2026–2027 Financial Affairs Committee

Resolution 1: FY2028 Faculty Merit Raise Pool – updated 11_4_26

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.

[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.

[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.