

# Northeastern University

## Faculty Senate

### SENATE NEWSLETTER VOLUME ISSUE 1

The Faculty Senate acts as a coordinating body to provide communication between the Administration and general University faculty, and to initiate consideration on any matter of faculty concern. For more information, please visit the [senate website](#)

Your Faculty Senators:



#### 9/14/22 Faculty Senate Meeting Highlights

##### Presentation by Diane Levin, University Ombuds

- The total numbers of visitors (faculty and staff) increased from 207 in 2018 to 428 this past fiscal year.
- The total number of visitor concerns increased from 335 in 2018 to 1076 this past fiscal year.
- Themes by all visitors include:
  1. Organizational and leadership
  2. Values, ethics, and standards
  3. Evaluative relationships
- In particular, faculty concerns include:
  - Low salaries
  - “One Northeastern” is not experienced by many NTT faculty
  - Throughout COVID, faculty did not feel supported by the administration with respect to the impact of childcare, having school-age children in K-12, etc.
  - Faculty believe they have poor relationships with their unit heads
  - Faculty concerned with staff retention
- Staff concerns include:
  - Staff want reassurance from leadership
  - Many are worried about staff retention
  - Bullying, microaggressions is a concern
  - Staff would like more education about compliance resources, yet they also distrust those resources
- Looking ahead:
  - Organizational climate: Employee retention concerns persist. Parking is a persistent problem and is a part of the whole compensation package considered not adequate vs competitors. Housing costs continue to be a significant issue.

#### Upcoming Faculty Senate Meetings

Please join us for our virtual Teams meetings!

Fall 2022 semester meetings

(11:45am -1:25 pm):

- September 14
- **September 28**
- October 19
- November 2
- November 16
- December 7

**President Aoun will give his annual address to the Senate at the September 28<sup>th</sup> meeting.**

**Provost Madigan and Chancellor Henderson will address the faculty senate at the October 19<sup>th</sup> meeting,**

**Please join us for both!**

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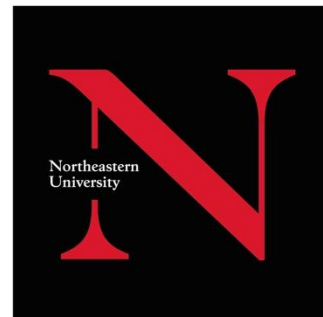
## Faculty Senate

- How can the administration implement change to improve communication with faculty and staff, and build a greater sense of community and trust?
- Employee experiences in evaluative relationships: ongoing pressures, supervisors need better preparation and accountability for their roles.

### **Presentation by Madeleine Estabrook, Senior Vice Chancellor, Student Affairs**

Discussed summer pilot of Wellness Day program.

- 3 goals of program included:
  1. Self-care for students
  2. Efficient and private system of communication to faculty of student mental health
  3. University commitment to support student mental health
- Evaluation of program included survey with 160 students and 92 faculty who participated in program:
  - Overall, students very supportive of program
  - Faculty fairly neutral with no strong objections
- Future plans include a possible pilot during the fall semester; full communication to all faculty and staff with program information and guidelines will soon be distributed.



### **Helpful Mental Health & Well-Being Resources**

For students/helping students:

[Northeastern University Health and Counseling Services](#)

[Find@Northeastern for students](#)

[We Care for students](#)

[Faculty Guide: Supporting Student Mental Health](#)

[OPEN: Alcohol and other Drug and Sexual Violence Services](#)

[Center for Spirituality, Dialogue, and Service](#)

[Disability Resource Center](#)

For faculty/staff:

[NU Mental Health resources for faculty/staff](#)

[Provost office series on Coping with COVID-19](#)

[HR Wellness resources](#)

[NU Ombuds for faculty/staff](#)

[NU Employee Assistance Program](#)

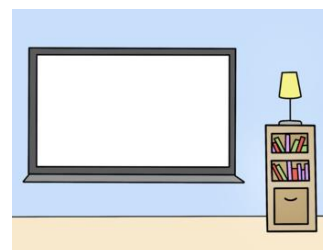


### **Message from the Sr. Vice Provost and Executive Vice Provost for Academic Affairs:**

As we begin the fall 2022 term, we are writing to share a few reminders related to **Covid-19 and the classroom.**

Due to high vaccination rates and relaxing of restrictions by local and state authorities at all campus locations, the mask mandate is no longer in place in our classrooms. Faculty and students may choose to wear masks and should not be asked to remove their masks by the instructor or others in the class.

If a student informs you that they have tested positive for Covid-19, please do not share this information with others. For students who are ill (with Covid-19 or other



# Northeastern University

## *Faculty Senate*

illness) and isolating at home, please accommodate learning needs by utilizing the resources available (e.g., remote learning and/or recording of lectures). The NUFlex technology we developed in 2020 remains available if the need arises for flexible educational delivery for students. Training resources for digital technology can be found at <https://www.academictechnologies.northeastern.edu>.

Additional information can be found at <https://news.northeastern.edu/coronavirus/>. As always, we appreciate your understanding as we navigate the shifting landscape of the pandemic together. And thank you for your continued commitment to student learning.