

# New Faces and New Initiatives from the Office of the Senior Vice Provost for Academic Affairs

NORTHEASTERN

**Deb Franko**

**Faculty Senate**

**September 13, 2023**

1

## Office of the Senior Vice Provost for Academic Affairs



**Deb Franko**  
SVP Academic Affairs



**Jackie Isaacs**  
VP Faculty Affairs



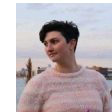
**Rashmi Dyal-Chand**  
Vice Provost Academic and  
Faculty Administration



**Otonye Braide-Moncoeur**  
Provost Fellow for Faculty  
Awards and Recognition



**Kelly Flannery**  
Special Assistant &  
Project Manager



**Kim Long**  
Executive Assistant



**Diedra Wrighting**  
Executive Director  
ADVANCE Office of  
Faculty Development



**Sarah Banning**  
Assistant Director



**Samantha Stokoe**  
Program Manager



**Dekel Luban**  
Program Coordinator



**Diane Levin**  
University Ombuds

2

## Big Buckets

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- Searches
- Faculty Diversity
- Tenure and Promotion
- ADVANCE Office of Faculty Development
- Leadership Training
- Faculty Issues/Grievances
- Merit Process
- Office of the Ombuds
- Faculty Senate



3

## Smaller and important buckets

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- NECHE Accreditation Liaison Officer
- College external reviews
- Policy Oversight Committee
- Visiting students, scholars, faculty
- HR Committees: MEPA, Paid Leave
- Chairs' Forum & Associate Deans mtgs.
- Labor Liaison
- Global Safety & Security Assessment Committee
- Presidential Council on Diversity



4

# And there's more.....

- Sabbaticals
- Faculty leaves
- Chairs' Retreats
- Interfolio oversight
- Awards and Honorifics
- Klein Lecture
- Academic Honors Convocation
- New Faculty Orientation
- Faculty Development Grants
- Future Faculty Fellows
- Strategic Continuity Team



5

# Data from 2022-2023

Activity	Data
Tenure and Promotion	28 tenure; 26 full professor promotion; 74 FTNTT promotion
T&P Workshops	4 workshops; 156 participants
Faculty Searches	95 T-T/Tenured faculty hired; 125 FTNTT faculty hired
ADVANCE Office of Faculty Development	34 programs; 990 faculty in attendance
Department Chairs	Monthly Chairs Forums; Chairs retreat each spring semester
Associate deans (all)	Weekly meetings, includes network campus deans
Klein/University Teaching Awards	1 Klein Lecturer/2 Teaching Awards
Faculty Development Awards	63 FTNTT faculty; 21 PT faculty
Sabbaticals	65 sabbaticals approved
Alfred P. Sloan Leadership program	Consortium 11 institutions; Cohort 1 completed April 2021; Cohort 2 completed November 2022
NECHE	Site visit Mills spring 2022; Upcoming site visits for Charlotte and Arlington fall 2023; 5-year interim report to NECHE August 2023
Etc.	HR initiatives, Diversity work, Faculty Senate, Policies, Faculty Affairs Team, Merit, OGC work, Academic Honors Convocation, NECHE details and reports

6



**Two New Initiatives  
2023-24**

**NORTHEASTERN**

7



**MENTAL HEALTH MATTERS**

A Two-Pronged Approach:

- Faculty and Staff Supporting Student Mental Health
- Faculty and Staff Mental Health

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8



## Kickoff Event October 4, 11am "Mental Health Matters for All: Faculty, Staff, and Students"

- David Madigan, Provost and Senior Vice President for Academic Affairs
- Deb Franko, Senior Vice Provost for Academic Affairs
- Chrissy Civiletto, Associate Vice Chancellor for Wellness
- Rasa Chiras, Employee Assistance Program | eap.ndbh.com
- Irina Todorova, Clinical Professor & Director of Workforce Development Programs, Bouve College of Health Sciences



## Faculty & Staff Supporting Students

- In-person trainings (90 mins) by SVPA and OFC team (Oct/Nov)
- Guidebooks for faculty and staff widely available

[www.northeastern.edu/uhcs/health-and-wellness/supporting-student-mental-health](http://www.northeastern.edu/uhcs/health-and-wellness/supporting-student-mental-health)





# Faculty and Staff Supporting Students



- Trainings at college-wide meetings (COS/COE/CAMD/Mills)
- JED Foundation partnership and university-wide task force
- Suggestions for course syllabi offered in faculty guide
- Wellness Days pilot program continues in 2023-24
- NECHE Conference presentation by NU team (December 2023)  
*“Student Mental Health: We’re all in it together”*
- Faculty/Staff Advisory Group (in process)



11

## JED Foundation

The **Jed Foundation (JED)** is a nonprofit that promotes emotional health and prevents suicide for teens and young adults.

**JED Campus program:** An intensive 4-year collaboration between JED and key stakeholders from across a campus community to assess and strengthen mental health, substance use and suicide prevention systems on campus.



12

# JED Foundation Task Force

**Task Force Co-Leads:**

Megan O'Hara, LICSW, Director of Violence Prevention Initiatives, Office of Prevention & Education at Northeastern  
Deb Franko, Senior Vice Provost for Academic Affairs

**Task force members:**

- Kim Kelley- Director of Internal Communications, Office of the Chancellor, Boston Campus
- Jim Brand -Director of Space and Capital Planning, Boston Campus
- Rachel Jolliffe- Police Officer, NUPD, Boston Campus
- Rosa Williams- Executive Director, ODEI, Boston Campus
- Rach Pozerski- Senior Assistant Director, Residence Life, Boston Campus
- Russ O'Haver- Teaching Professor, Accounting Group, Boston Campus
- Neil Maniar- Professor of Practice and the Director of the MPH in Urban Health (MPH) program, Boston
- Chrissy Civiletto- Assistant Vice Chancellor for Wellness, Boston Campus
- Sally Solomon- Senior Coordinator of Student Support, Boston Campus
- Kevin Vetiac- Director, LGBTQA Resource Center, Boston Campus
- Sagar Rajpal- Associate Director, Center for Spirituality, Dialogue and Service, Boston Campus
- Stephanie Ellman- Manager, Data Analytics for Student Affairs, Boston Campus
- Aaron Jorgensen- Senior Director of Network Student Affairs, Seattle Campus
- Brittany Cooper- Interim Director of CAPS, Oakland Campus
- Pooja Srinivasan- Undergraduate Student representative, Boston Campus
- Cassandra Friend- Graduate student representative, Charlotte Campus



13



# FACULTY AND STAFF MENTAL HEALTH



14

# Supporting Faculty and Staff Mental Health

**"Burnout and How to Avoid it"** by Rebecca Pope-Ruark, Georgia Institute of Technology  
November 3, 2023  
HYBRID: Alumni Center, 716 Columbus Avenue and on TEAMS

Kickoff event with Employee Assistance Program representative October 4, 11am-12noon

Journal club: Wellness and Health readings and discussion (in process)

Faculty resources website

Video clips from "Coping with Covid-19" series on resource website

Mental Health and Wellness: An Expert Faculty Panel, November 8 11:30am-1pm

YOUR ideas!



15

# Faculty Expertise in Mental Health at Northeastern

**Northeastern University**  
**Institute for Health Equity and Social Justice Research**

**Public Mental Health and Substance Abuse**  
The Institute is home to national thought leaders in behavioral health research, with a special emphasis on mental health and substance abuse. We explore how stigma, discrimination, and environmental factors affect access to education, employment, and mental health. The Institute also promotes public involvement in our research through community-based participatory research methods.

**Refugee, Immigrant, and Global Health**  
For more than a decade, the Institute has organized inter-institutional research teams to improve the lives of refugees and immigrant populations. Working in partnership with Harvard Medical School and Boston Children's Hospital, we recently initiated Global Health to explore educational and health issues among forcibly displaced people. Current research projects include the impact that secondary stressors have on health and well-being here on the northeastern coast.

**Northeastern University Public Evaluation Lab**  
Northeastern's Public Evaluation Lab provides program consultation with community organizations and faculty researchers on their own evidence-based work that impacts their work. Evaluations can assess operations, resources, services, knowledge, outcomes, reach, and more. In addition, our Department of Health Care Policy Organization has funding proposals that are essential in carrying out their mission.

**Health Promotion and Disease Prevention**  
Institute faculty research has varied and extensive. Factors influence health and disease prevention. Currently, we are focused on HIV/AIDS, obesity, and Hepatitis C, as well as low-cost and school-dependent alcohol pregnancy prevention services.

**Violence Prevention and Trauma Studies**  
The Institute conducts research on the causes and prevention of violence, including child abuse, youth violence, sexual assault, terrorism, violence, and violence perpetrated against students. We evaluate the effectiveness of program interventions and develop new programs based on an evidence-based approach to comprehensive, social, and individual determinants of violence.

Faculty and the Covid-19 Pandemic: A Series on Coping, Spring 2021  
Offered by Deb Franko, Senior Vice Provost for Academic Affairs

- 1** Introduction to the Series  
February 11, 4-4:45p EST   
[Join here](#)
- 2** Coping with Stresses and Challenges  
February 18, 4-4:45p EST   
[Join here](#)
- 3** University Resources and Available Assistance  
February 25, 4-4:45p EST   
[Join here](#)
- 4** Healthy Body, Healthy Mind: Eating, Sleeping, and Exercise  
March 4, 4-4:45p EST   
[Join here](#)
- 5** Healthy Body, Healthy Mind: Yoga and Movement  
March 11, 4-4:45p EST   
[Join here](#)
- 6** Healthy Body, Healthy Mind: Mindfulness and Meditation  
March 18, 4-4:45p EST   
[Join here](#)
- 7** Coping with Social Isolation  
March 25, 4-4:45p EST   
[Join here](#)
- 8** Burnout and How to Avoid it  
April 1, 4-4:45p EST   
[Join here](#)

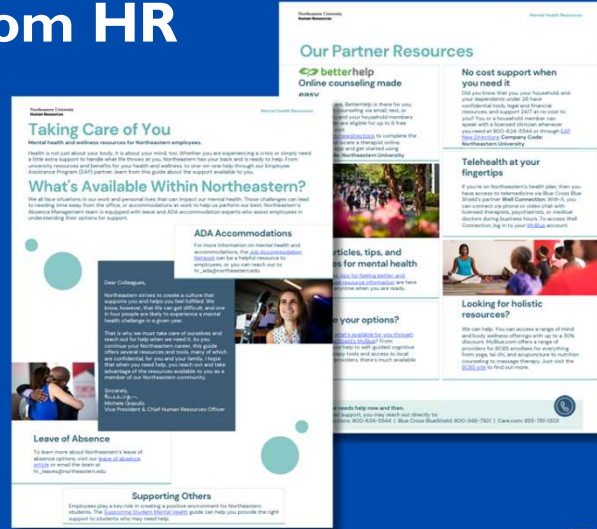


16



# Wellness Resources from HR

<http://bit.ly/EmployeeMH>



17

# Faculty and Staff Resources

<http://bit.ly/EmployeeMH>



## RESOURCES FOR FACULTY AND STAFF

In addition to resources for students, the university has mental health and wellness resources for employees. See below for some examples of resources, or scan the QR code to view additional information.

Partner Resource	Information
Ombuds for Faculty and Staff	The Ombuds for Faculty and Staff serves as an off-the-record, neutral, and informal resource for Northeastern University employees seeking assistance with work-related concerns. Communications with the Ombuds are confidential, and the Ombuds Office is independent of all other university offices. Email: <a href="mailto:Ombuds@northeastern.edu">Ombuds@northeastern.edu</a> .
BetterHelp	Telehealth counseling via email, text, or video chat. You and your household are eligible for up to 6 free sessions.
Well Connection	If you are on Northeastern's health plan, Blue Cross Blue Shield, you have access to Well Connection. This service connects you via phone or video chat with licensed therapists, psychiatrists, or medical doctors.
Care.com's Expert Assistant Program	Connect with someone to find the right caregiver for your family, including nannies, babysitting, pet sitters, housekeepers, special needs caregivers, and adult companion care.
Holistic Resources	MyBlue.com, through BCBS insurance, offers a range of mind and body wellness offerings with up to a 30% discount.
Job Accommodation Network	Find information about mental health and accommodations for employees at Northeastern.



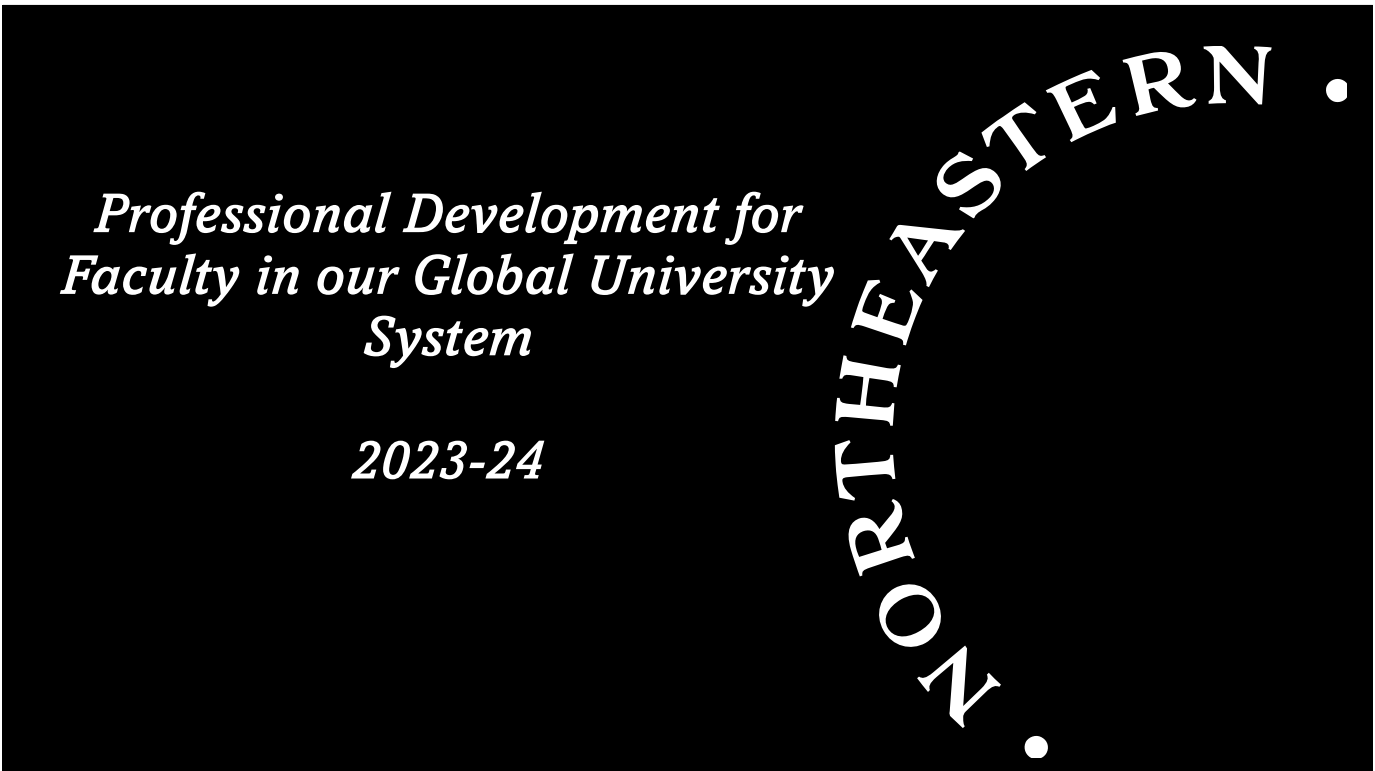
View additional resources and learn more information about mental health and wellness services available for employees by scanning the QR code or visiting [bit.ly/EmployeeMH](http://bit.ly/EmployeeMH)



18



19



20

## Opportunities in our Global University System

- Collaboration with colleagues in Boston and across the network
- Opportunities for research with others
- ADVANCE Office of Faculty Development programs
- Center for Teaching and Learning through Research programs
- Funding opportunities for professional development and for research



21

## Challenges of our Global University System

- The 'not knowing' about opportunities
- How to create collaborations and relationships with colleagues
- Learning about the campuses
- Connecting with Boston colleagues
- Time!



22

## Professional Development for Faculty in the Network

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- **Previous faculty development opportunities in the network:**
  - Seattle: October 28, 2021, “Coming back to the Classroom: Expanding Pedagogy, Embracing Technology, and Collaborating with Colleagues”
  - Roux Institute: March 3, 2022, “Research at the Network Campuses: Who, What, When, Where, and Why”
  - Virtual: November 14, 2022, “Structuring and Supporting Diverse Classrooms: A Practical Guide for Faculty”
- **Our 2023-24 series is based on the feedback from the faculty survey.**



23

## Faculty in the Network: Summer 2023 Survey

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- We wanted to gauge interest in professional development
- Distributed to 704 part-time and full-time faculty members across the global university system at all campuses
- Received 152 responses
- 22% response rate



24



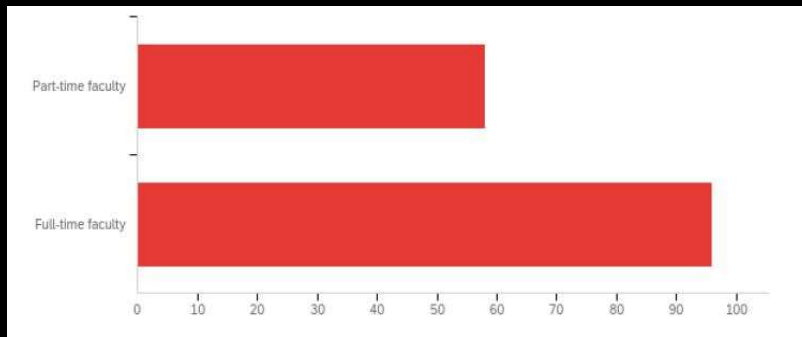
# Who Responded?

Campus	Count
Portland, ME	12
Charlotte, NC	8
San Francisco, CA	4
Silicon Valley, CA	12
Seattle, WA	13
Toronto, Canada	23
Vancouver, Canada	10
Northeastern University London	31
Arlington, VA	2
Mills College at Northeastern University	37
Total	152



25

# Who Responded?



Part-time faculty: 57  
Full-time faculty: 95



26

# Faculty Feedback

*“Please indicate your interest in participating in faculty professional development opportunities”*

**Average response of 4.14/5 — Faculty are interested!**  
 (1 = not at all and 5 = very interested)

## Top 5 topics of interest:

Promotion and advancement  
in your career



Faculty cross-college  
collaborations



Teaching enhancements  
and pedagogy



Faculty-to-faculty connections  
across our regional campuses for  
pedagogical purposes



Research collaboration  
in the network



27

# Event Schedule

CAMPUS	ON-CAMPUS LOCATION	DATE   TIME	TOPIC   TEAMS LINK
Virtual	N/A	Tuesday: 9/12/2023 1:00-1:30 PM ET	<a href="#">“Faculty in a Global University System: Opportunities and Challenges”</a> Speakers: Deb Franko and Michael Sweet, CATLR
Roux Institute	Amphitheater	Thursday: 10/12/2023 4:30-5:45 PM ET (1:30 PM PT)	<a href="#">“Faculty Promotion for Full-Time Non Tenure-Track Faculty”</a> (Deb Franko) <a href="#">“Solving Common Teaching Problems with Universal Design for Learning”</a> (CATLR)
Oakland	Student Union	Tuesday: 10/17/2023 1:00-2:00 PM PT (4:00 PM ET) Wednesday: 10/18/2023 1:00-2:00 PM PT (4:00 PM ET)	<b>Tuesday, 10/17/2023:</b> <a href="#">“Faculty Supporting Student Mental Health”</a> (Deb Franko) <b>Wednesday, 10/18/2023:</b> <a href="#">“Faculty Research Collaborations and Development”</a> (Deb Franko)
Silicon Valley	Suite 150	Thursday: 10/19/2023 4:30-5:45 PM PT (7:30 PM ET)	<a href="#">“Professional Development Opportunities for Faculty and Cross-College Collaborations”</a> (Deb Franko) <a href="#">“Generative AI in and for Teaching and Learning”</a> (CATLR)
Seattle	Room 110	Two Sessions: 10/23/2023 FT Faculty: 10:00-11:30 AM PT (1:00 PM PT) PT Faculty: 4:00-5:00 PM PT (7:00 PM ET)	<b>FT Faculty:</b> <a href="#">“Promotion, advancement, and maximizing your potential as a faculty member.”</a> and <b>PT Faculty:</b> <a href="#">“Part-time faculty at Northeastern: Opportunities and Connections”</a> (Deb Franko) “Implementing Industry Projects in Class (XN)” (covered in both FT and PT faculty sessions) (CATLR)

28

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**We hope all our faculty will  
participate in these new initiatives  
this year!**



29

**Thank you!**

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**Questions?**



30