, Miami, Bay Area, and abroad (looking at you London campus adjacent to Tower Bridge and views of the Thames). Regarding research, here's more gallows humor that I've heard countless times "We don't do research at Northeastern, we do research *despite* Northeastern". I'll note the constant lack of transparency at almost all levels is exhausting and demoralizing. Do better!
22. I'm paid substantially less than my male counterparts and expected to perform more (and more invisible) service.
23. In regard to transparency, there is none. Currently, the DMSB faculty is being squeezed by the current Dean both in terms of finances and expectations. Funds are always available for window-dressing and top-level management, but not for faculty (who do all the work with the students). Change in merit structure was abysmal, both in terms of substance and in terms of its implementation. I have never felt less valued in my many years at NU-DMSB as I do today. Very unfortunate since even the students feel similarly. We used to have a really great place to thrive; now, not so much. Stop blaming the current political climate and fallout from COVID; these are excuses for what was already going on. Many of us are tired of the spin. The pain is not being spread around, but seems to only be happening at the faculty level.
24. Northeastern unfortunately has a bad climate that is getting worse. It has been listed on directories of institutions with some of the worst climate and academic freedom. Staff and nonTT faculty are treated as a commodity and not people. I have seen firsthand, employees be let go directly due to complications related to their disabilities. I have been directly discriminated against at the college level for my identity and have had to file title IX reports. It is very clear that the top university executives either do not understand or do not care what happens to undergraduate education beyond what they can market about. Salaries for faculty, particularly nonTT, are lower than peer institutions with a higher cost of living in Boston (I have collected some data on this). And our salaries have been steadily decreasing, even with meager raises, due to inflation. Until salaries are more equitable, the one faculty policy means very little. We have some of the lowest salaries and budgets in the area and yet our President is one of the highest paid in the country. I stay because I like the teaching, research, and service I do personally, but the greed, lack of transparency, and disrespect from the top down is upsetting and hurts our institution's reputation. The decision to remove the words DEI in an anticipatory compliance with the Trump administration and fire most of the DEI staff, while also twisting the truth that it is to protect students, is despicable. The campus is not a safe or welcoming place for people of color, people with disabilities, and LGBTQ people in particular. Fully-sworn, armed police roam the streets or drive with blacked-out windows through narrow corridors and contribute to the feeling of fear and unease. While there are small pockets of community (grassroots) the broader structures squash our most vulnerable community members and turn away talented, diverse candidates. Even the health care has become steadily more expensive but less comprehensive. There is no longer even an option for 100% coverage (no coinsurance) on procedures like their used to be. This of course affects our disabled employees the most. Our board of trustees is lined with rich and far right perspectives which I'm sure has influenced much of this bad climate.
25. Unclear why the university keeps acquiring properties when the existing locations outside of Boston aren't used fully. Especially since there is an expectation that enrollment may go down.

26. The July 2025 changes in how the University is operated have been implemented in such a poor way that it makes me feel the people in charge of this process lack the competency to run the University. Our teaching and research duties are made almost impossible to perform, in part due to budget cuts so drastic that teaching and research suffers and hiring contracts are being breached. Our admin colleagues at the department level are being required (explicitly, or by default) to do an inhumane amount of work. This will lead to the collapse of the talent base at the University. There are two complementary solutions. The first is the immediate implementation of the required financial and University-level administrative support Departments and Research Faculty need to thrive while performing their work. This must be accompanied by renewal of University leadership, including the President and all executive office holders in the Provost's office. Our community has completely lost its trust in the Leadership and the direction the University is going into.
27. This survey is misleading because it clearly focuses on the climate for the non-tenure track but the survey is introduced as assessing the climate for all full time faculty - - why the deception? The first question of the survey indicates lack of understanding that tenured faculty engage in teaching, research, and service. Why is the faculty agenda committee staffed with only one phenotypic male but five phenotypic females? Why are the exact titles / ranks of the faculty agenda committee not given - - there is a lack of transparency here. Please note that contracts do not specify the entire workload. This climate survey, like the climate in general at Northeastern, lacks transparency and there seems to be a hidden agenda.
28. The budget is an issue; the treatment of CPS compared to other colleges, especially related to the budget is a massive issue. It creates a culture of inequality that is very worrisome considering with CPS brings in (revenue, diversity, professional expertise). It's a shame.
29. Professors at NU are paid 20% lower than our peers at BU and BC. Why ?
30. Administrators work with impunity, make unilateral decisions, and leave faculty to pick pieces. They force you to write many grants, run large groups, and actively participate in service everywhere but they not only not provide resources but they are also restricting your discretionary money to spend. Northeastern has a horrible administration and the fish rots from the head down.
31. I am under several department appointments but the survey doesn't allow for this contingency. Some departments are more supportive than others.
32. In spite of the budget and student engagement challenges, faculty and staff feel connected and supported.
33. the whole budget situation has become toxic. On the one hand, we are told that NEU has plenty of money and on the other hand there are cuts left and right. feels like there is a bigger situation brewing which makes me wonder if one should leave the ship before it's too late
34. The university has instituted internal budget cuts with essentially zero explanation or transparency -- this dates to several years before the current federal policy changes. We've been repeatedly asked to do more with less, essentially, as our course enrollments and class sizes have continued to increase while course assistantships have been cut, and hiring of new faculty has slowed to sub-replacement-level. Budgets for things like seminars, mentoring activities, and general department functions have been cut to bare-bones, or even zero, so most of us have little desire to go out of our way to take on extra responsibilities given the lack of support / appreciation we receive for those activities.

35. When comparing workload and compensation at Northeastern to peer institutions, it becomes clear that we shoulder heavier responsibilities while receiving far less competitive salaries—a burden felt most acutely by NTT faculty, who lack summer funding. Unlike the nine-month contracts common at many institutions, Northeastern employs instructors on eight-month contracts yet still expects them to perform unpaid summer work, including professional development, course preparation, and administrative tasks. In practice, this means I routinely spend two unpaid weeks each August preparing for the fall semester.
36. 1. I feel respected by my tenure-track and non-tenure track colleagues. However, there are some arrogant and disrespectful coworkers. The most arrogant tenure-track ones are those who have a mediocre research profile. The most arrogant non-tenure track ones behave like they have tons of experience and pretend to know something by providing misinformation. The tenure-track faculty members with the best research outcomes are much more humble and do not brag about their research. 2. The current budget cut is bad, however, the enrollment is very strong. The university or department should not use budget cut as an excuse to let faculty members do more work without giving extra pay. 3. Peer universities (e.g., University of Utah) pay more for non-tenure track professors, especially after cost of living adjustments.
37. It is very difficult right now to manage budget and staff cuts when we are told that everything is fine. The message from the top is very disconnected from the reality on the ground. It feels like we are being misled.
38. I'm very disappointed at the slow pace of backfilling staff and faculty position, including sometimes not filling them at all. This is not sustainable and harmful to our work and mission.
39. It has been a very challenging Fall semester due to many factors--lack of transparency on budget from the College/University leadership and the overall morale of the faculty. We are resource poor-human, fiscal, and physical, but are asked to take in more students. We will eventually hurt our brand with the practices that are becoming the norm.
40. I would like more grant, fellowship, and multiple sabbatical opportunities for non-tenure track faculty.
41. Incredibly top-heavy. I do not think higher administrators care about the Faculty Senate or faculty in general.
42. Giving the president and upper admin 6% raises while faculty are getting 2% wasn't a great look.
43. I think the university should consider how the One Faculty model translates to salary. Although salary data are not public, I have awareness of some of my colleagues' salaries, and there seems to be a large discrepancy between T/TT and NTT faculty. Given that we all do similar work, albeit in different proportions, this is disappointing. I do appreciate the efforts made toward One Faculty in other areas (e.g., access to fellowships, promotion, etc.).
44. You can't cut department budgets by 75% and faculty research budgets by 80% and expect everything to be okay. You are cutting into the bones of the institution and everything that the institution has worked for in terms of reputation will be lost in exchange for--what--some more random campuses that don't actually affect the standing of the institution? Sell campuses if you need to. What matters, if Northeastern truly values being a well-respected R1 university, is having top-quality research. To have that you need properly funded department and research faculty. Otherwise the whole thing falls to pieces.

45. I feel there is a climate of uncertainty and dissatisfaction as faculty do not know where the institution stands on political matters and are not being transparent about budget cuts when the VP of Finance reported increases in revenue. I also feel there continue to be large differences between how TT and NTT faculty are treated with respects to leaves and compensation.
46. Neither the university nor my college are transparent about the challenges facing us today. We are provided with little if no information about enrollment figures and their impact on the budget. Bottom line - the faculty and staff should be informed as early as possible if the university plans to implement a reduction in force. The faculty and staff should also be included in brainstorming sessions on how to cut costs and reduce overhead.
47. The university has taken a position that things cannot be written down about budgetary topics and personnel etc. This cloak and dagger approach is VERY concerning.
48. You really neglect the relevant questions: how satisfied are we with upper administrative bloat and greater focus on real estate acquisition than education.
49. stop buying campuses
50. The insecurity and budget cuts are negatively effecting our undergrad and grad students in the availability of academic advising, peer mentors, seats for required and elective courses, TA support for larger classes, support for extracurricular/student orgs, and enriching community events.
51. Without funding to support additional TA lines and graduate student researchers, it is becoming harder to imagine that Northeastern University will remain a competitive R1 university in the future. Undergraduate courses will suffer without adequate TA support
52. Two biggest issues: 1] merit policy goals for administration is to punish long-term projects in favor of "quick wins" and reactive rather than proactive research projects; 2] Merit pay should be above a genuine cost of living raise that reflects the actual cost of living in Boston.
53. My department is great. The central administration is very poor with regard to transparency. Shared governance is non-existent - the administration is always making decisions without consulting the affected faculty. This sometimes leads to bad decisions.
54. Collegial governance at Northeastern University disappeared about 20 years ago. We now have top-down, corporate style governance on all major issues.
55. The university is using budget concerns to eliminate positions it doesn't want (as well as effectively reduce salaries while claiming pay increases), and to increase centralization in order to reduce the power of the departments. It's one thing for the administration to do that, it's another for them to blithely pretend that's not what they're doing.
56. Northeastern has rapidly deteriorated in my eyes. Upcoming changes to co-op programming will lead to a mass exodus and will negatively impact the student experience. I will not be here to see this happen. Good luck!

57. As far as my department is concerned, I'm not sure how the administrative roles are created and assigned to some particular individuals. The chair just assigned the administrative roles to particular faculty members. The chair assigned multiple administrative roles to one particular junior faculty member, and I'm not sure if this is a common practice, or there should be some certain formal process to assign these roles such as nomination and voting. It feels like these faculty members are leading the department and becoming the face of the department. Also, I thought these administrative roles usually rotate periodically in other institutions or other departments at NU, but it appears that the same individual stay in the same roles indefinitely in our department. The chair seems to work only with a small group of faculty members who she selected on her own, and the important decisions are made by her circle and are reported to rest of the department. This kind of structure and climate made me feel that I'm less valued and not included. If the College clearly states how the administrative roles within each department should be selected, whether there should be certain form of process, or the chair can select whoever she/he feels comfortable with, or if one faculty member can hold multiple administrative roles, that would be helpful.
58. There is a growing and big concern that the current university leadership prioritizes administrative authority and financial considerations over the needs of frontline faculty and staff who work directly with students. Within the DMSB, the leadership—specifically the dean and deputy dean—has not demonstrated the effectiveness required to advance the mission or support faculty development. Decision-making processes appear to disproportionately favor a small circle of preferred individuals, resulting in inequitable treatment and a lack of transparency in appointments and opportunities. Some directors, associate deans, and faculty members seem to benefit from this dynamics, which has contributed to morale issues and concerns about fairness. Additionally, several minority and female faculty members have reported being marginalized and unfairly treated despite their professional contributions and academic achievements. Operationally, the dean's office has been slow in processing reimbursements and has provided NO support (like the previous deans) for faculty seeking professional development opportunities. Significant resources were allocated to renovating administrative office spaces, which creatrf further distance between leadership and the faculty. Given these ongoing issues, it may be necessary for Northeastern's central administration and college-level leadership to reassess current structures and practices to restore trust, improve transparency, and better align with the university's academic mission.
59. There is no climate or culture. All work is done remotely. People never meet up in person. There is no sense of community. I hardly know people from the different departments in our school because we are in different building, people do not come to the office, and there are no research seminars. I was hired to elevate the research standing of Northeastern, but I do not feel supported in that mission. I have regretted leaving my former job to come here. I do not feel a sense of belonging, and I get the feeling that very few people have a sense of belonging at Northeastern.
60. There is still a hierarchy where tenure track faculty feel and act superior to NTT faculty, and exclude NTT faculty from relevant events and decisions. All faculty in all campuses need offices. Not having an office creates stress and inconvenience for the faculty and as a result they all work from home, which is bad for climate.

61. I am here at the Oakland outpost, so that affects many of my answers. Our teaching loads are typically lighter because we don't have a lot of students. Also office space is probably more available. We don't have many faculty, and we don't have much opportunity to connect, which makes feeling a sense of belonging or not kind of neutral. Safety: Our campus is like a police state, so the only thing I could feel unsafe from is a random asteroid. If I even sit in my car for 2 min to check phone messages, a security car is suddenly there monitoring me. It's annoying and creepy. Salary: the low income threshold for Oakland is \$109k per year. I make \$69.5K, which is less than I made (broken down per hour) editing web pages in my pajamas at UC Berkeley over summers during grad school, and certainly less than I made before my PhD as staff at UC Berkeley. --when my rent was less than half of what it is now, and groceries were 1/3 of what they are now. The only reason I took the job for that salary is the sorry state of Academia right now, and my friends treat me like a charity case. It's embarrassing. That said, there also a lot of perks to being here, like easier parking than any other school in the area, and it's free! And we have active maker spaces on campus, a hydrotherapy spa at the pool, trails... In terms of workload and service expectation, the initial offer was complete exploitation--like another 3/4 time program manager job that UC would pay \$80K for. I was really assertive about re-writing my own contract before signing it. If we as non-tenure track faculty don't have a union, I have to advocate for myself. At UC and Cal State, the unions hold tremendous power. I am not used to this model at Northeastern.
62. I am dissatisfied with the institution's practice of favoring female faculty for promotion, salary rise, and special treatment over male faculty.
63. overhead costs on my grants are out of control- for every \$1 gained I can only spend \$0.40 on actual research because \$0.60 goes to the university. Now I will have to pay for graduate student tuitions- I won't have funds to do actual scholarship! This is unacceptable!
64. On the day that the Senior Vice President for Finance and Treasurer visited the Faculty Senate and told us that the state of NU's finances were basically strong, we heard that two of our administrative assistant positions in our department were eliminated, effective Nov. 24 (right before Thanksgiving!), leaving our assistants/coordinators without work and our department without their important help. The university's administration is talking out of both sides of its collective mouth once again. Also--laying people off right before the holiday season is worse than cruel.
65. There is no transparency about the budget situation. Also the while walking around campus at night is fine, being in the building at night is sometimes weird as there is no security.
66. FTNTT faculty need an increase in professional development funds! It was frustrating to have those funds cut from the budget this year due to anticipated "head winds" that never materialized. The same is true for the minimal merit increase last year. After seeing our budget numbers and record growth during the recent faculty senate meeting, there should be a record high merit pool next year and restoration of PD funds. As for belonging, Bouve College has done nothing this year in response to attacks on healthcare provision and equality under the new administration. There is a leadership void in the college in community and belonging.
67. It is far less polarized and politicized than at other institutions. I'm grateful for that. There are so many fantastic instructors and researchers at Northeastern. I feel truly fortunate to be here (notwithstanding recent challenges faced by all of higher-ed).

68. The central university leadership needs to communicate with the faculty about the budget. I would say more regularly, but it almost never happens, so: more than almost never. The number of policies implemented at the university level without consulting faculty is shocking, and if faculty were consulted, a lot of problems could be addressed before implementation. Wd Finance is one prominent fiasco. That said, I seem to be making the same suggestions repeatedly over many years, met with "that's a good idea"--perhaps only to humor me because they are never implemented. For example, having a way to contact everyone who has access to a given building in case of a problem--cbord should provide this. Never implemented. Just one example of many. Also, morale is low, and low-hanging fruit would be to just clean the buildings and take out the trash regularly, this is now not happening, even in the fancy buildings, and now some buildings are beginning to have a pervasive smell like garbage.
69. I attended the recent special Faculty Senate meeting where the state of the University budget was explained. I found incredibly frustrating that NU's budget was described in such rosy terms and yet there was no reasonable explanation regarding 80% budget cuts in some departments and colleges. The blithe disconnect was insulting and felt dishonest.
70. I feel disrespected and sometimes bullied.
71. Unclear why Northeastern is spread so thin across many campuses and not supporting programs through Academic Coaches and marketing
72. - Compensation for senior faculty is lagging severely. It is reaching the point where faculty are considering their options - The university has an extremely heavy-handed, top-down approach to decision-making regarding hiring and many other topics that is detrimental to the climate. Faculty feel that their opinions do not matter. - The climate in Khoury College is badly affected by useless faculty meetings that are entirely online and almost exclusively one-way communication. There is no room for extended discussion. - aside from the 403(b) plan, the quality of benefits seems to be in decline and the cost is going up - The "one faculty" model is a serious mistake -- tenured/tenure-track faculty have significant duties (in particular supervising PhD students and obtaining financial support for students through grants) that NTT faculty don't have. Also, the university's external reputation depends strongly on research output (publications) that are generated almost exclusively by tenured/tenure-track faculty. This is not meant to say that NTT faculty do not make useful contributions but to pretend that we are all the same is not realistic. - The overhaul of Northeastern's financial system has been an unmitigated disaster. The people responsible for coming up with this plan and executing poorly on it should be fired immediately.
73. As a full professor at MCNU teaching (solely) required courses completely outside of my field of expertise, I don't have much to say except that I am dissatisfied.
74. Our Associate Dean of Faculty Affairs has repeatedly left our department off communications about the promotion process leading to missed deadlines and forcing people to push their promotion by a year. This sort of oversight would be unacceptable for Academic Faculty, but no one cares when it's Co-op Faculty.

75. The climate at Northeastern right now is bad. The changes to finance and HR over the summer have made it extremely difficult to hire and promote employees, as well as purchase equipment and pay vendors. A significant fraction of my time is now spent dealing with these administrative burdens. These new systems and processes are *bad* in every sense of the word: they are needlessly complex, inscrutable, and waste time. This is not why I became an academic, to deal with administrative nonsense that impedes research while offering no benefits. These changes are also harming students, who have less flexibility to shoulder the burdens of paying out-of-pocket for expenses that take months to be reimbursed. It is just a matter of time before the University starts getting sued by vendors who aren't being paid, and funding agencies start holding the university to account for non-compliance. The situation is not helped by the sudden budget crunch that is impacting the whole institution. The administration has yet to be truly transparent about the financial state of the university. Northeastern is walking away from all of the leases at 177 Huntington after paying to renovate many floors. How has the financial situation become so dire that we are walking away from space and the money that was now wasted on renovations? The situation with OIS has become untenable. Basic services are crumbling: Internet access on the Boston campus is routinely down, web services are inaccessible because TLS certificates are not being renewed in a timely manner. And yet, OIS is attempting to increase its own power by taking over Research Computing, forcing faculty to install highly questionable "security" software on servers and laptops, inserting itself into the IRB process, and inserting itself into equipment requisitioning processes. OIS and ITS need to focus on improving their core service offerings. Extending their purview even further is utterly incomprehensible at this time.
76. The recent budget cut has done a lot of damage to the moral for faculty, especially the junior faculty. Our startup and discretionary funding was cut without advance warning, and it is extremely detrimental for those who rely on these funding for research travel and equipment purchase. The university will need to think whether they are still valuing the research as a focus. Northeastern has just started to gain a better reputation among peer institute as a research university (rather than just professional prep for students), and the recent move from the administration is going to hurt that a lot.
77. One step in creating more equity between tenure track and non-tenure track faculty is actually to develop a tenure like process for non-tenure track faculty. This process would allow faculty at senior ranks with demonstrated scholarship track record commensurate with % workload devoted to this, along side teaching excellence and leadership to apply for "tenure" that would as much guarantee employment and all of the protections that is afforded to tenured faculty.
78. On average, our college does not pay TT faculty enough to live comfortably in Boston and surroundings. The cost of living is incredibly higher compared to the location of other R1 institutions and the salaries should be adjusted.
79. dramatic changes, essential elimination of overhead; extending the already lengthy process of hiring lab members were done with no transparency, and no explanation
80. Decision-making is very top/down and one size fits all. Each dean and department chair should be empowered to make decisions. One must take into account what is competitive relative to colleges and departments at other universities. Northeastern over emphasizes homogeneity across colleges and departments and does not permit innovation, and is not concerned with whether a college or department is attractive with respect to attracting or retaining faculty.
81. Most colleagues are unhappy, anxious and feeling down and discouraged. We watch the University spend money on things that don't help teaching, etc. NEU is wasteful with it's spending.
82. The lack of transparency on massive budget cuts this year is very dispiriting. Seems hypocritical to send out a survey asking about transparency at lower administrative levels when it is so secretive at the top.

83. Northeastern Global News articles reflect noticeable bias and do not adequately include the perspectives of the broader university community, raising concerns about alignment with our values around inclusivity and avoiding microaggression.
84. The climate is dramatically different in the two colleges and departments with one being very supportive and where I feel quite valued.
85. Morale is in the toilet. Most everyone at the college/department level are underpaid and underappreciated. Co-op is continually referred to as the "crown jewel" of Northeastern, but co-op faculty are paid less than peer institutions (Wentworth for example) that also offer co-op. Everyone is being asked to do more with less money while also wondering where layoffs will occur next. Northeastern administration has no loyalty or empathy for the people who make this University great.
86. Some of these questions, including contracts, do not apply to Canada. The faculty handbook has also been said to not apply to faculty in Canada. We do not receive yearly contracts, or any contracts like US faculty; instead, we are employed as at-will employees. We can be let go with 2 weeks' notice (and this has happened); they do not follow and say they do not need to follow the faculty handbook. Faculty handbook procedures are used for promotion, but not for dismissal or grievances. They say that, technically, we are employed like staff and not faculty for the purposes of dismissal and contracts. I don't know the extent to which the faculty senate even knows this?
87. We have become a top-down administrative organization that does not adequately engage the faculty on a variety of issues, most notably the development of academic programs that now appear to be driven by the Provost's Office.
88. More transparency about the budget cuts, what is driving them, and whether they are likely to be reversed soon.
89. My morale has never been as bad as it is currently and I am very sad to have to say it. Northeastern values profit over faculty and quality of programming.
90. Budget cuts, addition of PhD tuition costs, and transition to new, awful requisition program is destroying research productivity.
91. With the exception of the very last question about the University's budget transparency (which is the absolute minimum required by law), there are no questions here about the university administration. Like many (or most) faculty, I am very happy in my department, I believe my College does what it can with the resources given, and I'm very dissatisfied with the decisions, lack of transparency, and lack of accountability by the university's senior leadership team. They are pushing all difficult problems downstream to the Colleges and Departments and disconnecting themselves from accountability. That is the key reason for faculty dissatisfaction and yet all of these surveys have almost nothing about that.
92. No transparency COE Administration promotes equality and inclusion but seek retaliation if you say anything unpleasant to them
93. More and more working at Northeastern feels like working at a for-profit corporation. When we try to advocate for a return to our student-centered values we are told if you don't like it, there is the door. Increasingly the governance at NU has become top down, which has led to low morale. Faculty are afraid to speak out.

94. There is very little job security for non-tenure track faculty. We are all at the mercy of enrollment numbers. I've had my credit hours reduced halfway into a course with no warning whatsoever because my class size dropped below 6. With the drastic cut in international student enrollment especially on the Toronto campus, at least for me, I am expecting class cancellations and cuts to my credit hours. I would like some communication from the department head before these actions are implemented. Besides teaching, there is very little that we can do. I also do research in Toronto, which takes up a lot more than the 3 credit hour release I've been granted.
95. Centralizing co-op faculty with no input from co-op faculty sends the message that the University does not care about co-op faculty.
96. Some of these questions don't make sense, as service workload % is different for different positions; inherently making service different. The University is absolutely not transparent with budget, and the CFO can/wil not answer a question except at a very high level. Our salaries are lower than competitors, and will never be able to catch up unless there is more than the typical tiny equity. This would be particularly important for current jr faculty where, if we hired someone at a competitive salary, the current faculty would make less than a new hire. We should do an extensive revisit of salary and, raise base instead of hiring.
97. Our departments can only thrive when given things like adequate, unshared administrative staff, a proper budget for materials, professional development, etc, and the opportunity for salary growth. There needs to be less interference and more support from the college and university levels for departments.
98. It's very hard to feel a sense of community. Most faculty have offices in different locations. I feel I am part of a big business, but not of a cohesive academic institution with a sense of belonging.
99. The lack of transparency is quite alarming. For example, department chairs were told not to share enrollment numbers with faculty. The only possible reason I can come up with for this directive is to keep faculty from knowing how much money is being brought in so people will still believe our massive budget cuts are necessary. Meanwhile our TA and RA budgets have been stripped down, our discretionary funds at a department level are gone, we are losing tenure track spots, etc. It is pretty demoralizing, to be completely honest. Now, they're trying to ram through policy to increase our teaching loads if we don't get a 3 or better on our research evaluation. Yet, at the same time we received a new policy on getting promotion to full professor where it tells us we have to be at the level of organizing conferences as a minimum requirement for advancing to full. The amount and level of service on top of our normal teaching load and research expectations to advance to full professor are honestly a bit crazy. Further, we get no summer support anymore, so we need to teach summers as well.
100. The lack of transparency about the financial crisis is infuriating. I am unsure how to plan my career, meet the research expectations of my job, and work with colleagues and students over the medium and long term. I feel gaslit by the university who tells us everything is ok and then cuts our departmental and research budgets by 75-80%!!!!
101. Budget cuts have had a real, pervasive, and negative impact for faculty and especially for students, and have had significant impact on our ability to meet their needs.
102. I think leadership in the Provost's office and Advancement make far too much money at this university and it's quite disgusting
103. Lots of changes with no previous faculty consultation. These include budget decisions, naming of departments, etc

- 104.** Over the past two years, DMSB faculty members have expressed concerns regarding the personnel practices under the leadership of Deans David DeCremer and Rajesh Aggarwal. Faculty hiring, promotion, and leadership appointments have been perceived as increasingly concentrated within a narrow group of individuals, raising questions about consistency with merit-based evaluation standards. Several scholarly underperformers who failed to meet AACSB academic qualifications were elevated to key administrative roles with substantial compensation packages. At the same time, faculty members with strong academic performance records were removed from leadership roles without clear evaluation processes or communicated rationale. These patterns have contributed to widespread perceptions of inequity and diminished confidence in the fairness and transparency of personnel decisions. Many faculty worry that this trajectory may weaken the College's research reputation and its alignment with R-1 standards. Employee morale and professional climate have declined significantly during this period. Multiple colleagues, several of whom are highly productive scholars, including members of underrepresented groups, have been targeted in ways that are believed inconsistent with the institution's stated values of mutual respect, belongings, and academic excellence. The departure of the former Senior Associate Dean, a highly regarded African American faculty member with a record of effective performance, is an example that has generated concern among faculty. These situations have created a sense of uncertainty, prompted formal complaints, and raised worries about potential legal and reputational risks for the University. Some of these concerns were reflected in the Administrator Evaluation Oversight Committee's report on Provost Madigan (March 2025). The erosion of shared governance and transparency in decision-making is another concern. In March 2023, merit criteria for AY 2022 were modified after faculty had already submitted their annual evaluations without prior discussion or communication announced by Deans. In September 2024, a substantially revised faculty handbook draft was circulated after major changes had already been made again without consultation with elected faculty representatives or department chairs. Similar issues recurred with the August 2025 revisions to tenure and promotion criteria. These actions are inconsistent with established governance practices outlined in the faculty handbook and DMSB bylaws. Survey responses in spring 2025 indicated declines in trust, collegiality, and procedural clarity, suggesting that these developments have had a cumulative negative impact on the College's organizational climate. Northeastern University has made substantial financial commitments to senior leadership positions, including a seven-figure annual compensation for the Dean and the addition of multiple associate dean roles, as well as the creation of a new, highly compensated position for the Deputy Dean. In addition, their offices are totally renovated, which costs about another five million dollars, before their move-in. It is reasonable that these significant expenditures warrant clear justification. Decision makers should transparently explain the rationale behind these investments and outline how they plan to address the concerns raised regarding leadership effectiveness, organizational climate, and resource allocation.
- 105.** Belonging conference was fantastic, please continue to support it. Summer Bridge program was taken over and now called NU Place, which eliminated some of the original evidence-based practices around academic preparation and cohort-building that established a place of belonging for first generation college students. If belonging, retention and graduation are indeed university goals, please GO BACK to original Summer Bridge program, its structure and original objectives as established by College of Engineering.
- 106.** One of the most impactful ways the university can support a genuine sense of belonging is by eliminating contracts. These contracts leave faculty feeling insecure and easily replaceable, which undermines any sense of stability or long-term inclusion. In addition, salary transparency is poorly managed, contributing to pay inequities, mistrust, and overall dissatisfaction. Ensuring equal pay for equal work is essential. Finally, the current ranking system is outdated and often perpetuates inequity; moving away from this structure would create a fairer and more supportive environment for all faculty.

- 107.** I've only been here a few years as nontenured faculty, but have found middle and upper-middle managers to be very nice people. We are often encouraged to focus on "self-care" and try "meditation" and be careful to avoid "burn out" . . . then given more and more and more work to complete - administrative work that is not tracked on workload sheets, just part of the academic lead job description. (I realize this current reality is out of their control given reductions in faculty and staff, there is just more work allocated to fewer people). But given the overall insecurity happening in higher ed and lack of mid-level job opportunities for non-tenured faculty without relocating your family, all we can do is smile and pretend we are fine - smile through the burning-out and just deal with it. There is nothing we can do, nowhere to go but back to industry positions, and it's not all roses and sunshine there either. Higher ed job openings all seem to use the (small t) tenure model - you come in as an assistant professor and move up. There is no opportunity for movement across institutions at the associate or full level, only if you are applying to move into admin or an assistant dean position. We can have a "one faculty" model seems lovely and well-intended, but in practice it doesn't change the problem in higher ed. Over worked nontenured faculty have nowhere to go and everyone knows it.
- 108.** The tenure track faculty in my department do not respect the non-tenure track faculty — they do it in ways that look "reasonable" but their patronizing comments in meetings show. Unlike many units (even in my own college!), my unit prevents non-tenure track faculty from serving in upper admin roles (like chair). The tenure track faculty have refused to move to another office space that would better accommodate the tenure track faculty because they would then have to share offices, even though it would alleviate extreme space inequality in the department (only non-tenure track faculty share offices now). It's very much a separate but equal situation (and we know that means it will never really be equal). At the university level, NU says that they value teaching but then continually make decisions on budget and space that shows this is not the case. Our classroom tech layouts are dumb and interfere with good teaching (it's ridiculous to have to choose between white board and projector screen, for example — also ridiculous to have classrooms without computers). Recent budget cuts mean more students per class (bad for teaching), lower or no budget for classroom enrichment activities (like guest speakers and field trips), lower or no budget for adequate lab equipment and supplies, low or no budget for teaching assistants, low or no budget for printing supplies (so if we're trying to get students to work on paper in a classroom to pull their attention away from AI fast solutions, we have to use our personal supplies), teaching faculty are compensated a lower rate than tenured faculty, our Faculty Club isn't an actual faculty club, all dedicated faculty gathering space on campus has been converted to student space (and there's more!). NU does not actually value teaching — money talks. NU needs to quit lying to students and faculty on this. (I mean, unlock the faculty space in Cahners Hall ground floor — so simple, it's actually free and would help faculty who share offices have a decent space for holding individual meetings with students. There are so many of these simple things across campus — it would just take thought.) On belonging: there are easy, cost effective moves that would make the campus more physically comfortable. For example, in many restrooms across campus, there are approx. one inch gaps between door and stall frame and that gap is often aimed right at one's crotch while on the toilet — seriously. A recent trip to a federal building showed me that there are easy to install (and cheap) strips that completely solve this problem and would make everyday life on campus less uncomfortable. Things like this show that NU is not looking at day-to-day belonging issues — rather, we've got lactation rooms with fancy tech locks (so they're hard to access if you need them) that *look* like the school is doing something. Ugh.
- 109.** NUJ administration thinks grass is always greener on the other side and seek to bring in external recruits to prominent leadership and endowed positions. Excellent faculty at NU are ignored and are offered insufficient advancement, leadership, and endowed position opportunities. Administration works for itself, not for faculty. Leadership roles like chair, dean, provost, vice-provost etc should be rotating with term limits and internal election - not presidential decree.
- 110.** I am not comfortable responding to this question
- 111.** Supportive

112. It feels like every level of administration blames the one above it for problems, so I feel like it is unclear to whom or upon what basis I can advocate for change.
113. One faculty model does not make sense. FTNTT & TT faculty positions are different contracts, with different criteria for getting the job and different expectations once on the job. It is a disservice to both FTNTT & TT to lump everyone together. I agree that FTNTT faculty should have job security, and they should organize a union. Also, the pay equity adjustments (for all faculty) are a joke given how the funding structure for this is setup. One university leader described it recently as "a farce" (in private). The senate should investigate the promise & reality of pay equity adjustments, as it seems likely the faculty handbook is not being following (definitely not in spirit of the policy, and perhaps not in the letter of the policy).
114. At a satellite campus it's a little hard to feel fully included (although lots of people are making an effort, so it's not from lack of trying) and understand what the goals are for the satellite campus and how we're going to accomplish them (lots of last second decisions that we don't really understand). Only major complaint is the massive budget cuts that seem to be strangling everything
115. The current climate has been severely impacted by lack of budget transparency and cost cutting measures that seem arbitrary and made with little understanding of their day to day impact. This impacts everything from the relations between tenure-track and NTTF as the tenured faculty pursue a "circle the wagons/consolidate information and power" approach to their own sense of insecurity, to everyone's sense of job security and equitable pay, to our capacity to deliver our courses effectively to students. Greater clarity and honesty from the University administration about where we are, where we are going, and how the university is going to support faculty and students (especially those at risk) would go a long way to mitigating issues around overall campus climate. That assumes of course that the University plans to/wants to support faculty and students in those ways.
116. Professors in Mills College did not get their contract renewed. What's up with that?
117. Headwinds should be experienced, discussed and managed at all levels (SLT, College & Dept levels) not just college and department. Having the SLT report on their concessions during this challenging time would be welcomed.
118. Lecturers are severely underpaid and discriminated against. There is a disrespect. A lot of money is wasted by the highly paid top-heavy leadership exotic spending. And it severely hurts the faculty to misappropriate spending and then hurt the lecturers. It also hurts students and the student experience.
119. Until this past year, I felt like I knew what I could use research funds for and that I had support to pursue research and professional development. However this year has felt chaotic and restrictive to the point that I feel like why bother organizing a talk or trying to present a paper at a conference when the budget process is so onerous.
120. It's unfortunate that NU has had to reduce its budget. TA support was reduced. Individual faculty development fund was eliminated. Meal or gift reimbursements to cover for guest speaker related expenses were eliminated. Opportunities to attend conferences have been more difficult.

- 121.** It is, frankly, ridiculous that our group is being asked to support 1000 students each year on a fraction of the budget we once spent to support one third of that. If I want something for class -- like \$30 for candy to make a review game more engaging or 3D printer filament so each student can make something, I am not guaranteed to be able to get it - even if it's from my own discretionary account! Students feel like we are nickel and diming them and are very frustrated when they look at their tuition bill and wonder where it all goes. We try to push our students to make excellent projects but don't get the budget to support them doing so. I also have to fight for funding for professional development activities like conferences - but I am also REQUIRED to do these in order to get promoted. It erodes the faith I have in the institution and makes me feel worse about my position here when I know that they university likes to say they will support me but won't put their money where their mouth is. They are happy to say "be budget conscious - no conference travel this year!" without thinking about how that is going to negatively impact promotion considerations. Which begs the question - do they not want to promote me so that they can save even more money? This is the main reason I do not feel valued here. I also do think that teaching faculty are valued less than tenure track faculty. We are paid less and told this is because we don't bring in external funding - but more and more we asked and encouraged to bring in external funding. Why should I do this additional work when I am not being compensated for it at the same rate as my peers? And how much funding can I be expected to bring in if research is 5% of my job?
- 122.** Stop buying unnecessary campuses. Undergraduate students DO NOT want this Global Campus stuff. This has been directly stated to me by MANY undergraduate students in my courses.
- 123.** There are large discrepancies between salaries within merit positions between faculty in departments and schools here at the University that need to be fixed.
- 124.** I'm seeing a lot of entitlement amongst faculty and students, despite our current economic and political climate.
- 125.** I generally feel valued, but there has been a severe decrease in supporting scholarly activity by teaching faculty in my department. We do not have time to write grants, but somehow are expected to spend 5% of our time on research and publish. It's a catch-22 if insufficient funding is provided for conference attendance, etc.
- 126.** Budget transparency versus university expansion has never been reconciled, especially in light of budgetary cuts. The merit process questions are irrelevant, the dissatisfaction is the pool for raises is inadequate for inflation and to keep up with the market and equity adjustments are not often enough or a large enough pool. The merit process can be fine, but a 2% pool makes it unsatisfactory since everyone feels undervalued in the marketplace we live in.
- 127.** NU salaries are not on par with other institutions, nor do they keep up with the standard of living. This needs to be rectified. I am co-op faculty, but feel the university doesn't give the resources needed to do our jobs properly. Most students come to Northeastern for the co-op program, and this is the number one talking point for admissions and working with industry. Yet, co-op faculty aren't given the resources or respect to do their jobs adequately. Also, please stop buying campuses. Let's put our limited resources to students, staff & faculty and programs we have.

- 128.** I felt much more of a sense of belonging even 5 years ago. I feel like Northeastern is rudderless at the moment. I don't know what the Senior Leadership does or why it does it; I could not tell you if the University is or is not following a motivated set of strategic goals. My department has virtually no budget, especially compared to several years ago; we do less events for graduating seniors; we have no professional development funds. The College seems to treat us like children, the University seems to treat the College leadership like children. No one feels very happy and I would say morale is pitiful in my unit. I would be in favor of a new President, removing Joseph Aoun; I would be in favor of a new structure without both a Chancellor and Provost, as the leadership structure is unclear and unwieldy. Salaries have been good for a long time, but current salaries are still at the bottom 10% of matchmate institutions, and it is very expensive to live in the Boston area. Salary increases, for merit or in general, do not match inflation on things like MBTA commuter rail benefits. I am very aware that, despite small merit raises each year, I am earning less in real dollars because I cannot afford things my salary covered 5 years ago. Quite often, I have considered taking on a second job to meet expenses, and that as a Full Teaching Professor. Frankly, I do not think Northeastern is anywhere near as innovative as public messaging claims. I have seen no value (in 15 years) of the global network, because there is no ability for faculty to move around to different campuses or collaborate with different units in these locations. The entire plan of accruing campuses and physical plant in other locations (e.g. NYC, Miami) is laughable as the flagship Boston campus is falling apart and it is in drastic need of new teaching classrooms. I firmly believe that budgets need to revert to pre-crisis levels, and I believe the University needs a purge and refresh of leadership. I would be strongly in favor of NU selling off some of its acquired properties abroad and refocusing. Faculty likely need a 15% equity, cost-of-living raise across the board to cancel out inflation and the heating costs of being based in the Boston area.
- 129.** university should make faculty part of budget decisions (at the highest level) and keep faculty senate informed.
- 130.** 0 transparency about budget at all levels, literally 0. no justification for cuts to start up and overhead spending without adequate time to come up with alternatives. we cant buy pizza for student seminars, cant use development funds for meals at conferences, and the university is growing around the world! makes no sense
- 131.** I'm not a big fan of surveys. I tried to answer these as honestly as I could, but I suspect the results will not be particularly useful.
- 132.** Budget transparency should be made at the university level. What is the cause of all the budget restrictions and problems we have? The university can say revenue growth is an issue, but how much does the university spend on global campuses and research institutes (particularly founded without external funding)?
- 133.** International members of the university, faculty included are lost in the ether. when the political climate endangers our international community, more communication from the university is needed. Other institutions provide much more guidance and support, Northeastern provides effectively none.
- 134.** The push toward AI is also making the work environment increasingly worse
- 135.** hope our faculty development budgets and center budgets return to previous levels soon
- 136.** The environment in my department and program within the department is toxic. Our chair is not up to the task of managing, and the program directors are basically a cabal who make sure they get the most service opportunities, best courses, and highest merit scores. I love NU, I love teaching and my students, but my department and program are problematic in the extreme. (And there should be a formal review process for our program directors, as I know that most of my colleagues are extremely dissatisfied with their leadership.)

137. The School of Nursing's workforce is predominantly women, and as a result of the gender wage gap, consistently underpaid and undervalued despite having one of the largest enrollments at the University. Beyond pay inequality, the disparate treatment School of Nursing faculty and staff face from Bouve is even more concerning. It is not acceptable to bully or disparage the work that nurses do, and it creates a hostile work environment.
138. It is inexcusable that we are in such a budget crunch to fuel Aoun's ego to take over the world.
139. The political environment is hostile and unpredictable which has resulted in stress and changes at the university level. Lots of changes continuously and difficult to make progress and demonstrate improvements with needs of the University. Salaries no comparable to other universities, other colleges within university and male vs female faculty. Merit raises are a joke for the amount we do for dept, college and university.
140. Overall, morale is low. The university is dysfunctional and chaotic, with major decisions made at the very last minute that disrupt faculty, staff, and students alike. Very few people enjoy working here; however, most are just glad to have a job, in this economy. Northeastern is an R1 university with an R3 administration.
141. Supervisors need to work more closely with HR to create performance plans with faculty who are not doing their job. It places enormous burdens on other team members and leads to burnout. It's also unfair to our students and employers.
142. I am satisfied with my work though I learned that when hired I was made to think it was at the highest level (and I have extensive professional experience) but later learned that this wasn't true. My salary is not commensurate with the level of my experience or equitable when compared to the highest paid people on our team. Now that I know it is less than it should have been, I will advocate for myself when we have the opportunity to pay adjustments.
143. I wish I had at least 3 months notification of my contract renewal. In this climate I feel very unsure about it and it makes me explore other options. I don't ever want to leave but I am anxious.
144. "Climate", given an institution as large as NU, is probably an inadequate descriptor.
145. The budget cuts have disproportionately affected teaching and research, and senior leadership has made marginalized faculty feel like they'll be targeted if they speak up about discrimination. Senior leadership refuses to promise to protect academic freedom. Louis Green in Belonging has made ableist/eugenics comments directed towards disabled faculty, and disabled faculty are increasingly afraid of having their accommodations (if/when they get them) used as an excuse not to renew them by senior leadership. Senior leadership has also encouraged students to harass marginalized faculty by encouraging reports for "bias." Administrators on other campuses are being allowed to unilaterally make top-down decisions impacting academics in Boston. Some tenured faculty don't do their share of service and dump what little they take on on NTT colleagues (esp women/gender nonconforming people).;
146. I'm with MCNU. Our dean is new to the job and a terrible communicator. There is no transparency or faculty governance in the traditional sense. Then add to that the instability of MCNU and the Oakland campus.

147. The promotion paperwork requirements are unnecessary. Promotion should be on merit and not checking boxes. The current process a prime example of beurocratic "sludge" creating friction, not value, similar to the unnecessary processes that prevent you from cancelling a membership or getting a monetary return. It is very discouraging to imagine the University does this to save money, and frustrating that promotion seminars and paperwork take hours away from essential tasks.
148. As a remote NTT faculty, I have received discrimination due to my remote status from both the department and college level. I have had to fight harder to retain my administrative role, and twice now have had my administrative title given away to less qualified NTT faculty simply because they were onground, despite the fact that 100% of the role can be completed remotely.
149. We need strategy, tactics and operational execution for the satellite campuses to succeed. To most Boston faculty/charir/... we are an overhead
150. The university administration at the highest level has achieved wonders for Northeastern thus far, especially over the last few decades. However, as the times are changing and the ways of this administration are getting outdated, this may be a good time to change the administration, starting from the highest levels on down.
151. The lack of transparency around the budget and the preemptive response to executive actions are really hurting morale.
152. They are not valuing non-tenure track and i faced a lot of discrimination against me
153. I would appreciate a greater focus on knowledge, learning, critical thinking. Excellence seems most often measured in growth -- especially financial.
154. I feel valued at my particular college as a NTT professor. I do not feel as valued by the university, in part because the sabbatical that is offered to NTT faculty require the professor to ensure that their teaching is covered, which is not a requirement for tenured faculty. Accordingly, few NTT faculty (at least in my college) are considering applying for the sabbatical as it would be difficult (especially in this current financial climate) to have their courses covered (i.e., it would likely require an additional hire - either adjunct or VAP). I am also very unhappy about the restrictions on student and faculty/staff speech, especially the strict and rigid requirements surrounding protest. FIRE graded NEU as among the lowest in the country for free expression. I am also unhappy with the university's clear preference for STEM over the humanities, although that is the state of higher education everywhere.
155. In 2025, the contracts of several of my NTT colleagues were not renewed. Many were very valued contributors to my department. This has been upsetting and destabilizing.
156. Overall lack of transparency regarding financial status and handicapping faculty from promotion opportunities due to lack of support with budget, feel undervalued, poor leadership from chair in my department, no review process for department leadership but always review process for faculty, no clear contract yearly
157. I am on the Faculty Senate and I'm the Director of Undergraduate Studies for my department. In these roles, I hear from my fellow faculty that they are generally happy and know that Northeastern is a great place to work, but that they are dissatisfied with transparency about salary and budgeting at the university level. It is difficult to understand how Northeastern can purchase other campuses while restricting salary raises. I know there is a reason, but we'd all like to hear it in a clear manner.

- 158.** My biggest struggles: 1. I share an office with five other people and its hard when we all have office hours at the same time. It often means I get less work done. 2. Our professionalization funding got severely cut with very little explanation. As a postdoc, I was really hoping to use the funding for an archive trip to work on my book proposal. It feels frustrating because this is supposed to help me get closer to a TT job, but I feel like I will never get there!
- 159.** Thank you!
- 160.** The office space situation is really concerning, as we are asked to move again from 177 Huntington and the new space does not have faculty offices. This is the 3rd move in 8 years. The university should rethink the space situation and make long-term plans that provide priority to tenured and tenure-track faculty. Khoury College should plan to have a building for all its TT faculty and labs. There is no sense of community as we are split in 3-4 buildings on campus, and we are asked to move every few years.
- 161.** I don't think that Northeastern cares much for the faculty or the research reputation of our university. The emphasis seems to be primarily be on only teaching of more and more students who are declining in quality, simply because the university seems to focus only on profits. The result is that the faculty is stretched very thin with extremely high teaching workload and very "needy" low quality students, leaving us with no time to write proposals or to do research, besides the fact that our campus in Boston and classes are over-crowded. At the same time, we don't see how the profits trickle down to the faculty, since we are not sufficiently compensated (with no incentive to excel in teaching or research, since our raises are lower than cost of living adjustments anyway) and there is no transparency on where all the "profits" go besides having the highest-paid university president, paying the city of Boston for campus expansion (to accommodate more students than we need and without consideration of the college enrollment cliff that we knew about for a while now), and expanding the global network (to have yet more students than we need), while seriously diluting our brand and resources. I'm also very concerned about how we are getting more and more top down decisions, including in the admissions process where the admins are pressured to accept low quality students, as well as budget cuts to the departments and faculty.
- 162.** There is a lack of transparency between University(provost,chancellors office) and the colleges. No clear communication on how and why programs are approved, especially in the Network. Unclear communication on budgets.
- 163.** It's a poor climate right now. Adversarial towards employees, non transparent and leadership that manages up 100% of the time.
- 164.** The lack of transparency about the university's plans, decision-making, budgeting, approach to ensuring the well-being of diverse students, is troubling. Why are departments suffering financially when the university is spending a great deal of money on new campuses? The lack of support for bringing in full classes of doctoral students will have negative implications for the university (which is supposed to be an R1 university) for years to come. I also see rampant signs of discrimination for faculty/staff who are older. There is a general lack of appreciation for faculty who make contributions to students' education but may not have a strong grant portfolio. The culture does not include respect for the fact that it is composed of diverse individuals who may contribute to the greater good in different ways.
- 165.** Things have significantly deteriorated over the last 18 months

- 166.** In terms of salary, mine is competitive with other institutions in the US, but I live in Boston, which has a much higher cost of living. I earn the same as my peers in St Louis and Syracuse but my cost of living is much, much higher, meaning that I have a lower standard of living for doing the same job in Boston as my peers in other states. This has to be taken into account, especially with what has happened with inflation over the last 5 years. We have been told that our accounts are fine at Northeastern, but we have not seen a genuine cost of living salary increase. In fact, with a 2% increase and inflation at 5-6%, every year I earn less and less!
- 167.** As a junior tenure-track faculty and without external grants at the moment, I feel deeply demoralized by Northeastern's decision to cap the spending of start-up accounts. As a result, we are limited on the work we were recruited to do and this will inevitably impact our competitiveness for securing external grants. To simply put, the university is setting up its tenure-track for failure. My Department is doing what they can but higher up leadership needs to step up and protect junior faculty.
- 168.** The university should be more transparent about the many challenges facing our faculty and students. Shared governance should be more than words. Right now, many faculty do not know what the future holds, primarily because the senior leadership does not provide updates on how the political environment is impacting on faculty hiring and retention. Communication is critical to maintaining a strong organizational culture. Faculty should be offered an opportunity to share their thoughts about the many challenges facing the institution. For instance, before deciding to conduct another RIF - ask the faculty if they are willing to make some sacrifices, financial or otherwise, that might save some of their colleague's jobs. In other words, make shared governance more than just words.
- 169.** Spending should focus on Faculty.
- 170.** For some reason we don't understand, there seems to be a budget deficit and many new faculty in my department (including myself) are not provided the resources that were promised to us on the startup package/offer. This is very disappointing, and it will lead to loss of talents.
- 171.** The lab/studio fee implemented in summer 2025 is a shameful cash grab and the lack of consultation and communication with the affected colleges and departments is disgraceful. Not to mention the exclusion of Khoury labs and studios, which is a disgusting display of favoritism. No one can tell me where the money is going, how it is being funneled back into the classes, or why it was ever implemented in the first place. Shame on anyone who had any part in this greedy and predatory decision. Tell us where these fees go and how they DIRECTLY benefit the classes they are applied to or remove them.
- 172.** Encourage the use of fulltime employees over hiring more parttime. Allow for overload when needed
- 173.** My workload complaints are around grading for large enrollment service courses without TA help. My office complaints are about inequitable sharing/not sharing situations in our department. It's not clear to me how sharing vs. not sharing was determined besides "first come, first serve." I doubt any tenured or tenure-track faculty are sharing offices the way that some teaching faculty are.
- 174.** Faculty is excluded in important decisions affecting them like budget.
- 175.** I realize NU is a very large global University with several campuses and thus communication is challenging despite efforts of many. It is hard to keep up with changes and new programs everywhere, it is impossible to be at all the meetings happening from departments/colleges/University level. But we should keep trying and the efforts are appreciated. There is inconsistency in sharing of information regarding changes within Northeastern; sometimes there is much transparency and other times not so much. There continues to be confusion around budget issues within departments and colleges, DEIB priorities, and co-op faculty roles within departments and colleges.

- 176.** I am a very new faculty member (started November 2025) so I don't have a true feel yet for NU's climate.
- 177.** NTT salaries in COS are very low, and Faculty Development Funds have not been available for the past two years. We also have to share offices, which is very inconvenient—especially for Teaching Faculty, who teach numerous courses and hold many office hours with students in these shared spaces. In addition, we are not provided with a computer, even though it is essential for our teaching responsibilities.
- 178.** Since the implementation of workday I have not been able to access information about my research funds directly, yet have been repeatedly asked to provide budget projections (and with very little time to turnaround). This is unreasonable and unnecessarily difficult because of the lack of access to account information.
- 179.** As usual in the Northeast, you can only share your thoughts if you are left-leaning. Otherwise you are a fascist... I don't think that's a healthy "inclusive" climate.
- 180.** Northeastern has been very successful in many respects, particularly in undergraduate education and co-op. On the strength of this success, the university is run in a highly top-down manner. Again, it is hard to argue with the track record of success but this approach does not enhance the climate of the university.