

# **2016 IMP Community Benefits ANNUAL REPORT**



Northeastern University





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Northeastern University

December 7, 2016

Dear Friends,

Northeastern is a global university, but our roots are deeply grounded in the communities from which we grew over the past century. Community engagement has always been inseparable from our character as a university. Our educational approach is based on the idea that learning and discovery flower outside the classroom and that it is our mission to impact the world for the better. The programs and facts presented in this report are a strong testament to Northeastern's commitment to that mission of impact and engagement at every level.

As a university, we cannot flourish without the support of our local community. To serve our students, we must embody the broadest diversity and inclusion of all voices and experiences, integrating more fully with our local communities and establishing deep and lasting partnerships. We will continue to open wider the doors and opportunities for engagement, but I am pleased to say that this report shows that we have come far.

Sincerely,

Joseph E. Aoun

President





# Community Engagement and Investment

## Contributors

**John Tobin, Vice President of City & Community Affairs**

**Becca Berkey, Director of Service-Learning**

**Derek Lumpkins, Director of Neighborhood Partnerships and Programs**

**Hilary Sullivan, Director of Co-Curricular Service Programs**

## City & Community Affairs

Northeastern University is committed to staying deeply invested in regards to Boston urban life- the people, the communities, the issues, and the opportunities that make our modern city so vibrant. Our relationships are made possible through our work from so many varied partners. In this section, we have highlighted the groups and offices that make the work we do together on a daily basis meaningful, impactful and enjoyable. Whether it is an office or a group of students right here at Northeastern or our local friends and neighbors, it takes everyone's collective efforts to make sure that we are reaching our goals and staying true to the neighborhood mission of Northeastern University.

## Carnegie Classification of Institutions of Higher Education

In 2015, Northeastern received the Carnegie Foundation for the Advancement of Teaching's Community Engagement Classification. The Community Engagement Classification is an elective classification for which institutions may voluntarily apply to be listed. The elective classification involves data collection and documentation of important aspects of institutional mission, identity and commitments, and requires substantial effort invested by participating institutions. Northeastern retains this classification until 2025, at which point it will be asked to reapply.



*"It is all too easy to stay within your college bubble when you arrive as a freshman, even in the middle of a major city like Boston. CEP took me to new neighborhoods, organizations, and refreshingly different environments than the one I was used to. I can't be certain I made an impact with my service, but my service truly made an impact on me. I gained five years of a new perspective."*

*- CEP Senior, Class of 2016*





# Center for Community Service

Supported by faculty, staff, and community partner organizations, the programs in 2015-2016 have brought students into communities in Boston and beyond. Through these programs, students have demonstrated that they have grown as individuals and scholars. Thank you to all who made these programs so successful.

## Alternative Spring Break

Alternative Spring Breaks are an immersive living and volunteering experience. Through meaningful service, education, and reflection, volunteers explore a critical social issue in their host community. In 2016, we sent 18 teams of volunteers to communities in 11 states/territories and 4 different countries.

## Civic Engagement Program

The Civic Engagement Program (CEP) aims to redefine scholarship by ensuring that students receiving full-tuition scholarships not only excel academically, but have the opportunity to grow as civic minded individuals who give back through service to our local and global communities. CEP is comprised of over 1,300 students representing ten scholarship programs who are required to fulfill 100 hours of civic engagement activities per year. In 2015-16, CEP welcomed 300 new students into a structured first-year program that engaged students through weekly service at one of CEP's

30 local community partners and monthly meetings with upper-class CEP Peer Mentors where they learn about the history of Boston, current assets and challenges within the city, and the ways college students can be civically engaged members of the local community.

## Husky Volunteer Team

The Husky Volunteer Teams enable students, faculty, and staff, in teams of 3-10 people to engage in ongoing service projects with local nonprofit organizations for 2-4 hours each week over the course of a semester. Volunteers develop a bond with their community partners, and often stay involved with them for longer commitments.

In 2015-16, this program partnered with 7 community organizations that it hadn't worked with before.

## Jumpstart

Jumpstart's mission is to work toward the day every child in America enters kindergarten prepared to succeed. This year 50 Northeastern volunteers worked in seven teams in seven preschool classrooms. The Jumpstart student's work is comprised of direct hands-on service in a preschool classroom. Students implement high quality language and literacy lessons that include small group reading, center time activities, and whole group lessons.

## Massachusetts Promise Fellowship

The Massachusetts Promise Fellowship (MPF) believes that all young people in the Commonwealth have a right to the resources they need to be successful in life, including a caring adult, a safe place, a healthy start, an effective education, and an opportunity to serve. MPF achieves this by placing 40 AmeriCorps Fellows at non-profits, city agencies, and schools across the state to lead out-of-school time programming focused on academic enrichment, mentoring, and college and career readiness for young people in grades 6-12.

Fellows receive over 170 hours of training focused on youth development, non-profit management, and social justice.

## nuSERVES

nuSERVES offers 65 incoming first-year and transfer Northeastern students an opportunity to explore the Boston community through community service. Students learn about their new neighborhoods and the strengths and challenges of the communities surrounding Northeastern through the integration of educational workshops, trainings, service projects, and group reflections.

## Service-Learning

Service-Learning (S-L) is a form of experiential learning for students and a teaching tool for faculty that purposefully integrates academics and service to meet classroom and community goals throughout the semester. As part of their coursework, students serve with community partners as a way to learn the course material. 2015-2016 marks our most successful academic year to date, and included launching the Service-Learning Street Team and the S-LOG (service-learning blog).





# Awards and Recognitions

## Student Community Service Grant

In 2015-16, the Center awarded \$6,300 through the Student Community Service Grant to outstanding students engaging directly with local non-profit organizations. To determine the recipients, a team of student and staff reviewers selected student grants based on their commitment to a local NU neighborhood, their demonstrated relationship with a community partner and their thoughtful understanding of the challenges facing the group or community.

## Our 2016 Grant Recipients and their projects

- Colleges Against Cancer: **Relay for Life of Northeastern University**
- Higg-Lew Leaders: **After-school programming expansion**
- Human Services Organization & Student Veteran Organization: **Tough Husky event**
- Northeastern’s Trash2Treasure: **Trash2Treasure collection**
- Strong Women, Strong Girls: **Springfield trip on stewardship & service**
- Signa Phi Epsilon: **Mission Hill Little League equipment expansion**
- Phi Lambda Sigma, Phi Delta Chi & NEU Society of Health-System Pharmacists: **School of Pharmacy 5K Run from Resistance**
- Girls’ LEAP: **Northeastern women’s self-defense workshop**
- Northeastern Economics Society: **Citizens Schools economic course**

## Awards

Each year, the Center grants the Community Service Leadership Award to graduating seniors who have participated in three or more Center of Community Service programs in their time at Northeastern to recognize their lasting contributions to our Center, campus, and local communities. A huge congratulations to the 2016 recipients: Amy Stahl, Chrissy Beluk, and Dan McKenna!

## The Service-Learning Course-Community Collaboration Award

celebrates Northeastern’s Service-Learning faculty, student leaders, and community partners who have made an exceptional impact through their partnership. Congratulations to the Software Development Team from Professor Mike Weintraub’s Software Development course in the College of Computer and Information Science!

## Pancakes and Partnerships Recognitions

This event celebrates the contributions our program partners are making in the community, and the ways they are supporting and mentoring Northeastern students and volunteers. At the 4th annual Pancakes & Partnerships event, each program spotlighted the following organizations for their outstanding partnerships:

- Civic Engagement Program: **BalletRox**
- Husky Volunteer Team: **Roxbury Community College Garden**
- Jumpstart: **N.I.C.E. Inc.**
- Massachusetts Promise Fellowship: **Youth Enrichment Services**
- Service-Learning: **Little Brothers - Friends of the Elderly**

In addition, students and staff nominated the following organizations and individuals for the Center-wide awards:

- Home Away from Home Award: **Girl’s LEAP**
- Supervisor Spotlight Award: Karen Soorian, **Sherill House**
- Community Spotlight Award: **America SCORES Boston**







### Recognitions

Northeastern annually receives the President’s Higher Education Community Service Honor Roll. Each year, the President of the United States recognizes higher education institutions that reflect the values of exemplary community service and achieve meaningful, measurable outcomes in communities through service.

For the 6th year in a row, Service-Learning at Northeastern was recognized by US News & World Report as one of the top service-learning programs in the country

### Service Days and Events

Service Days invite volunteers to explore the communities of Boston and learn about different nonprofits. The Center works with groups and departments to help plan their one-time service events, as well as with students on two organized days of service each year.

NU Service Day is held each October. In 2015, nearly 300 volunteers came together to participate in a variety of projects, which included park cleanups, serving meals, spending time with elders, and helping young students apply to college.

MLK Day of Service & Leadership takes place each January. In 2016, the event engaged over 300 NU students, local youth, AmeriCorps members, and community leaders in service projects and leadership workshops that focused on social justice and reflected on Dr. King’s legacy. The day was kicked off with an inspiring keynote by Jamal Thorne, a lecturer in Northeastern’s Art + Design Department and an NU Alum. Attendees participated in on-campus projects that were comprised of ten tracks focusing on issues such as environmental justice, workplace equity, building healthy communities, and social justice through the arts.

### 2016-2017 Events

The public is invited to join the Center’s upcoming events throughout the school year.

- September 16, 2016: Fall Volunteer Fair
- October 15, 2016: NU Service Day
- December 8, 2016: Fall Service-Learning EXPO
- January 20, 2017: Winter Volunteer Fair
- April 20, 2017: Spring Service-Learning EXPO



# Northeastern Crossing

Northeastern Crossing celebrated its first anniversary in September 2016. The department was created after community residents on the IMP Task Force – from Fenway, Mission Hill, South End, and Roxbury – noted that they were sometimes overwhelmed by the labyrinth of buildings on campus and uncertain about whom to approach with questions.

As part of its commitment to being a good neighbor, the University worked with local residents to create a “community space” on campus that would serve as a welcoming first point of entry and address their concerns and perceptions.

As such, Northeastern Crossing is here to:

- Be a starting point for area residents to learn about various opportunities on campus,
- Make University resources available to area residents at no cost
- Serve as a venue for individuals in the on-campus and off-campus communities to develop programming and connections that foster new personal and professional networks, and
- Inventory the University’s community engagement programming.

The current staff are longtime Boston residents who live and work in the neighborhoods adjacent to Northeastern University. Prior to working at Northeastern Crossing, they each worked at local organizations with missions focused on promoting the social, cultural, and/or economic development of their communities. Together, they have a combined 20+ years of experience in civic engagement and youth development work, and they bring their commitment and dedication to supporting neighborhoods and local initiatives to Northeastern University.

In addition to fulfilling the roles mentioned on the previous page, the staff are consummate advocates in promoting the assets of the neighborhoods and the talents of individuals. They are also active in creating an environment where individuals and organizations from the on-campus and off-campus communities are intentionally brought together to meet, to dialogue, and to collaborate.

## The Bridge Experience

Northeastern Crossing oversees five series as part of its Bridge Experience, a collection of interactive programming designed to build community and foster collaborative networks between individuals and communities. Each program and event falls into at least one of the following categories:

1. Storytelling, such as film screenings, panel discussions, and artist receptions that relate personal stories and promote understanding of our collective and shared experiences;
2. Skills Building classes and trainings that offer opportunities for personal and professional growth through creative writing, financial literacy, career preparation and more;
3. Self-care & Wellness sessions featuring yoga, tai chi, and nutrition workshops with experienced wellness practitioners;
4. Immersion Experiences that draw upon the three areas above and use interactive audience participation to enhance the content; and
5. Gateway Series events that activate the public space in Ruggles Plaza by bringing together area residents and the Northeastern community for dialogue and celebrations.





# Community Advisory Board

In June 2016, the Office of City & Community Affairs formed a new Community Advisory Board (CAB). Representatives from local organizations and the neighborhoods surrounding Northeastern University were recruited to participate on the advisory board because of their current or potential connections with the University and for the valuable perspective that they bring to community-university conversations. The three subgroups comprising the CAB are:

1. Community Partners & Programs Advisory Group, which provides feedback on how Northeastern students, staff and faculty interact through initiatives run by the Center of Community Service.
2. Neighborhood Advisory Group, which provides feedback on how Northeastern Crossing engages and fosters new connections between individuals and the University.
3. Institutional Master Plan Advisory Group, which engages in dialogue to share updates and address issues and concerns regarding the University's Institutional Master Plan (IMP).

Members of the Community Advisory Board participate by:

- Attending the CAB meetings and being a member of at least one group.
- Strengthening and growing the network of community engagement programs and initiatives as fostered by the Office of City & Community Affairs.
- Serving as advocates for our work in their various community roles, as appropriate. For example, if members hear about a City & Community Affairs initiative that is pertinent to their connections in the community, they will relay that information to the appropriate party.
- Providing ongoing feedback to City & Community Affairs staff on the work and initiatives of the division.

## Northeastern IMP Advisory Council

Northeastern has convened an IMP Advisory Council to maintain regular and continuous dialogue and transparency with neighbors, address issues of concern as and when they arise, and explore new possibilities for community-university engagement. The IMP Advisory Council meets quarterly, with many of the meetings taking place in our new community center, Northeastern Crossing. The council is compromised of 2-3 members from each of our surrounding neighborhoods: Mission Hill, Roxbury, Fenway and the South End.





# Lifelong Learning Opportunities

## Contributors

Ebony Clinton, *Senior Associate Director, Office of Undergraduate Admissions*

Molly Dugan, *Director of Foundation Year*

Michael Fitzgerald, *Special Events Manager and Community Liaison*

## College Readiness

The College Readiness program is targeted toward 9th and 10th graders in our surrounding communities to help them and their parents prepare to apply to colleges. The next program is scheduled for Saturday, November 12, 2016. The program consists of a parent workshop focused on Financial Aid and a student workshop that helps students reflect on what their interests are and choosing the right school for them. There will also be a Q&A panel of Northeastern students, some of whom are former BPS students, to answer any questions about their transition from high school to college.

### Foundation Year (CPS)

#### Goals

- Beginning fall 2014, BPS graduates from these neighborhoods applying to Foundation Year will receive priority in the admission process.

### 2016 Key Progress & Current Status

- Beginning in the spring 2014 admissions process priority for acceptance was given to BPS graduates from the specified zip codes.
- Twenty-two students from the specified zip codes were enrolled in the 2016-2017 school year cohort.
- 59 students from Foundation Year Cohorts 1-7 (2010-2016) have transferred to Northeastern’s undergraduate residential colleges. 18 students have graduated, 39 are enrolled and pursuing their degrees. 46% of these students are pursuing degrees in STEM fields.

Foundation Year has an 85% completion rate. 80% of the students who complete Foundation Year enroll at 4-year institutions and 20% enroll at a 2-year institution. Foundation Year’s 5-year persistence rate is more than double the persistence rate of the BPS Class 2007 graduates who enrolled at 2-year institutions





# Learning Link

The Learning Link is a program designed for individuals aged 55+ who live in neighborhoods surrounding Northeastern. Learning Link membership provides the opportunity to audit designated classes at Northeastern in addition to other perks such as library access, online resources, and free access to other events on campus. The Office of the Provost, the Office of the Registrar, and the Office of City & Community Affairs have been working closely to create the registration process and identify additional benefits for potential members. For the 2016 Fall Term one new member signed up. Although we receive many inquiries and requests for more information about the program, most potential members either do not find a class they are interested in, or the class they are interested in is not offered at a convenient time.

## Scholarships & Financial Aid

### Goals

- Beginning fall 2015, Northeastern will offer an additional 30 full-tuition, need-based scholarships to Boston Public Schools graduates, 20 in the specified zip codes and 10 citywide, in addition to continuation of 120 current full-tuition scholarships currently offered in Boston. Of the 120 existing scholarships, a minimum of 10 will be targeted to the specific zip codes.
- Beginning fall 2015, Northeastern will provide financial aid covering 100% of demonstrated need for all enrolling BPS students from these neighborhoods.

## 2016 Key Progress & Current Status

The University remains committed to achieving enrollment and scholarship goals and continues to make progress towards these efforts.

Northeastern's Enrollment Management division in partnership with the University's College of Professional Studies, employs a comprehensive and multilevel approach in the recruitment of students from Boston Public Schools and the city of Boston. The recruitment strategy works to identify talented populations and executes tactics to engage with students in the community and designated zip codes. This strategy allows us to connect with students, parents and the mentors that support them in accessing admission to Northeastern. From our student search process, to data driven recruitment travel and ultimately the Admission Committee selection process, we see value in continuing to increase enrollment opportunities for the for city of Boston's students.

In year three our strategies continue to be focused in four major areas including a) strengthening established feeder and partnership programs, b) continuing to connect the institution with Boston students on a personal level, c) expanded partnership and the creation of professional development opportunities for the city's public school counselors, and d) the promotion and awarding of scholarship opportunities designated for Boston students. These strategies continue to be evaluated and assessed and ultimately resulting in the third consecutive year of increased enrollment of Boston Public and Charter student and residents within the city of Boston.

Highlights include:

- A designated team of staff members from Admissions, Student Financial Services, Foundation Year, Opportunity Scholarship Office, Civic Engagement Program and the College of Professional Studies support Boston students in accessing enrollment and persistence at the university.
- Currently have over 340 students enrolled at the University from Boston zip codes, receiving 5.8 million dollars in institutionally funded scholarships for enrolled BPS students from designated zip codes.
- Northeastern sponsored 35 Boston Public School Counselors at the 2016 New England Association for College Admission Counseling Annual Meeting & Conference for a day long professional development opportunity focusing on college admission essentials and current topics in admission.
- Per the request of Boston Public School Guidance Leadership, Senior Leadership from the Enrollment Management Division at Northeastern presented to BPS at the Citywide Guidance meeting on the new College application platform, Coalition for Access, Affordability, and Success. The Coalition made up of a diverse group of public and private institutions will be working to develop tools and processes that will help to address the barriers that prevent low-income and first generation students from applying to college, attending college, or successfully earning a degree, such as those found in Boston Public Schools.
- Undergraduate Admissions division worked with BPS Guidance leadership as part of the university scholarship selection committee in the awarding of Northeastern's most prestigious scholarships targeting BPS graduates and Boston residents.
- 100% participation in key college fairs for Boston students around the city, including participation in area community college fairs and high school visits.
- 10% increase in applications from Boston Public Students from 2015 and 9% increase in enrolled students from Boston Public School students in 2016.
- Saw a 3.4 %increase in applications from designated zip codes, resulting in 27 students admitted from designated zip codes, with 9 enrolling for 2016.
- Awarded 11 full-tuition, room & board scholarships to Boston Public High School Valedictorians and 7 enrolled Valedictorians from BPS High Schools.
- Northeastern continues its Boston Housing Authority Scholarship program for residents residing in the BHA settlements. We continue to host an information session for Boston residents to communicate about the admission and scholarship opportunities available to them as residents. This year, Northeastern assisted with updating the flyer sent to all residents to advertise this program.
- Northeastern hosted the annual Boston Public School College and Scholarship Bootcamp for High Achieving Juniors in winter 2016.
- Northeastern hosted a College Readiness program in January 2016 for students and families in the designated zip codes. The event focused on preparing for admission to college and ways to finance a college education.



## Transfers

### Goals

- Beginning spring 2015, BPS graduates not admitted directly to the undergraduate program or to Foundation Year can arrange with an admissions counselor for a transfer contract, guaranteeing transfer admission provided the student successfully hits a determined set of academic benchmarks at any accredited institution.
- Beginning fall 2014, Northeastern will negotiate transfer articulation agreements with Roxbury Community College and Bunker Hill Community College to provide another route for BPS graduates from these neighborhoods to enter Northeastern.

## 2016 Key Progress & Current Status

- Boston Public High School students who were denied admission to Northeastern were all offered a transfer admission contract which guarantees admission to Northeastern after students complete one year of college work at a local community college. Interested students are also offered advising sessions with the Admissions team to support them as they make progress toward fulfilling the terms of the contract. We currently have 31 Boston students under active contracts who could matriculate to Northeastern in Fall 2017.
- We have completed the first year with articulation & guaranteed admissions programs for Boston students with Roxbury Community College and Bunker Hill Community College, applicable to both full-time Undergraduate Residential Day School and the College of Professional Studies.
- Northeastern has moved to meeting full demonstrated need for all transfer students from Boston, in an effort to remove any additional barriers preventing enrollment.





# Workforce Development and Career Advancement

## Contributor

*Patricia Conde, Lead Human Resources Consultant*

## Northeastern University Employment

### Outreach Efforts to the Surrounding Community

Northeastern University supports the surrounding community by promoting and supporting opportunities for residents of adjacent neighborhoods to have access to employment opportunities within the university and with the university's vendor partners. The Human Resources Management department regularly conducts outreach and has undertaken multiple activities in support of community employment using a variety of mediums and methods.

Through partnerships with Boston Career Link, YMCA Training, Inc., and Operation A.B.L.E., through attendance at job fairs and other activities on location with the organizations the university is able to access a pipeline of candidates from the surrounding community.

### Hiring & Internships

#### Goals

- Northeastern will pursue the goal of increasing Northeastern employees in the contiguous zip codes by 3-5% within three years.
- Northeastern will encourage Northeastern vendors to hire an additional 100 employees from the contiguous zip codes within three years.
- Northeastern will provide 10-15 three-month internship opportunities to community members per year.

### 2016 Key Progress

The responsibility of implementing procedures to meet the hiring and internship goals has been assigned to the Human Resources Management (HRM) Department at Northeastern.

In order to meet these goals Northeastern's HRM Department has continued to:

- Expand the current internship program to include a partnership with Year Up.
- Information Technology Services (ITS) in 2015 was the host pilot of three interns from Year Up.
- This program proved to be extremely successful thus ITS will be hosting three interns on a continuous annual basis.

### Temporary Hiring Agencies:

- KNF&T Staffing Resources
- Total Clerical Services
- Professional Staffing Group





Our goal: Increase the number of Northeastern University employees from Boston

When the goals were established in 2013 Northeastern had 394 employees residing in the contiguous zip codes, making up 10.99% of the faculty and staff at Northeastern.

- The program consists of mentorship, training, professional development, and practical skills in the ever growing/developing IT industry.
- The Facilities department sponsored interns from the YMCA Training Inc.
- Build on existing temporary employment agency relationships to promote diverse and local hiring.
- Evaluate the online posting sites on which Northeastern posts job openings and research new posting sites with the goal of reaching local residents.
- Assemble a print media plan targeting local neighborhoods to inform the residents of hiring events at Northeastern. (This is part of our ongoing commitment.)
- Ads were created conveying the message that the event was a community focused Job Fair, featuring top local employers and training organizations.
- Some of the publications where the ads were posted are Boston Metro, Sampan, Fenway News, Bay State Banner, Mission Hill Gazette, Back Bay Courant, and Dorchester Reporter.
  - o Flyers for the events were distributed to all of the City of Boston Main Streets organizations.
  - o Ads were posted on Northeastern’s City and Community Affairs Facebook and Twitter accounts.
  - o Ads were also posted on the listserv for Boston Career Link, YMCA Training Inc., and Operation A.B.L.E.
- Work with Northeastern’s preferred temporary hiring agencies to focus their temporary placements on residents from our surrounding neighborhoods.

As of September 1, 2015 the number of employees residing in the contiguous zip codes was 483, this is up significantly from 2014.

|  | 2008  | 2009  | 2010  | 2011  | 2012  | 2013  | 2014  | 2015   |
|--|-------|-------|-------|-------|-------|-------|-------|--------|
| Number of employees in local zip codes           | 298   | 319   | 321   | 346   | 347   | 394   | 388   | 483    |
| Percent of employees residing in local zip codes | 10.4% | 10.8% | 10.5% | 10.7% | 10.3% | 11.0% | 10.2% | 12.65% |

- We continue to focus on meeting with department heads and hiring managers to garner support and educate them on the hiring initiatives. In addition, HRM consults with departments on strategies and resources to enable them to support the goals.

# Job Fairs & Trainings

## Goals

- Northeastern will provide 10 employment training and education programs to community members per year.
- Northeastern will continue to hold job fairs, including events targeted specifically to local residents.

## 2016 Key Progress

- During the past year Northeastern hosted the third annual Community Vendor Job fair. The fair was attended by over 20 vendors and 191 applicants. Participating vendors included Rebecca’s Café, Acela Construction, Allied Barton Security Services, Chartwell’s Dining Services, KNF & T Staffing Resources, Collegiate Press/NU Reprographics, Staples, ABM Janitorial Services, Professional Staffing Group, Northeastern Crossing, Total Clerical Services, Northeastern University/Human Resource Management, ABM Facility Services, Boston Career Link, Laz Parking, Northeastern University Bookstore – Barnes and Noble College Booksellers, Novitex Enterprise Solutions, Olympia Movers, Poland Springs, and Vanguard Parking & General Services.
- This year’s community vendor job fair received positive feedback from vendors and participants.





Community Vendor Job Fair

| Community Vendor Job Fair July 20, 2016  |
|--|
| Vendors: 20  |
| Attendees: 191<br>(this represents the number of registered attendees,<br>some attendees choose to not register) |
| Applications received: 280   |
| Interviews conducted: 114  |
| Hires: 88  |

Vendor feedback:

*“Candidates had well prepared questions and were prepared for mini interviews.”*

*“People were excited for the opportunity to network through a diverse group of vendors.”*

*“Great event in the heart of the city, always enjoy participating.”*

*“Professional and well prepared candidates.”*

Participant feedback:

*“Enjoyed the job fair, lots of employers and people to network with.”*

*“Well organized, Northeastern seemed to bring a unique group of employers.”*

*“I was given a mini interview and learned a lot about the company. They are bringing me in for an in person soon!”*

*“Attended with individuals who are ESL, we received a great deal of support and help for our team. HR helped us navigate the event.”*

*“Appreciated this Fair and the classes I took leading up to the Fair.”*

Partnered with local agencies and community centers to design and conduct two job readiness trainings.

Two essential workshops were orchestrated in collaboration with **Northeastern Crossing**. Both sessions were facilitated by Cecilia Akuffo, Recruitment Specialist

| DATE/TIME            | WORKSHOP                                       | PRESENTER   | WORKSHOP FOCUS   |
|----------------------|--|---|--|
| 7/12/16: 3:00 - 4:30 | Resume Review                                  | Judy Downey, Northeastern University, Assistant Director MBA Center                         | Workshop focused on providing job seekers with essential skills in crafting a successful resume                          |
| 7/13/16: 3:00 - 4:30 | Preparing for a Job Fair<br>Boston Career Link | Kathleen Brant, Business Services Manager and Greg Burnett, Business Account Representative | Workshop focused on providing job seekers with essential tools that would prepare them to successfully attend a Job Fair |

In addition for the period of July 2015 to November 2016 Human Resource Management coordinated and participated in the following community based events and training. The events and training were comprised of Job Fairs, Interview Preparation, Workshops, and Trainings. This programming was coordinated by Cecilia Akuffo, Recruitment Specialist.

The event tally is 18 total:

- 2015 – 6 events
- 2016 – 12 events





| Year | Date               | Event  |
|------|--------------------|--|
| 2015 | July 14, 2015      | Workshop: Attending A Job Fair 20  |
| 2015 | July 14, 2015      | Workshop: Resume 101   |
| 2015 | July 17, 2015      | Workshop: Interview Preparation  |
| 2015 | August 26, 2015    | Boston Career Link General Job Fair  |
| 2015 | October 6, 2015    | Boston Career Link Info session/Presentation on finding employment at Northeastern                                       |
| 2016 | January 27, 2016   | YMCA Interview Blitz   |
| 2016 | March 23, 2016     | Boston Career Link Job Fair  |
| 2016 | April 28, 2016     | YMCA Interview Blitz   |
| 2016 | May 9, 2016        | Operation A.B.L.E. Starfish Thrower fundraising benefit, supported by Northeastern                                       |
| 2016 | July 26, 2016      | YMCA Training, Inc. - Employer Focus Group on crucial skills Northeastern and other employers are hiring for.            |
| 2016 | August 18, 2016    | YMCA Interview Blitz   |
| 2016 | August 24, 2016    | Boston Career Link Summer Job Fair   |
| 2016 | August 25, 2016    | Northeastern University / Northeastern University Crossing Neighborhood Night  |
| 2016 | August 30, 2016    | Boston Career Link Info session/Presentation on finding employment at Northeastern                                       |
| 2016 | September 13, 2016 | HRM/NU Crossing/Operation A.B.L.E. partnership Career Advancement Series Session #1: Resumes, Cover Letters, plus.       |
| 2016 | October 11, 2016   | HRM/NU Crossing/Operation A.B.L.E. partnership Career Advancement Series Session #2: Creating a Winning LinkedIn Profile |
| 2016 | November 15, 2016  | HRM/NU Crossing/Operation A.B.L.E. partnership Career Advancement Series Session #3: Career Planning                     |

Next Steps

- Continue to Partner with Northeastern Crossing to develop programming and coordination of events.
- Create an annual calendar, to be available at Northeastern Crossing that will highlight our employment related programming (employment trainings and education programs).





# Business Development and Procurement

## Contributors

**Fernando Prieto, Associate Director of Procurement Services**

**Catherine Walsh, Associate Vice President of Fiscal & Management Services**

## Initiative Background & Commitment

### Initiative Background

In 2014, Northeastern University formalized a plan for the University to assist the City of Boston and Commonwealth of Massachusetts with the promotion and advancement of underrepresented businesses in our local community. As a key member of the community, Northeastern University is proud to have provided community members with numerous opportunities for education and employment. With this formal commitment, in fiscal year 2015 Northeastern University has continue to define the University's goals for supporting and directing key percentages of the University spending on goods and services to key groups of underrepresented business including:

- Small business
- Local business
- Women and Minority owned business

### Northeastern University's Goals

Given the significant size of investment the University makes every year on goods and services, the University spending goals are expected to make significant impact on underrepresented businesses. The initiative's goals over time include the following:

- Northeastern would commit to increasing business with SLBEs to 20% of its discretionary spending and W/MBEs to 12% of discretionary spending within ten years.
- Northeastern would identify appropriate community-based businesses for on-campus opportunities, with the goal of integrating them into new or existing university buildings as well as designating them as preferred vendors in the university purchasing system.

In addition to our economic impact, Northeastern made a commitment to support underrepresented businesses indirectly by providing valuable learning and networking opportunities. Specifically, the University offered the following engagement opportunities to help improve the growth and business potential of underrepresented businesses. These include:

- Vendor Fairs
- Business Networking Events
- Training and Mentoring initiatives
- Capacity Building Programs

In 2015, the Procurement and Campus Planning departments of the University sponsored a major capacity building program by partnering with Next Street. (See Campus planning section of report).





# FY2016 Program Areas & Accomplishments

## Program Overview

Northeastern University made important progress in FY2016 toward accomplishing the goals of this very important commitment to the Boston community. The Procurement Services department has responsibility to assure the University delivers on its commitment. In order to accomplish this, Procurement Services has over the course of the year collaborated with a number of internal and external persons to undertake the tasks of planning, organizing, and implementing the many aspects of our supplier diversity initiatives. Thanks to the efforts of so many individuals, the results this past year continue to be outstanding.

## University Spending

The University's combined Tier 1 and 2 supplier spend across all underrepresented businesses totaled approximately \$56.5 million. Of this total, \$33.8 million represented spending with Woman and Minority owned business and \$22.7 million in spending with Small and Local businesses. (See Section III for details)

## Community Networking Events

Organization and planning during FY2016 by the Procurement Services department culminated in the 5th annual Small, Local, Minority and Woman Owned Businesses Networking Event was held on Wednesday, August 17th, 2016. This successful event had over 200 attendees and included 27 organizations manning tables to answer questions and hand out information about doing business with many of the Greater Boston area colleges, universities and hospitals.

## Associations & Partnerships

Associations and partnerships continue to be integral to promoting the growth of underrepresented business. This past year the University renewed its participation and partnership with key external organizations including the following:

- Next Street, a local Boston investment bank, partnered with Northeastern to enhance key components of our program.
- Interise, a local non-profit, that provides business operations training for start-up businesses.
- Greater New England Minority Supplier Development Council (GNEMSDC), an organization committed to the certification and development of minority suppliers.

## Supplier Management

The Procurement Services department continues to support and work with suppliers and departments who find ways to incorporate diverse suppliers within existing contract. During FY2016, Tier 2 spend increased significantly over the prior year. Thus, this year we continued to use a measurement and reporting structure that includes both Tier 1 suppliers, suppliers we directly contract with, as well as Tier 2 suppliers, that are sub-contractors to Tier 1 suppliers.

## Program Management Kick Off

In the past supplier diversity initiatives were overseen by the Director of Procurement Services and managed by one staff lead. This year a programmatic approach was instituted for managing diversity suppliers. All supplier diversity initiatives will now have the benefits of three levels of management.

- Program Director: One person responsible for overall program and initiatives oversight and serve as a liaison to external parties including government offices, non-profits, and other universities.
- Program Lead: One person responsible for the coordination and management of initiatives and communications while serving as a liaison for diversity suppliers.
- Program Support: One person responsible for diversity spend reporting and the management of any communication tools or resources utilized for diversity supplier initiatives.

The expectation is that program management will offer the Procurement team opportunities to improve, optimize and expand services in the areas of supplier diversity.





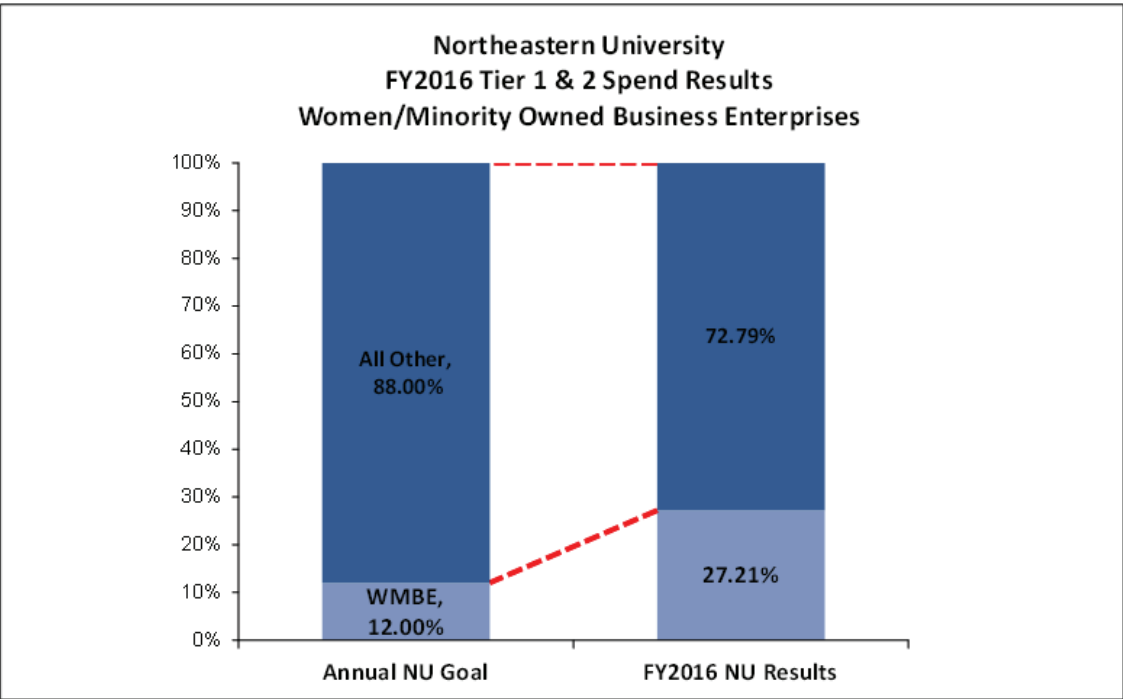
# Report of 2016 University Spending

## Report of 2016 University Spending

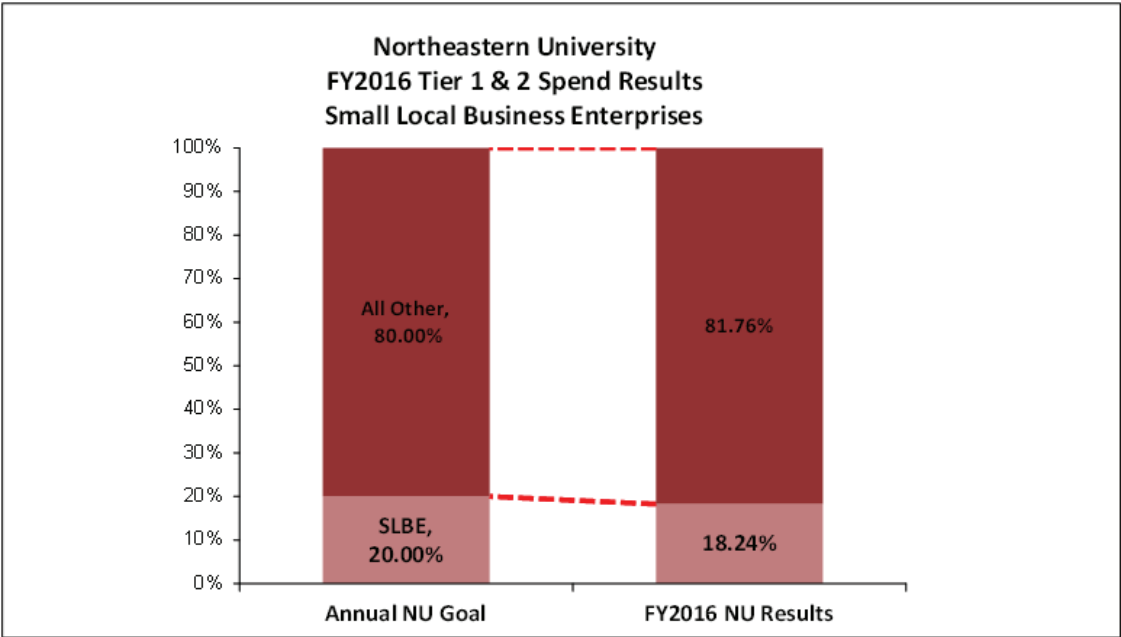
The 2016 report year is defined by the University’s 2016 fiscal year which began on 7/1/15 and ended on 6/30/16. Figures below are shown in millions of dollars (MM).

| Supplier Classification | Tier 1 Supplier Spend | Tier 2 Supplier Spend | TOTAL FY2016 |
|-------------------------|-----------------------|-----------------------|--------------|
| WMBE                    | \$ 15.7               | \$ 18.1               | \$ 33.8      |
| SLBE                    | \$ 21.3               | \$ 1.4                | \$ 22.7      |
| Total (MM)              | \$ 37.0               | \$ 19.5               | \$ 56.5      |

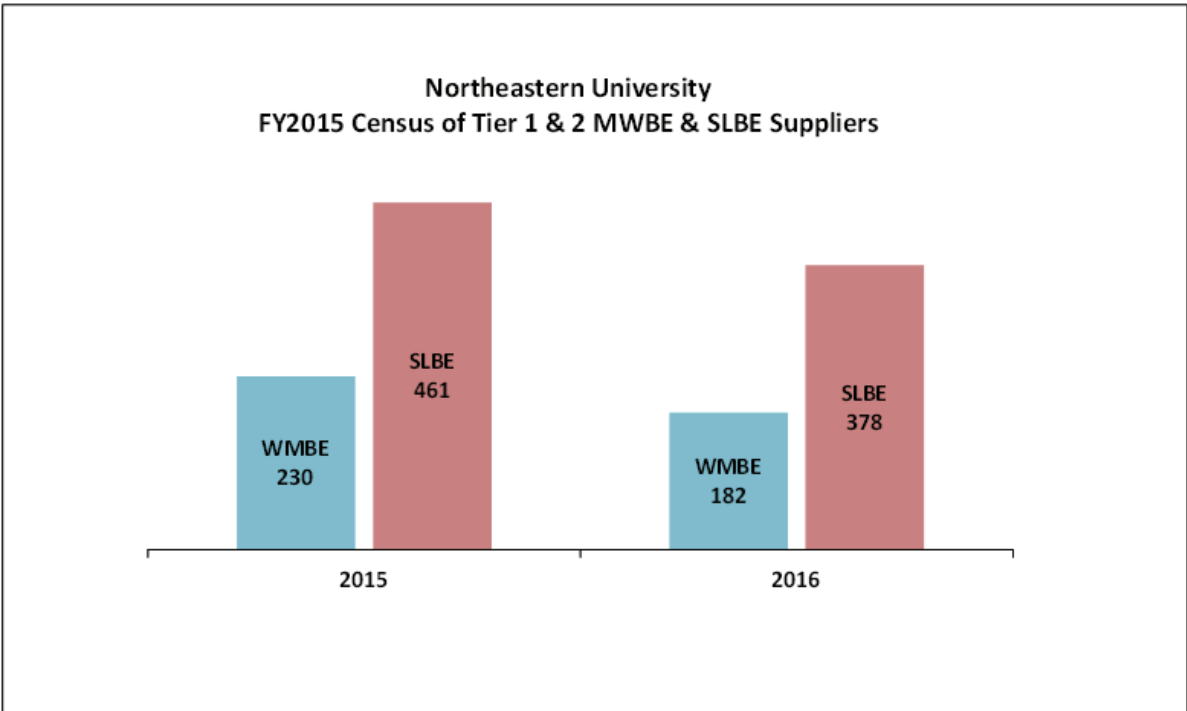
## Women & Minority Owned Business Enterprises Results



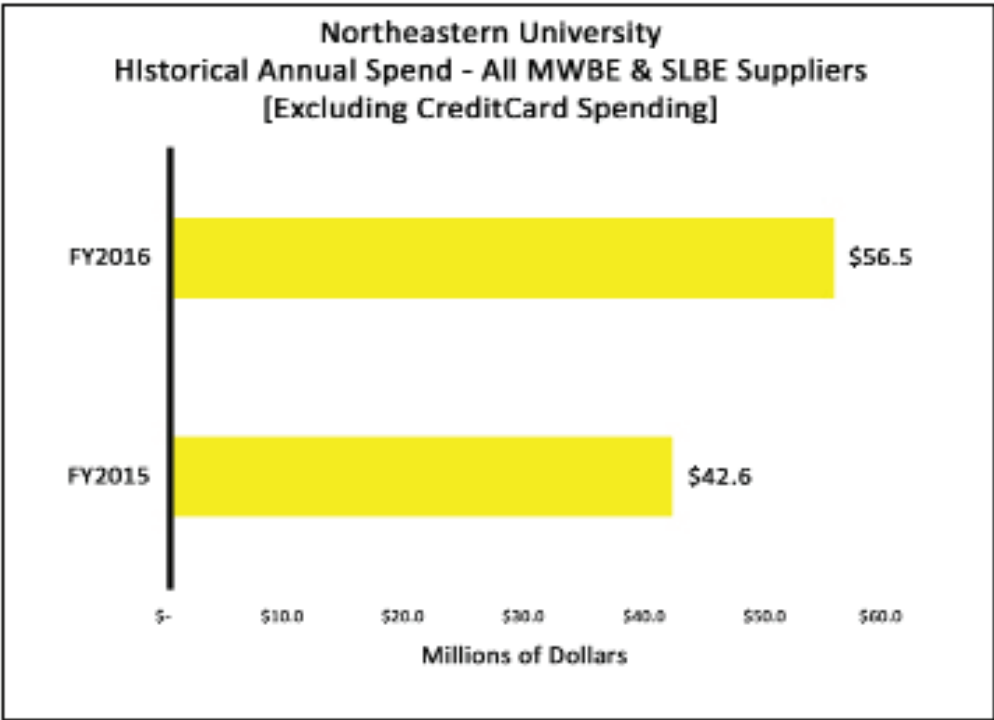
## Results for Small and Local Business



## Historical Annual Number of MWBE & SLBE Suppliers



## Historical Annual Spend with MWBE & SLBE Suppliers





# Building the Future

## Contributor

Kathy Spiegelman, *Vice President and Chief of Campus Planning*

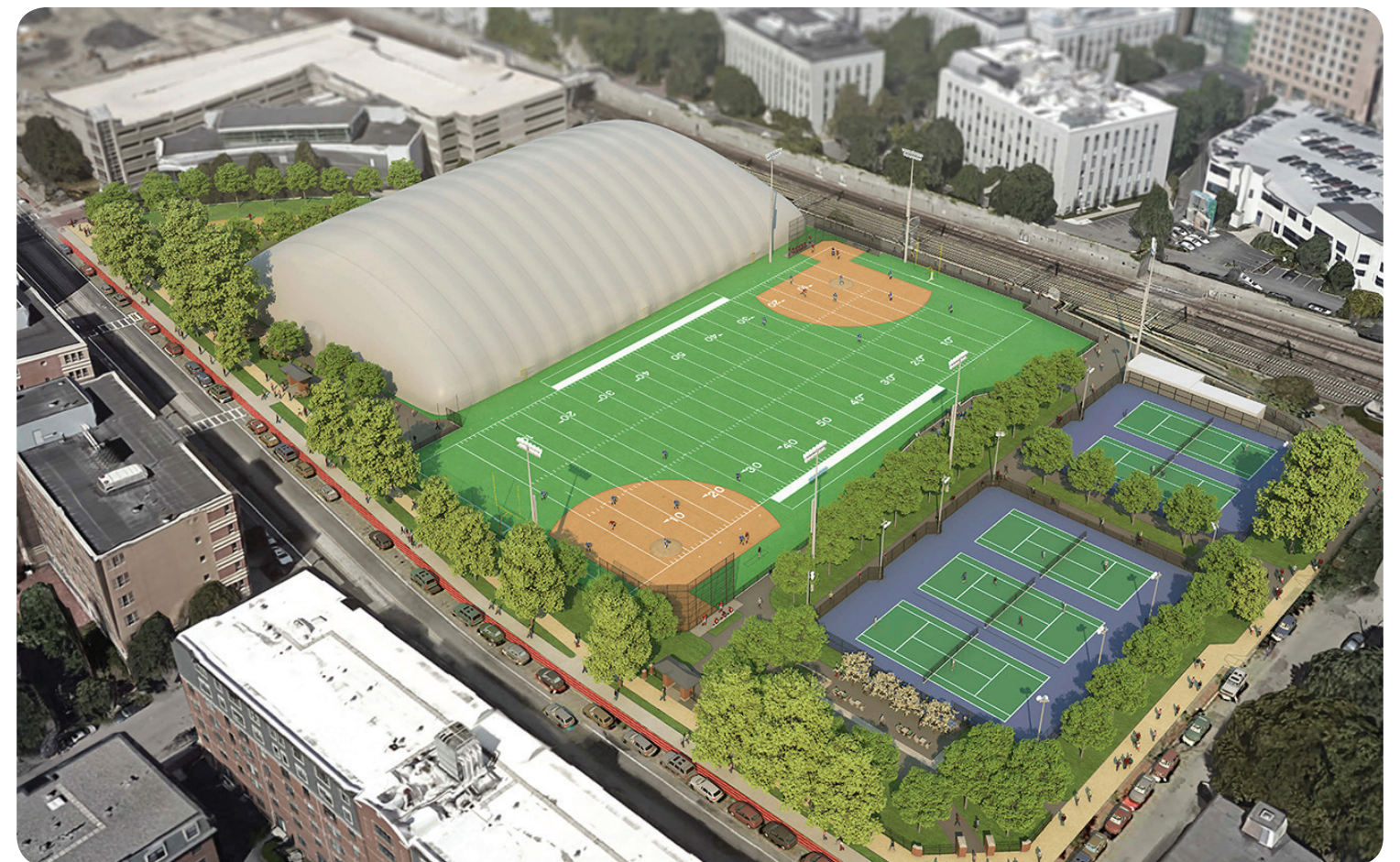
## Carter Playground

### Goals Committed

- Northeastern will commit to rebuilding and maintaining Carter Playground, enhanced by the long-term inclusion of the University's Camden parking lot, (approximately 2 acres appraised at \$8.9 million), into an expanded park at a cost of up to \$15 million initially. The city will continue to regulate permitting and scheduling of the facilities.
- Northeastern will initiate discussions with the Boston Parks Department and Commission during the first quarter of 2014 and hold public discussions when the Parks Department or Commission thinks it appropriate in the subsequent two quarters of 2014.

### 2016 Key Progress

Working closely with Boston Parks Department and with feedback from several community meetings, a final plan for improving and expanding recreation at Carter Playground has been prepared. The plan includes two fields, relocated tennis courts, an expanded accessible playground and a passive sitting area. In addition a seasonal air structure has been added to the plan to allow for year-round use of one of the fields. The design for the playground was completed in FY16 and pending approval from Boston Parks Department, construction will commence in spring 2017.





# MBTA Track Crossing

## Goals Committed

- As part of the ISEC project and subject to receipt of necessary permits and approvals, Northeastern will create a landscaped crossing of the public transit rail line to better knit the Roxbury and Fenway communities and enhance access for persons with disabilities.

## 2016 Key Progress

The University is in the final stages of design approval from rail agencies for the bridge crossing the MBTA and Amtrak railroad tracks. The original plan for an arc shaped crossing turned out not to be feasible but the project maintains a publicly accessible bridge crossing to connect Columbus Avenue via the landscape in front of the ISEC with access to the campus on the north side of the tracks. Construction of the bridge is planned for a late 2017 start with completion in the fall of 2018.

# Impact Lending Program

## Goals Committed

- Northeastern will contribute \$2.5 million to establish an entrepreneurship fund to build local business capacity, with the guidance of a suitable financial institution.
- Northeastern will establish such fund no later than occupancy of the ISEC project.

## 2016 Key Progress

Northeastern has committed \$2.5 million in seed funding to the program, which will allow for a revolving fund of \$6.5 million in loans. The university has partnered with Local Initiatives Support Corporation (LISC), a non-profit that provides loans and advisory services to underserved small businesses. LISC will administer and oversee the loans, ranging from \$1,000 to \$1 million, with Northeastern’s seed funding serving as a guarantee.

LISC will also provide advisory services to help the businesses navigate the financial and con-tractual opportunities available to them, scale up to take on new opportunities, and address other business issues to ensure that entrepreneurs will be successful.

# Housing

## Affordable Housing

### Goals Committed

- Northeastern will work with partners to identify, advance, and support affordable housing projects in the surrounding neighborhoods that can take advantage of Northeastern’s housing linkage obligations.

## 2015 Key Progress

There have been no opportunities for Northeastern to assist with affordable housing projects in Northeastern’s abutting neighborhoods in the past year. Northeastern has kept ongoing communication with local neighborhood organizations and the City should an affordable housing project arise.

## New Student Housing

### Goals Committed

- Northeastern University commits to create, or assist in the creation of, new housing for a minimum of 600 undergraduate students before five years of the term of the Northeastern IMP have elapsed.
- Housing should be a net addition to the stock of housing currently available to Northeastern students, i.e. not a conversion of master leased units.
- Housing shall be an addition to the city’s housing stock, i.e. shall not be created through the conversion or replacement of existing housing.

## 2015 Key Progress

- Northeastern issued a request for proposals (RFP) to identify a private developer partner for at least 600 beds of student housing for Northeastern undergraduate students.
- Northeastern selected American Campus Communities (ACC) as its development partner and has been working with them to develop a concept design for student housing on the parking lot on Columbus Avenue and Burke Street.
- Northeastern and ACC expect to file a Project Notification Form in early 2016.

## Housing Impact Study

### Goals Committed

- Northeastern will fund an update of the Housing Impact Study at or around the five-year term of the Northeastern IMP (timing to be discussed with the BRA and Task Force) in order to examine any changes in the impacts of Northeastern students in rental housing stock, particularly in light of the anticipated opening of over 1,000 new dormitory beds during the next five years (720 at GrandMarc and at least 600 as a result of the Northeastern IMP).

## 2015 Key Progress

Northeastern will develop this study in 2018





# Additional Public Resources

## Contributor

Marisa Luse, *Campus Engagement Coordinator & Special Assistant to  
the Director of Neighborhood Partnerships & Programs*

## NORTHEASTERN ATHLETICS

The Northeastern University Sports Information office handles the publicity of all 18 varsity sports. Members of the public can submit requests for admission to games, access to athletic expertise or experience, or request for sponsorship or collaboration.

### CONTACT:

Michael Fitzgerald, Special Events and Space Manager  
mm.fitzgerald@neu.edu  
617-373-3680  
gonu.com

## MARINO RECREATION CENTER

A maximum of 50 residents of the City of Boston have access to the Marino Recreation Center on a daily basis between 5:00am - 9:00am. Community residents will have access to the facility on holidays/weekends and during the summer academic semesters, when the building opens.

Visit website, for eligibility criteria, equipment check-out, and safety and security information.

### CONTACT:

140 Marino Center, Boston  
617-373-4433  
campusrec.neu.edu/general/  
community.php

## THE FENWAY CENTER

Each semester, the Music Department hosts a series of concerts and events that are free and open to the public ranging from the Boston Symphony Orchestra's annual community chamber music concerts to jazz ensembles. All performances are held at the Fenway Center located at 77 St. Stephen Street.

### CONTACT:

Arthur Rishi  
a.rishi@northeastern.edu  
617-373-2671  
northeastern.edu/camd.music

## NORTHEASTERN CULTURE & LANGUAGE LEARNING SOCIETY

NUCALLS is a student organization at Northeastern University that is dedicated to offering free language classes to the Northeastern community. Our purpose is to create a fun environment where you can develop your language skills and become familiar with other cultures.

We don't only introduce you to the language but also to the unique particularities of the country and its people.

In addition to language classes, NUCALLS also hosts cultural events and activities throughout the semester. We also connect you to the numerous cultural clubs around campus as well as in Boston.

Contact  
nucalls@gmail.com  
nucalls.neu.edu



VISITOR CENTER



Gallery 360



### VISITOR CENTER

The Visitor Center is a state of the art facility that primarily serves as prospective students and their families first Husky experience. The center provides all visitors with a interactive look at the university through the eyes of its students, faculty, staff.

Schedule an individual or group campus tour and/or information session

**CONTACT:**  
West Village F  
40 Leon Street, Boston  
617-373-2200  
admissions@northeastern.edu

### GALLERY 360

Gallery 360 celebrates creative expression and the visual arts. It advances Northeastern's mission to enrich the intellectual lives of students and the broader community through creative endeavors. This elegant, 1,000-square-foot space displays works by students, faculty, and alumni, as well as emerging local, national, and international artists. The gallery operates year-round in Ell Hall, with easy access from Curry Student Center.

**Gallery Hours:**  
Monday - Friday: 11am - 7pm  
Saturday: 12pm - 5pm  
Closed Sundays in the summer

**CONTACT:**  
To submit your art for consideration in an upcoming exhibition:  
northeastern.edu/art/category/gallery-360/

### WRBB 104.5 FM

WRBB is a non-commercial, non-profit, free-form station run by students at Northeastern University providing the surrounding areas with a musical diversity not available on any of Boston's commercial stations. Members of the community can listen to a broad range of programming, including live broadcasts of Northeastern basketball, baseball, and hockey games.

**CONTACT:**  
360 Huntington Ave, Boston  
#174 Curry Student Center  
(617) 373-2658  
Facebook @WRBBRadio

### SNELL LIBRARY

#### ARCHIVES AND SPECIAL COLLECTIONS

Members of the public who seek to use Northeastern information resources not available to them at their public or institutional libraries; may apply for a temporary researcher pass.

The Archives and Special Collections is open to all visitors.

Library and research or curriculum-related tours are also available upon request. A list of guest names must be provided in advance.

**CONTACT:**  
libraryprivileges@neu.edu  
Telephone: (617) 373-8778



Snell Library

### PUBLIC ART WALK

President Joseph E. Aoun's Public Art Initiative invites artists from the Northeastern community and around the world to showcase their creativity and artistic expression. The campus itself becomes the canvas, providing that art need not to be contained by four walls. Around every corner are thought-provoking artworks created by students, faculty and world-renowned artists – works that embody Northeastern's energy and creative spirit. Tour the campus and experience for yourself Northeastern's public art.

**FOR MORE INFO:**  
northeastern.edu/art/category/public-art/



Public Art Walk

### MYRA KRAFT OPEN CLASSROOM

A semester-long seminar series open to the general public focusing on a broad range of issues impacting today's society on a city, state, national and international level. This seminar series is organized by the School of Public Policy and Urban Affairs.

**CONTACT:**  
For seminar locations and up-to-date information,  
visit [northeastern.edu/cssh/policyschool/myra-kraft-open-classroom](http://northeastern.edu/cssh/policyschool/myra-kraft-open-classroom)

Twitter  
@NU\_PolicySchool  
Facebook  
@northeasternpolicyschool

### NORTHEASTERN STUDENTS4GIVING

Northeastern Students4Giving is student-led philanthropy education program through which undergraduates award authentic grants to local nonprofit organizations. Every year, students choose a funding priority, develop a request for proposals, review applications, conduct site visits, and award a \$10,000 grant through a consensus-based decision making process. Their coursework challenges them to consider the complexity of the social challenges they hope to address and the ethical implications of controlling scarce resources in the face of abundant need. In past years, students have awarded grants addressing topics such as mental health, post-incarceration reintegration, intimate partner violence, positive youth development, trauma, and diversity and inclusion.

To apply: [northeastern.edu/impactlab/](http://northeastern.edu/impactlab/)

**CONTACT:**  
Rebecca Riccio  
617-373-4020  
r.riccio@northeastern.edu

### NORTHEASTERN DINING SERVICES

International Village Cafeteria  
Open: Daily  
1155 Tremont Street, Boston

Cafe Crossing  
Open: Monday – Friday  
1175 Tremont Street, Boston  
[nudining.com/hour](http://nudining.com/hour)

**CONTACT:**  
For the latest updates about hours of operation, please visit the website or follow NUDining on Facebook & Twitter.





# Departmental Contact List

## Community Engagement

**John Tobin**, Vice President of City & Community Affairs  
jtobin@northeastern.edu

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r.berkey@northeastern.edu

**Derek Lumpkins**, Director of Neighborhood Partnerships and Programs  
d.lumpkins@northeastern.edu

**Hilary Sullivan**, Director of Co-Curricular Service Programs  
h.sullivan@northeastern.edu

## Lifelong Learning

**Ebony Clinton**, Senior Associate Director, Office of Undergraduate Admissions  
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**Molly Dugan**, Director of Foundation Year  
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**Michael Fitzgerald**, Special Events Manager and Community Liaison  
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## Workforce Development

**Patricia Conde**, Lead Human Resources Consultant  
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## Business Development

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**Catherine Walsh**, Associate Vice President of Fiscal & Management Services  
c.walsh@northeastern.edu

## Building the Future

**Kathy Spiegelman**, Vice President and Chief of Campus Planning  
k.spiegleman@northeastern.edu

## Additional Public Resources

**Marisa Luse**, Campus Engagement Coordinator & Special Assistant to the Director of Neighborhood Partnerships & Programs  
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