



Prospective Faculty Welcome Packet

Northeastern University

Welcome to Northeastern University, where our approach to integrating real-world experience with education, research, and innovation empowers students and faculty to make a global impact. Our R1 research enterprise, coupled with our unique teaching and learning model, has established Northeastern as the recognized leader in experiential learning.

As you consider joining Northeastern’s vibrant faculty community, you may have questions about what it is like to work at the university’s flagship campus and live in Boston. In the pages ahead, you will find information to help you make an informed decision. Northeastern looks forward to the possibility of welcoming you!

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An Inclusive Community



Northeastern University is committed to creating a welcoming and inclusive community where individuals of all identities, backgrounds, and experiences can thrive, have a strong sense of belonging, and achieve academic and professional success.

For the past several years, our university community has been deeply engaged in implementing the [President's Action Plan](#) on diversity and inclusion. Action items from these strategic plans include the recruitment and retention of students, staff, and faculty, and the formation of department and college cultures and physical structures that are fully welcoming of individuals in all their diversity, including ethnicity, disability, gender identity, and sexual orientation. We have a steadfast commitment to expanding Northeastern's vision toward a global network that recognizes the significance of identity, belonging, representation, and an inclusive climate.



The Office of Diversity, Equity and Inclusion

[The Office of Diversity, Equity and Inclusion](#) (ODEI) works as a central coordinating hub to provide strategic diversity, equity, and inclusion leadership across the global university system.



Cultural and Spiritual Life Centers

Cultural identities and spirituality are meaningful and essential parts of many faculty and students' lives on our campus and around the world. Cultural and spiritual life at Northeastern strives to acknowledge, affirm, and respect all identities in a way that doesn't label them as "differences," but rather by highlighting how individual points of uniqueness can come together to form something much bigger. We are here to advance freedom, promote justice, assist in building relationships between groups and individuals, facilitate inclusivity, educate across differences, empower our communities, and provide resources and information to everyone within the Northeastern Network. Learn more about each of the Cultural and Spiritual Life Centers at Northeastern:

- [Asian American Center](#)
- [Center for Intercultural Engagement](#)
- [Center for Spirituality, Dialogue, and Service](#)
- [John D. O'Bryant African American Institute](#)
- [Latinx Student Cultural Center](#)
- [LGBTQA Resource Center](#)
- [Social Justice Resource Center](#)

Faculty and Staff Affinity Groups

Our employee-led affinity groups affirm and celebrate the diversity of our identities and experiences that make our community great. These groups provide social engagement, professional development, and networking opportunities for their members. They also create more awareness and advocacy around the issues our employees value, and contribute to our diversity initiatives in recruitment, leadership, education, and community outreach. Check out each group's current and upcoming programs:

- [Asian Faculty and Staff](#)
- [Disability Alliance](#)
- [LGBTQA+ Faculty & Staff Affinity Group](#)
- [Native & Indigenous Affinity Group](#)
- [Northeastern Black Faculty and Staff Association](#)
- [Northeastern University Future Leaders](#)
- [NU Parents](#)



Religious Affiliations in the Greater Boston Area

- [World Religions in Greater Boston](#)

Academic Teaching and Learning Resources



ADVANCE Office of Faculty Development

Under the Office of the Provost, Northeastern's [ADVANCE Office of Faculty Development](#) oversees, creates, and assesses evidence-based faculty development programs while serving as a resource to faculty across the university. The office assists faculty and administrators in accomplishing departmental, college, and university goals concerning faculty recruitment, retention, mentoring, and advancement. Another key focus area for the office is fostering diversity, equity, inclusion, and belonging among faculty at Northeastern. The ADVANCE Office website lists programming offered to all faculty. For general questions, contact the ADVANCE Office by email at northeasternadvance@northeastern.edu.



Faculty Handbook

The Northeastern University [Faculty Handbook](#) is a living document that provides useful policy information pertinent to university governance and faculty rights.



Support for Scholarly Activity

Writing Groups

Each semester, the ADVANCE Office hosts [writing groups](#) to provide support and structure for faculty. These facilitated groups focus on the writing process and help faculty carve out regular writing times each week.

Faculty Development Workshops and Seminars

Each month, the ADVANCE Office hosts speakers from around the country to discuss topics that are relevant to faculty professional development.

Academic Impressions (AI) and National Center for Faculty Development and Diversity (NCFDD)

Northeastern holds memberships to national organizations that offer professional development resources and on-demand access to mentoring, tools, and support for higher education faculty.

Communities for Mentoring and Leadership

Mentoring Circles

The ADVANCE Office partners with the [Center for Teaching and Learning through Research](#) (CATLR) to create full-time, non-tenure faculty Mentoring Circles.

These groups of 4-6 faculty members and facilitators meet regularly to discuss their professional experiences and explore ways to enhance self-confidence, communication skills, and leadership practices.

Research Mentor Training

Designed for faculty, postdocs, and graduate students, the Research Mentor Training helps participants hone their mentorship skills by exploring the latest evidence-based practices.

Mutual Mentoring Grants

The ADVANCE Office awards \$3,000 to faculty who create tailor-made mentoring experiences involving groups of peers and senior colleagues from within and/or outside Northeastern.



Fostering Belonging

Essential Conversations Workshops and Circles

Faculty are increasingly called to engage in planned and spontaneous conversations relating to Northeastern community members' diverse identities, perspectives, and lived experiences. To equip faculty with the skills and experience to effectively engage in these conversations, the ADVANCE Office has partnered with the [Social Impact Lab](#) to create [Essential Conversations](#) workshops and conversation circles.

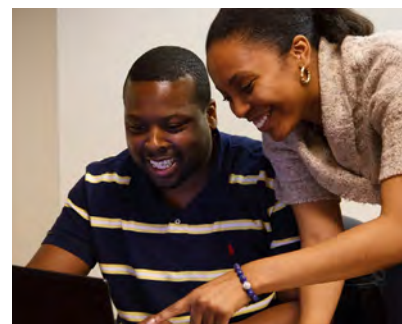
Essential Conversation Circles provide opportunities to participate in facilitated conversations with small groups of faculty and staff who are fostering belonging and community on campus.

Women of Color in the Academy Initiatives

The ADVANCE Office supports women of color at Northeastern and across New England through a variety of events aimed at fostering a supportive community. Each year, the office, along with a steering and planning committee, hosts a [national conference](#). Additionally, there are quarterly networking events held at local institutions, and Northeastern-specific events, including lunch discussions, writing groups, and an annual writing retreat.

Center for Advancing Teaching & Learning Through Research

[The Center for Advancing Teaching & Learning Through Research](#) (CATLR) offers workshops, consultations, online resources, and customized programming to support Northeastern educators in creating powerful learning experiences, whatever the modality.



Academic Technologies

[Academic Technologies](#) (AT) provides educational technology support for faculty, including consultations, on-demand training, and workshops. AT is also spearheading Northeastern's adoption of technologies that support [Global Learning Spaces](#) and the [Canvas learning management system](#).

Students and faculty can receive real-time support on the Canvas interface through [24/7 chat and phone support](#), and get assistance with integrated Canvas tools and other platforms by contacting the IT Service Desk by phone at 617-373-4357 or by email at help@northeastern.edu. Additional [self service documentation](#) can be found online.

Snell Library Teaching and Learning Resources

Northeastern's subject [librarians and specialists](#) offer online workshops, tutorials, consultations, and custom library sessions for your class. The institution provides instruction on information search and evaluation, archival research, citation management, data management and visualization, 3D printing, GIS/mapping, audio and video recording, systematic reviews, and digital scholarships. Northeastern values inclusive, active, and reflective approaches that enable learners to become confident, information-literate global citizens. Additional information about library resources and renovations is available on the [Snell Library home page](#) or by emailing the library directly at library_ask@northeastern.edu.

Work-Life Resources



Northeastern University provides a [comprehensive array of benefits](#) to meet the needs of faculty and their families.

Benefits

- [Medical, dental, and vision](#)
- [Life insurance](#)
- [Tuition assistance](#)
- [Disability insurance](#)
- [Paid Time Off \(PTO\)](#)
- [Accommodations](#)
- [Retirement accounts](#)
- [Leaves of absence](#)

All full-time faculty members who become parents are eligible for one semester of classroom teaching relief.

For medical, dental, vision, life, tuition benefits, and more, Northeastern offers coverage for eligible domestic partner and dependents.

Northeastern provides support for short-term backup care and resources for longer-term solutions to assist with:

- Mental health concerns, including anxiety, depression, and substance abuse
- Family and caregiving resources
- Legal, financial, and debt counseling

When challenges affecting work or life arise, [Northeastern's Employee Assistance Program](#), New Directions, also offers support and guidance for faculty and their families.



Spouse and Partner Support

Northeastern University understands that responding to the needs of dual-career academic couples is key to recruiting and retaining exceptional faculty. The university offers resources to assist dual-career couples and is a member of the [New England Higher Education Recruitment Consortium](#), which offers a dual-career [search tool](#). Additional resources can also be found at the [MassHire Department of Career Services](#).

Child Care Services

In addition to the [Russell J. Call Children's Center](#), our on-campus child care center for kids ages two years nine months through five years, Northeastern provides access to several other resources, including:

Care.com

Browse a nationwide [network of providers](#) including back-to-school season tutors, nanny shares, pod teachers, babysitters, and more through our partner organization, Care.com. Faculty also have access to 25 days of discounted backup care with vetted caregivers when your regular care is unavailable.

Licensed Child Care Search

Browse the [state's website](#) to search for licensed child care programs by location.

Education for Dependents

Public Schools

All cities and towns in Massachusetts must provide public education starting with kindergarten, with the age for admittance varying by community. Check out a [ranking of the best public school districts in the Boston area](#).

Those looking for special education support can also visit the Boston Public School's [Office of Special Education website](#).

Private Schools

Independent private schools determine their own mission and curriculum. Learn more by visiting the [Association of Independent Schools in New England](#). You can access a list of the state's private schools by religious affiliation at [Private School Review](#).

After-school Programs

The [Massachusetts Department of Early Education and Care](#) provides lists of licensed after-school programs.



Living Around Boston



Northeastern University is a world-class institution located in the heart of Boston, one of the most vibrant and historic cities in the country. The city boasts a thriving economy with industries such as healthcare, life sciences, education and research, technology and innovation, financial services, tourism, and hospitality. This, coupled with a rich cultural scene, outstanding dining and shopping, and easy access to some of the country's top healthcare facilities, makes Boston an ideal destination for faculty seeking professional and personal growth. By joining the Northeastern faculty, you will have the opportunity to work with renowned scholars and students while enjoying all that this incredible city has to offer.



Campus Map

This online [map](#) of Northeastern's Boston campus shows five multilevel parking areas, several ground level parking areas, as well as two stops by the MBTA Green and Orange Lines. There are also two locations for easily accessible Bluebikes, a public bike share system throughout Boston and surrounding neighborhoods.



Relocation and Housing Assistance

As Northeastern employees, faculty relocating to the Boston area have access to housing and relocation resources to support their move. Northeastern University proudly partners with Coldwell Banker and select mortgage partners to ease the relocation process and support faculty and their families as they transition to the Boston area. Services include:

Home Finding and Purchase Assistance

A Coldwell Banker Relocation Program Specialist will assist you by assessing your needs and evaluating communities of interest for home purchase based on your search criteria (lifestyle, commute, pricing, and housing preference). Should you need a mortgage lender for pre-approval, they can also provide lender options. When you are ready to begin your home search, the Specialist will refer you to an experienced buyer's real estate agent with local market expertise in your areas of interest from their select broker network to explore properties and represent you on your home purchase transaction. Throughout your home search, the Specialist will remain in contact to provide personalized counseling, guidance, support, and to ensure satisfaction with your program real estate agent. A cash bonus may be available to you when you close on a home with the program real estate agent.*

Home Sale Assistance

A Coldwell Banker Relocation Program Specialist can refer you to an experienced home listing real estate agent from our select broker network with expertise in marketing homes in your area. The agent will provide property condition evaluations, comparative market analysis on your property, recommend pricing, and develop a personalized marketing strategy. Our program agent will represent you as a seller's agent as they market your property and assist with buyer negotiations through to closing. A cash bonus may be available to you when you close on a home with the program real estate agent.*



Mortgage Assistance

In addition to relocation assistance, Northeastern offers all employees access to preferred mortgage vendors. Each provides personalized banking services such as discounts on selected fees, select banking privileges, quick turnaround on pre-approval and mortgage applications, and seminars about the real estate market. Vendors are available upon request.

Rental Assistance

Upon request, rental resources may be available through the university's partner, Coldwell Banker. Additionally, the City of Boston has many resources for renters. Please visit the [Renting in Boston](#) website for more information.

*Terms and conditions apply



Commuting and Travel

Once you are settled into your new home, it is time to find the best way to access all that the area has to offer! Both Northeastern and the city of Boston offer extensive transportation options to help you get to where you need to go.

Northeastern Commuting and Parking

Northeastern provides many commuting and parking options to support employee travel to and from work. There are also options for Zipcar, rideshare, bicycling, and walking. Learn more about the [commuting and parking options](#) available. Learn more about [planning bicycling routes](#) around the community and [Massachusetts Bike Laws](#).

MBTA

The [Massachusetts Bay Transit Authority](#) (MBTA), known as the “T,” offers public transportation by subway, bus, trolley, car, and boat service to just about anywhere in the Greater Boston area. Visit their website for an overview of the different modes of public transportation in Boston, as well as their associated schedules and costs.

The [MBTA Commuter Rail](#) connects communities in eastern Massachusetts and Rhode Island to downtown Boston, with 137 stops throughout the region. Service runs seven days a week, with special service to Gillette Stadium from Boston and Providence for sporting events and concerts.

Having a Car in Boston

Purchasing a car may be the right option for a faculty member’s transportation needs. There is a lot to consider with a car in the city, including traffic, street sweeping schedules, residential parking permits, and sometimes, tickets. [The City of Boston offers helpful information](#) and resources for car owners in the city.

Community Engagement Opportunities

Northeastern University’s [Office of City and Community Engagement](#) is an active and responsible contributor to our local and campus communities by fostering collaborative relationships and partnerships that connect, educate, and engage people and organizations throughout our network. [Take part in events](#) hosted by City and Community Engagement and our partners to connect with the local community and learn more about the area!

Relocating to a new area may feel like a daunting process, but the Northeastern Human Resources team is here to help. To ensure a smooth and positive relocation experience to Boston, and to properly leverage the many resources available to you, please email the Benefits team directly at HR_Benefits@northeastern.edu.





We can't wait to welcome you.

There has never been a better time to join Northeastern University. Through Northeastern's emphasis on impactful collaboration across disciplinary boundaries, our faculty are applying their expertise and experience to address global problems. Solving today's interconnected challenges requires a community of faculty, staff, and learners, and we look forward to welcoming you to join our diverse community in creating measurable societal change.