

Memo to: Northwestern University Non-tenure-eligible (NTE) Faculty; NU Faculty Senate
From: Northwestern University Faculty Senate, NTE Committee*
Re: December 2014 NTE Faculty Survey: Summary Report
Date: February 20, 2015

The NTE Committee of the Faculty Senate is dedicated to identifying and addressing issues that affect NTE faculty at Northwestern. Based on conversations with our constituents, we have identified Northwestern's process of professional evaluation of NTE faculty as one topic of concern. In December 2014, the NTE Committee distributed an informal survey to NTE faculty at Northwestern, soliciting anonymous feedback on issues surrounding Northwestern's evaluation of them. A summary of results from the survey follows. For questions or comments, please get in touch with the NTE Committee.

NTE Evaluation at NU

Survey opened December 4, 2014 and closed January 4, 2015.
242 NTE faculty members responded; 80% self-identified as full-time, 20% part-time.

All schools at Northwestern were represented in responses, except SPS. The highest percentage of responses came from 4 schools: Law (15%), Feinberg (16%), Kellogg (16%) and WCAS (22%).

Questions:

1. Are you evaluated on an annual basis for reappointment and/or salary raises?

Yes: 78%
No: 22%

No answer/skipped: 16 respondents

After each question, respondents could choose to provide feedback in open-ended comments sections. Comments offered by respondents after Question #1 revealed that many NTE faculty are uncertain about some/all of the following:

- whether NU conducts an annual evaluation of their work
- whether, if NU conducts annual evaluations of their work, when the evaluations are conducted
- whether, if NU conducts annual evaluations of their work, who is conducting them
- whether, if NU conducts annual evaluations of their work, what criteria are applied and what procedures are followed

2. What, if any, concerns do you have regarding annual evaluation?

Criteria: 62%
Clarity of procedures: 53%
Transparency: 49%
No concerns: 21%

Comments again revealed that NTE faculty are confused about NU's assessment criteria and procedures that NU might use to evaluate their work.

3. Is there a pathway to promotion for you?

Yes: 56%
No: 44%

No answer/skipped: 43 respondents

Many comments revealed that NTE faculty did not know whether any pathway to promotion exists for them. This uncertainty is likely related to the high number of respondents who skipped this question.

4. Do you have any concerns regarding evaluation for promotion?

Criteria: 55%

Clarity of procedures: 45%

Transparency: 41%

No concerns: 30%

Some NTE faculty expressed a desire for greater transparency in the promotions process. They wish to know what procedures exist and how they will be evaluated for promotion. Some NTE faculty expressed a desire to know how NU will weigh teaching, research, advising, and administrative work in the promotions process.

5. Other concerns regarding NU's evaluation of NTE faculty and/or the professional pathway for NU's NTE faculty.

In this open-ended question, respondents indicated individual concerns as NTE faculty. In no particular order are the themes that emerged repeatedly from those (77) comments:

- one-year vs. multiple-year contracts
- faculty orientation to include the practical (e.g., assigning of grades) as well as the professional (e.g., promotion pathway, etc.)
- sabbatical and opportunities for research funding
- align treatment of NTEs with education mission of individual schools/NU at large
- clarification of titles to indicate promotion pathway
- clearer salary guidelines and publication of salary range according to rank
- examination/clarification of role that teaching plays at NU
- clarification regarding joint appointments in 2 schools
- recruitment, retention and promotion of minorities
- pay equity for men and women
- appeals process for retention/promotion decisions

***2014-15 NTE Committee**

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