

2024-2025 Year-End Committee Report

Committee:	Secure Faculty Survey Committee
Charge:	The Secure Faculty Survey Committee works with the Provost's Office, the Office of Administration and Planning, and other relevant units on the implementation of the Secure Faculty Survey.
Chair:	Danny M. Cohen
# of Meetings:	4

Completed Business and/or Accomplishments

Members of the Secure Faculty Survey Committee agreed that a broader faculty survey is needed, especially considering recent shifts in campus climate and policy.

We noted:

- Surveying university faculty on a regular basis is considered best practice in higher education;
- While a survey of our non-tenure faculty has just been sent out, the last faculty-wide survey at Northwestern was in 2015.

The Committee did not want to jeopardize the upcoming Spring 2025 NTE Faculty Survey in any way, and so we intentionally put off on engaging with the administration to implement a broader faculty survey.

The Committee aims to put together some kind of proposal to the administration for what we hope a faculty-wide survey will look like.

To prepare for this proposal, through a series of discussions and with guidance from Senate staff and the Senate Executive Committee, the Committee laid out a series of questions about a potential survey that we brought to the Senate for discussion:

- What do we believe is the purpose of a faculty-wide survey?
- And, in terms of survey design, what should be the priority?
- Should the survey be a general survey about job satisfaction?
- Should the survey give faculty the chance to share thoughts on specific issues?

- Should the survey ask faculty to respond to questions about issues that are explicitly named in the survey? If so, which issues?
- Do we want to compare data across schools within NU? Do we want to tailor certain questions to specific schools?
- Do we want to compare the NU data with faculty survey data from peer institutions, including across schools between institutions?
- Do we want to collect and analyze data over time?
- Who should be included in the survey? (for example, for various reasons, Feinberg faculty and part-time faculty were excluded from the NTE Survey)
- Are there other issues we want to prioritize?
- What questions and issues do we want and hope a faculty-wide survey to cover? In other words, if we were to come to the end of completing a survey of the NU faculty, what questions would we be disappointed to have NOT been asked?

Data was collected on all of these questions.

In addition, with support from Senate staff, the Committee oversaw the implementation and dissemination of an Internal Senate Survey to ask Senators about their experiences serving on the Faculty Senate and on its committees.

Unfinished/Continuing Business

The data collected from Senators about a faculty-wide survey is still to be analyzed.

The data collected from Senators about the Senate itself is still to be analyzed and shared soon with the incoming Senate President.

New Business for Next Year

The data collected from Senators about the Senate itself is still to be analyzed and shared with the Senate at the beginning of the upcoming academic year.

The next step for the Committee is to analyze the data collected from Senators about a faculty-wide survey and to draw on this data in writing up a proposal to the university administration.