

The Faculty Senate, together with the Administration of the University, has the responsibility of maintaining and improving the academic standards of the University and making the functioning of the University more effective and harmonious. It also coordinates activities among the various College faculties as well as those that involve both the administration and faculty of the University.

For more information, please visit [faculty.northeastern.edu/senate](http://faculty.northeastern.edu/senate).

Your Faculty Senators



Photo by Yushang Xu

## New Shared Governance Ad Hoc Committee

In November 2023, the Faculty Senate Agenda Committee established the [Ad Hoc Committee on Shared Governance](#), marking a significant step forward in fostering a more transparent, inclusive, and equitable university environment. This committee is charged with addressing key organizational and leadership matters, emphasizing the importance of transparency and active participation from all departments in critical decisions that impact faculty lives. This includes, but is not limited to, governing bylaws, hiring decisions, campus planning, and the expansion of community partnerships.

Moreover, the committee is tasked with improving evaluative relationships and creating mechanisms for faculty to heal from emotional injuries resulting from grievance issues. It will also ensure that faculty members have timely and appropriate channels to review and provide feedback on the performance of Northeastern's Chairs, Deans, and senior leadership, enhancing accountability within our university's administration.

Lastly, the committee will champion values, ethics, and standards by promoting transparency and access to salary information. This initiative aims to guarantee equitable compensation across departments, colleges, and the entire Northeastern network, ensuring that our commitment to fairness and equity is more than just words but a tangible reality in our daily operations. We look forward to the positive changes that the Shared Governance Committee will bring to our university community.

## Upcoming Senate Meetings

All faculty are welcome to attend the virtual meetings of the Faculty Senate. Contact [faculty senate@neu.edu](mailto:faculty senate@neu.edu) to receive a Teams invitation.

Spring 2024 meetings  
(11:45am -1:25 pm ET):

- February 14
- February 28
- March 13
- March 27



President Auon is scheduled to speak with the faculty at our meeting on February 14. **Please join us!**

# 'Trends in Faculty and Staff Concerns'

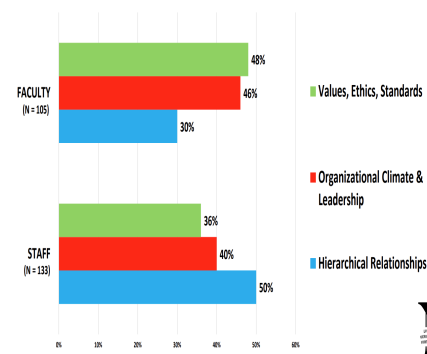
## The Ombuds' Report

The Spring 2024 report presented by Diane Levin, University Ombuds for Faculty and Staff, to the Faculty Senate on January 31, highlights emerging trends and persistent concerns among faculty and staff. It emphasizes the importance of addressing organizational and leadership challenges, promoting transparency and participation in decision-making processes, and enhancing mechanisms for conflict resolution and emotional support. The document underscores the necessity of fostering an environment where faculty and staff feel valued, heard, and supported, reflecting a commitment to improve the overall institutional culture and effectiveness.

Collaborative efforts between the Faculty Senate and the administration are crucial in addressing the concerns outlined in the report. Initiatives aimed at improving communication, ensuring equitable compensation, and creating a more inclusive and respectful workplace are among the priorities. The proactive engagement and collective action towards resolving these issues signify a positive step toward strengthening the university's commitment to shared governance and academic excellence. For a comprehensive understanding, the full report can be accessed at

<https://faculty.northeastern.edu/senate/meetings/2023-2024/>.

## FY24 Top Employee Concerns



## The Global Network and Faculty Keep Growing

Northeastern University and University College Dublin have embarked on a groundbreaking [collaboration](#) to address global healthcare challenges through joint research and doctoral education. This partnership, formalized by a memorandum of understanding, has led to a joint [grant](#) competition, with equal funding from both institutions. This initiative has successfully selected five interdisciplinary research teams from twenty-three applicants, focusing on themes like 'Building a Healthy World' and 'Transforming through Digital Technology.' These six-month projects aim to foster long-term academic relationships and seek larger external funding. The teams, comprising experts in various fields, will work on innovative projects ranging from neuromuscular stimulation to digital sustainability in music communities. This collaboration marks a significant step in international academic partnerships and research innovation.



Northeastern University celebrated [Black History Month](#) with special events and activities throughout the entire month of February.

## One of Many Important Faculty Concerns

A faculty member expressed concern over the inadequate English language skills of some recently admitted international students. The students' poor command of English not only affects their academic performance but also increases the faculty's workload, as they struggle to understand instructions and complete assignments correctly.

To address the concerns regarding international students' language skills, the Writing Program at the College of Social Sciences and Humanities offers a robust solution. This program provides comprehensive support to enhance students' writing, reading, and speaking abilities in English. It is designed to assist students in improving their academic performance by offering resources tailored to meet their specific language needs. This service could significantly benefit students struggling with English, ensuring they meet the university's academic standards. For more details, visit <https://cssh.northeastern.edu/writing>.



## Helpful Mental Health & Well-Being Resources

On March 12, 2024 from 10-11:30 am (in person and virtual), the '[Mental Health Matters](#)' series continues with an expert faculty panel featuring Professors Chuck Hillman, Kristen Lee, Laura Dudley, and Don Robinaugh discussing stress complexities and evidence-based coping strategies as we move through the spring semester. This series was developed by Sr. Vice Provost Deb Franko in conjunction with the ADVANCE Office of Faculty Development for event planning.

Additional relevant resources are listed here:

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](#)
- [Faculty Resources](#)
- [HR Wellness resources](#)
- [NU Ombuds for faculty/staff](#)
- [NU Employee Assistance Program](#)



## Faculty Senate Concern Form

In our ongoing commitment to fostering a collaborative, inclusive, and welcoming university environment, the Faculty Senate invites members of the faculty to make use of the Faculty Senate Concern Form. This confidential platform allows faculty members to submit concerns anonymously, related to our global university community. To share a concern, please visit the Faculty Senate website at <https://faculty.northeastern.edu/senate/forms> or scan the QR code here. Thank you for your continued engagement in making our university a place of excellence.

Respectively,

The Faculty Senate Agenda Committee:

Ted Landsmark, Chair, CSSH.

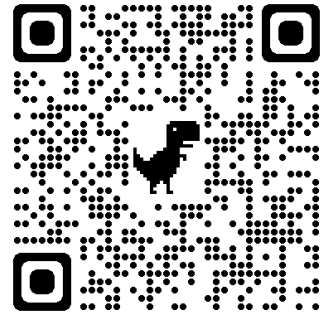
Prof. Yingzi Lin, COE, SAC Secretary.

Prof. Jacques Alexis, CPS.

Prof. Paul Chiou, DMSB.

Prof. Mark Henderson, Mills College at Northeastern.

Prof. Darcelle Lahr, Mills College at Northeastern.



Faculty Senate Concern Form