Northeastern University
Faculty Senate

TO: Faculty Senate.
SUBJECT: 11_4_2026 Senate Minutes.

Present: Professors Alexis, Auguste, Bhutta, Boehm, Bormann, Cesario, Chiou, Desnoyers, DiBattista, Dummit, Eckelman, Farkas, Gatterbauer, Hand, Hill, Hinerman, Hodeghatta, Homan, Ingemi, Jackson, Kahn, Kelley, Lessard, Lorette, Magowan, Maheswaran, McCoy Dunkley, McGivney, Morier, Musselman, Muzny, Orr-Skirvin, Passas, Rejtar, Ruberti, Shrivastava, Sivak, Spencer, Walker J., Walker L., Young-Hong, Zellner, Zheng.

Administrators: Sheahan, Alshawabkeh, Amidon, Jackson, Knapp, Sceppa, Thurman.

Absent: (Professors): Lamin, Sobral Campos.

Absent: (Administrators):

Call To Order: 11:45 a.m.

I. The minutes for the October 21, 2026 Senate meeting were approved.

Noting that Interim Provost Sheahan had to leave the meeting at 12 p.m. (ET), Senate Chair Spencer, DMSB, re-ordered the agenda to allow the Provost Report to be first. There were no objections.

II. PROVOST REPORT

Interim Provost Tom Sheahan made the following updates and announcements

- Sr. Vice Provost, Mike Jackson is working with the University Undergraduate Curriculum Committee on a high-level draft framework on core curriculum changes. He will be giving a presentation to both the deans and the Faculty Senate within the next month or so. This is going to be a collaborative process.

- The Provost reminded faculty of the 2 required, mandatory Human Resources trainings that cover both discrimination and harassment policies and practices, as well as Title IX. The trainings were due Nov. 2nd and came from Human Resources Workday Learning.

- The Office of the Provost continues to work with senate committees, including the Financial Affairs and Faculty Handbook Committees.

- The searches for the Deans of the College of Engineering and the D'Amore-McKim School of Business remain underway; the Provost hopes to have a more substantive report before Thanksgiving.

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- The Provost noted two research recognitions: The Center for Atypical Language Interpreting under CSSH received an award from the Department of Education. NU's Institute for Intelligent Network Systems received 2 NSF awards under a program called NSF Vines, as well as an award that will be coming from NVIDIA because we will serve as a lighthouse lab for telecommunications and 6G.

- The Provost Office will be holding a virtual information session on Nov. 17th about the Full-Time Non-Tenure Track Fellowship Education Program. This is the paid semester for full-time NTT faculty to engage in professional activities that benefit both the faculty member and the university. Go to Advance.Northeastern.edu/events to register.

- On Nov. 18 and 19 there will be a launch event for 300 Massachusetts Ave which will be the location for a global entrepreneurship hub including a number of businesses in the incubation stage from Northeastern faculty. Interested faculty can contact Tyler Manoukian, Advancement Events.

- The New England Commission on Higher Education, will conduct a site visit at the New York City campus on January, 15th. Questions can be directed to Sr. Vice Provost Deb Franko.

QUESTIONS AND DISCUSSION:
Prof. Shrivastava, COE, asked if the space at 300 Massachusetts Ave. would be made available for startups to have an office location or a little bit of space over there.

> The Provost said he didn't think the eligibility policies were set yet, but the space is intended for faculty and also for students.

Prof. Louise Walker, CSSH, said since the last meeting she had heard from faculty who are now covering research costs out of pocket because of budget changes and faculty whose salaries have eroded over the last several years because of inflation, all of which makes people really feel the burden of these increased medical benefits costs. On behalf of these colleagues, she asked senior leadership to reverse the decision to increase medical benefit costs.

> Provost Sheahan said he was certainly sympathetic to everybody - those here at Northeastern and outside Northeastern. He noted we are not alone in the rising costs, both in terms of the cost of living, but also in terms of healthcare costs.

Prof. Zellner, CSSH, asked about college autonomy over PhD program structure, given efforts to shorten time to degree.

> The Provost stated that each program will determine its own structure, subject to external constraints on duration of stay.

Prof. Frank, COS, noted difficulties caused by the fact that elevators in Behrakis had been out-of-service for a month and a half.

Prof. Kelley, COS, asked the Provost if he had additional information about the recent HR open-enrollment technical problems.

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The Provost had no additional information and but reminded faculty if they had made their benefit choices they have to re-enter the information.

II. SAC REPORT (The SAC report has been posted to the Senate website.)
Senate Chair Dee Spencer, DMSB, reviewed the agenda and noted that since the Oct. 21st Senate meeting SAC:

- Met twice
- Met once with the Provost

QUESTIONS AND DISCUSSION.
There were no questions.

III. CURRICULUM ITEMS:

1. **ACADEMIC PROPOSAL: UNIVERSITY GRADUATE CURRICULUM COMMITTEE PROGRAM IN THE BOUVÉ COLLEGE OF HEALTH SCIENCES.**

Prof. Spencer, DMSB, acknowledged Dr. Tracy Robinson Wood, BCHS, who said the three proposals would establish a 60-credit, on-ground Master of Science in Clinical Mental Health Counseling, aligned with CACREP accreditation standards and using the same curriculum, in Charlotte, Miami, and Seattle. She noted there's certainly a need for greater mental health services, not just here in Massachusetts, but throughout the nation.

QUESTIONS AND DISCUSSION:
Prof. Frank noted the first resolution was approved by the UGCC. Were the other 2 proposals approved as well?

Dr. Robinson Wood said yes, it was her understanding that they don't need to be voted on separately with regards to Miami and Seattle, because it's the same proposal and same curriculum.

There were no additional questions.

Prof. Hinerman moved the motion.

Prof. Spencer read the following:

BE IT RESOLVED That the University establish the Master of Science in Clinical Mental Health Counseling, MS (Charlotte) in the Bouvé College of Health Sciences as approved by the University Graduate Curriculum Committee 30 September, 2026 (16-0-0).

Prof. Frank seconded the motion.

The vote PASSED: 44-2-0.

2. **ACADEMIC PROPOSAL: UNIVERSITY GRADUATE CURRICULUM COMMITTEE PROGRAM IN THE BOUVÉ COLLEGE OF HEALTH SCIENCE**S.

Prof. Spencer, DMSB, moved the motion and read the following:

> BE IT RESOLVED That the University establish the Master of Science in Clinical Mental Health Counseling, MS (Miami) in the Bouvé College of Health Sciences.

Prof. Kelley seconded the motion.

There were no questions.

The vote PASSED: 39-0-1.

3. **ACADEMIC PROPOSAL: UNIVERSITY GRADUATE CURRICULUM COMMITTEE PROGRAM IN THE BOUVÉ COLLEGE OF HEALTH SCIENCES**.

Prof. Spencer, DMSB, moved the motion and read the following:

> BE IT RESOLVED That the University establish the Master of Science in Clinical Mental Health Counseling, MS (Seattle) in the Bouvé College of Health Sciences.

Prof. Shrivastava, Khoury, seconded.

There were no questions.

The vote PASSED: 43-0-1.

IV. **PRESENTATIONS**:

1. **MARK JANNONI, ASSIST. VICE PRESIDENT - UNIVERSITY EQUITY AND COMPLIANCE AND TITLE IX COORDINATOR.**

A REVIEW OF NORTHEASTERN'S RESPONSE TO SEXUAL VIOLENCE AND DISCRIMINATION.

Mark Jannoni, Assistant Vice President for University Equity and Compliance and Title IX Coordinator, said their job is threefold.

First, it is their responsibility to make sure that the university is compliant with federal and state laws as it relates to sexual violence and discrimination. Second, they are the only office at the university, outside of London, that is responsible for responding to all allegations of discrimination and sexual violence, regardless of where it takes place in the world.
And then most importantly, they make sure that our community members are aware of their rights, support resources, and pathways towards a resolution if they do experience discrimination.

The office does over 250 presentations a year with our community. Overall, they perform outreach to complainants, perform individual risk assessment, provide interim safety measures, coordinate with law enforcement, provide supportive measures, provide confidential resources, and suggest informal and formal resolution pathways.

QUESTIONS AND DISCUSSION:
Prof. Maheswaran, COE, asked how many reports the office usually received in a year?

Assist. Vice President Jannoni said they get approximately 600 reports in a calendar year but those are not just sexual assault but include other incidents like hazing.

Prof. Boehm, CAMD, said there were concerns about staffing levels in the office.

Mr. Jannoni reported it was an office of five covering the global network and aims to resolve cases within a typical goal of about 90 days per investigation. He said while he understood the financial limitations of the university, he would love to have more resources, especially as the university continues to grow across the globe.

Mr. Jannoni invited faculty to feel free to email him with any additional questions. by email.

2. RUBEN GALINDO, CHIEF OF POLICE.
MEMBERS OF THE COMMAND STAFF:
LT. WENDY LYNCH
LT. ALLISON PIANTEDOSI

Chief Ruben Galindo introduced Lt. Allison Piantedosi who reviewed NUPD trainings offered to faculty, staff and students. Training topics include active threats, de-escalation, situational awareness, and scam awareness. Virtual trainings are held 8 a.m.–8 p.m. on various days of the week to hit all the time zones of the various campuses. Trainings are posted on the NUPD website: nupd.Northeaster.edu.

Lt. Wendy Lynch presented on the criminal investigation process for sexual violence (on and off campus). She noted that NUPD is a full-service police department. They have the training and the ability to investigate any crime.

Chief Galindo said in regards to communication with the community, alerts have been challenging. He shared they will be rolling out a new geo-targeted alert application called Everbridge that will allow them to target a message to a particular building.

In situations where something might be happening in a classroom, they recommend two things: either dial the NUPD emergency number, 617-373-3333 or more importantly, use the Safe Zone app.

QUESTIONS AND DISCUSSION:
Prof. Boehm, CAMD, asked since Northeastern is an urban campus is there any thought to transition to card access buildings?

Chief Galindo said there has been discussion about this. They are trying to get to a hybrid system where we can increase the safety of a building by doing some form of access control.

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Prof. Bhutta, Khoury, suggested that at the beginning of the spring semester, Lt. Piantedosi, should send a list of the trainings and the senate can help distribute that to the faculty.

REPORT OF THE FINANCIAL AFFAIRS COMMITTEE.

RASIKA BHALERAO, KHOURY.
DEBRA COPELAND, BCHS, CO-CHAIR.
DENIZ ERDOGMUS, COE.
SRINIVAS SRIDHAR, COS.
ED WERTHEIM, DMSB, CO-CHAIR.

FINANCIAL AFFAIRS COMMITTEE PRELIMINARY REPORT.

Co-Chair, Prof. Wertheim, DMSB, said FAC would be presenting one resolution today that deals with the fiscal year 2028 faculty merit raise. He noted that the committee had not been given the 2026 financial statements so their comments are estimates and projections.

Prof. Wertheim read the following:

FY2028 Faculty Merit Raise Pool

WHEREAS Northeastern University's average faculty salary across all ranks ($148,000) trails that of Boston University ($150,000) and Boston College ($168,800), and the gap is widest at the full professor rank, where Northeastern's average salary ($189,700) is approximately 15% below Boston University's ($221,900) and 12% below Boston College's ($216,100)[i]; and

WHEREAS Northeastern's average faculty salary increased by 1.86% from 2025 to 2026[i], below the approximately 3.5% rate of inflation in the Boston area[ii]; and

WHEREAS the American Association of University Professors reports that Northeastern faculty are paid 13.5% less in real terms than in 2019, a steeper decline than the national average of 9.5%[i]; and

WHEREAS Northeastern maintains strong financial standing, as reflected in its A1 rating with a stable outlook from Moody's[iii], placing it in the top tier of private colleges; and

WHEREAS Northeastern has reported an operating surplus every year, including through the COVID-19 pandemic, averaging more than $100 million annually from FY2022 through FY2025, with a projected FY2027 surplus of approximately $115 million[iv]; and

WHEREAS between FY2021 and FY2025, Northeastern's net assets grew from $2.74 billion to $4.57 billion and its endowment grew from $1.54 billion to $2.11 billion[iv]; and

WHEREAS the Financial Affairs Committee estimates that each 1% increase in faculty salaries costs approximately $7.5 million, so a 4% raise pool would add approximately $30 million beyond the nominal increase already anticipated in the FY2028 budget, an amount well within the University's historical operating surplus[iv]; and

WHEREAS continuing faculty build Northeastern's academic programs, carry its institutional memory, and shoulder increasingly heavy teaching, mentoring, and service loads, even as their standard of living declines; and

WHEREAS a 4% raise pool would roughly match inflation in the communities where Northeastern has campuses, halt further loss of purchasing power, begin to close the gap with Boston University and Boston College, and signal the University's commitment to its faculty;

BE IT RESOLVED that the FY2028 University budget include a 4% faculty merit raise pool.

Prof. Shrivastava, COE, moved the motion.

Prof. Kelley seconded the motion.

QUESTIONS AND DISCUSSON:
Prof. Bhutta, Khoury, why are we doing 4% when we know we are below 13.5%?

Prof. Wertheim said the process by which our recommendation has any impact whatsoever is very opaque to the committee. Now that there is a new Senior Vice President of Finance and a new Provost, hope springs eternal that it will become much more transparent how the university makes these decisions and whether the faculty resolutions have any impact whatsoever.

Prof. Maheswaran, COE, asked why we can't ask the university to increase faculty salaries by the same percentage they increase tuition.

Prof. Wertheim said the committee had not considered that point.

Prof. Boehm, CAMD, asked where the money for these increases would come from given their college budget has definitely been decreased or at least very stagnant.

Prof. Wertheim noted FAC had upcoming meetings with the Provost and the Senior Vice President of Finance, Brett Sweet, and that would be a major topic of discussion.

Prof. Sridhar, COS, and FAC committee member noted in relation to Prof. Bhutta's question why 4% and not 13% the thinking is that this 4% refers to the merit raise portion, which you know is an annual raise, and that there should be perhaps a mechanism through the equity pool to provide a catch up of the 13% that we know we are behind.

The university reports several metrics by which it is doing extremely well and in every public statement reports it is doing great. The bond ratings are strong. The endowment has gone up. Academic ratings are strong. But yet, the faculty salaries are not keeping place with the cost of living. There's a clear disconnect here. The university reports a surplus, which can easily cover the increase that we're asking for.

Prof. Louise Walker, CSSH, asked when the committee comes back, could they give a snapshot of faculty members who are the most vulnerable. She added a world-class university should be

paying faculty salaries that meet the threshold for individuals being eligible to apply for assisted housing.

Prof. Kelley asked if the committee had any insight into what the surplus is actually going to and does the committee have a window into administrators' salaries? How have their salaries been the last couple of years?

Prof. Wertheim said in regards to the surplus, in the past it seemed to go to special projects. But this is a topic they plan to discuss with the Provost and Sr. Vice President of Finance.

Prof. Bhutta, Khoury, proposed a friendly amendment to change the 4% to a range of 4% to 13.5%.

BE IT RESOLVED that the FY2028 University budget include a faculty merit raise pool between 4% and 13.5%.

He also asked if the committee had another resolution for equity raise? Finally, he noted when the committee meets with the new Sr. Vice President of Finance the committee should point to the language in the Faculty Handbook bylaws that specifically say that there needs to be faculty representative on committees dealing with financial planning.

Senate Chair Spencer noted the meeting was at time. She asked for a quick vote to extend the meeting by 10 minutes.

The vote for time extension PASSED: Vote for time extension: 28-9-0.

Prof. Musselman seconded the motion.

Prof. McCoy-Dunkley, SOL, asked can the vote could be postponed to have more discussion about raising the 4% percent to maybe 6%?

Prof. Bhutta asked the committee if the resolution is postponed to the next meeting, could the committee bring 2 resolutions, one for merit, one for equity?

Chair Spencer said the meeting was at time. Given there are still so many questions, this will go on the Nov. 18, 2026 Senate agenda with the CAMD academic proposal.

The meeting ended at 1:35 p.m.

Respectfully submitted,

Professor Cecelia Musselman, CSSH
Senate Secretary

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[i] American Association of University Professors (AAUP), 2025/26 faculty salary data, (published June 2026); Reported in the *Report of the 2026/2027 Financial Affairs Committee*, Table 1: 2025/6 Salaries at Matchmate Institutions.

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[ii]U.S. Bureau of Labor Statistics, Consumer Price Index, Boston-Cambridge-Newton, October 14, 2026: https://www.bls.gov/regions/northeast/news-release/2026/consumerpriceindex_boston_20261014.htm

[iii]St. Martin, G. "Moody's revises Northeastern's A2 bond rating outlook to 'positive'" as reported by Northeastern Global News 2016; Reported in *Report of the 2026/2027 Financial Affairs Committee*.

[iv]Northeastern University Consolidated Financial Statements June 30, 2025 and 2024. Reported in the *2026/2027 Financial Affairs Committee*, Table 2 (revenue, expenses, and surplus, in thousands). FY2026 and FY2027 figures are estimates; the FY2026 audited report had not yet been released at the time of the report.

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