

2023-2024 Year-End Committee Report

Committee:	Non-Tenure Eligible
Charge:	The Non-Tenure Eligible Committee identifies issues and advises on best practices related to non-tenure eligible faculty.
Chair:	Catherine Fabian
# of Meetings:	5 via Zoom, 1 via Email

Completed Business and/or Accomplishments

The NTE Committee completed an audit of current promotion and reappointment guidelines for all schools based upon longstanding recommendations from (1) the Organization of Women Faculty based upon the 2016 Northwestern Faculty Salary Equity Study and Faculty Compensation Survey and (2) the NTE Committee based upon their 2019 survey of full-time non-tenure-line faculty at Northwestern to move away from the overuse of single-year appointments, provide adequate notice of non-renewal, and to develop promotional ladders for NTE faculty. Additionally, the Committee met with Associate Provost Sumit Dhar for assistance with the audit, to provide input for a university-wide survey and study of NTE faculty that the Provost's Office is developing, to discuss the critical role of tenure outside of research recognition in maintaining academic freedom, and to better establish understanding of roles and mechanisms within university systems for faculty navigating workplace rights and responsibilities. The Committee met with President-Elect Jill Wilson to learn of Northwestern's association in a multi-center research initiative examining the impact of teaching-track faculty on university-wide missions and the professionalization practices of faculty not on tenure tracks. The Searle Center requested input from the Committee about expanding its scope and services, and the Committee met with Jennifer Keys, Senior Director and Lauri Dietz, Director of Pedagogy and Curricular Development to provide information about the diverse teaching needs of NTE faculty across a variety of roles, including those who teach in various ways outside any assigned coursework.

Unfinished/Continuing Business

A summative report from the audit will be prepared this Summer for distribution to each school's NTE Senator, each Dean's Office, and the Provost's Office early AY 24-25. The Committee's Chair and Senate and OWF Leadership who are NTE began participating in a working group formed by the Associate Provost for Faculty's Office to develop the NTE-specific Pay Equity Study and Survey of NTE Faculty as recommended by the OWF in 2017 upon completion of the 2016 Pay Equity Study and Faculty Compensation Survey. The working group began meeting in Fall 2023 approximately monthly with the expectation that the group's work will continue into the next academic year, and the Study will be completed and the Survey administered in AY 24-25.

New Business for Next Year

The NTE Committee is able to consult with or extend its service to other standing Senate committees with overlapping work such as Educational Affairs, Budget and Planning, Salary and Benefits, Faculty Rights and Responsibilities, among others.