

Academic Program Review Office of the Provost

Faculty Survey Template

Dear Professor {X},

As you may be aware, the Department of {X} is participating in the University's academic program review process this year. A key part of the review process is gathering feedback from faculty in the department to better understand perspectives on the current academic strategy, culture and governance of the department. This survey is designed by the Academic Program Review team in the Office of the Provost and administered by the Institutional Research team in the Office of the Provost for the benefit of University Leadership, the Department and the review team, and is designed to help identify areas to focus on during the review process.

Please follow the link below to complete this short survey. Please limit your responses to your experiences with the Department of {X} (and feel free to choose "Not Applicable" when appropriate).

All data and responses collected through this survey will be kept confidential. Written responses will not be attributed to an individual. Where the number of responses is large enough, analysis may be shared at an aggregate level for different sub-groups (e.g., tenure-line vs. non-tenure-line faculty) so long as the members of the group cannot be identified.

The Provost, Associate and Assistant Provosts, Director of Academic Initiatives, Dean and Dean's Office leadership, Department Chair, and [Faculty Advisory Council](#) Chair will receive a summary of Likert Scale responses, as well as the open-ended comments from the survey. The review team members, the broader Faculty Advisory Council, and all faculty in the Department who were invited to participate in the survey will receive a summary of the Likert Scale responses, as well as a summary of the open-ended comment themes; the open-ended comment summary aims to provide transparency to the department on key takeaways from the survey, while preserving the confidentiality of responses. The summary is written by the Program Review Team in the Office of the Provost and is also reviewed by the Faculty Advisory Council Chair and Department Chair for sign-off before distributing. The Associate Provost for Faculty will send the survey summary to faculty in the department prior to the review visit.

I hope you will be open and candid in your responses, as the Office of the Provost highly values your participation in this process. Please complete the survey by {X}. Thank you in advance for your participation in this important initiative for your department.

Please note: The purpose of the Academic Program Review faculty survey is to gather feedback on the academic strengths and opportunity areas of the Department. If you have concerns about your own experience or that of others which fall outside the scope of this review, including anything that may constitute a form of discrimination, harassment, retaliation, or other form of misconduct prohibited by the University, please utilize the [Report a Concern](#) website to file a formal report. The [Office of the Ombudsperson](#) also provides confidential and informal assistance for resolving university-related concerns, is independent of the university's formal administrative structure, and considers all sides of an issue in an impartial manner.

Sincerely,
Associate Provost for Faculty Sumit Dhar

Part I: Likert Scale Questions

Please indicate your level of agreement with the following statements:

ACADEMIC VISION AND STRATEGY						
	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree	Not Applicable
My department has a strong strategic vision for the next few years.						
My department has the resources needed to effectively <i>implement</i> this strategic vision.						
My department values my research and/or creative work.						
My department values my teaching.						
For Feinberg departments only: My department values my clinical work.						
My department encourages interdisciplinary research and/or creative work.						
I have the resources I need to conduct high-quality research, scholarship and/or creative work.						
IF RELEVANT: My department provides a high-quality undergraduate curriculum.						
IF RELEVANT: My department enrolls outstanding Masters students.						
IF RELEVANT: My department enrolls outstanding PhD students.						
My department or program’s curriculum is informed and shaped by a regular assessment of student learning.						
My department is considered a leader in its field.						
Scholarship in my department makes an impact on communities outside of the university.						
DEPARTMENT CULTURE						
	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree	Not Applicable
Department leadership treats all faculty fairly.						
I feel like I belong in the Department.						

When it comes to decision making in the Department, a variety of perspectives are considered and valued.						
Department leadership is receptive to receiving faculty concerns.						
Department leadership effectively responds to faculty concerns.						
Department leadership clearly communicates what is expected of me in my faculty role.						
School leadership effectively responds to faculty concerns from my department.						
My department has an effective faculty mentoring culture.						
My department has an effective graduate student mentoring culture.						
My department promotes mutual respect between faculty, staff, and students within the university.						

DEPARTMENT GOVERNANCE

	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree	Not Applicable
Department leadership has a fair and transparent process for decision-making.						
Faculty have the opportunity to provide input into departmental decisions.						
My department has an effective process in place for faculty recruitment and hiring.						
Faculty recruitment and hiring decisions are shared and communicated within the department.						
Student admissions decisions are shared and communicated to faculty in the department.						
My department has a fair and transparent process in place for faculty service assignments to department, school, and university.						
My department has a fair and transparent process in place to make faculty promotion and merit raise recommendations to the Dean.						
I am satisfied with the levels of support and guidance that my department receives from the Dean's Office.						

I am satisfied with the levels of support and guidance that my department receives from the Office for Research.						
I am satisfied with the levels of support and guidance that my department receives from the Office of the Provost.						

Part II: Open-Ended Questions

The following questions are designed for you to provide more open-ended feedback. This feedback will help leaders identify strategic opportunities and strengths of the department.

1. What strengths contribute to the department’s overall quality and success? How does the department help you perform at your best?
2. What weaknesses detract from the department’s overall quality and success? Do you have suggestions for how to strengthen the department?
3. What are the most significant opportunities for the department over the next few years? What does the department need to achieve those opportunities?
4. Are there any risks or challenges the department may face in coming years?
5. Do you believe that governance and decision-making within the department happens effectively? If yes, what processes or roles contribute to this? If not, how could decision-making be improved?
6. How does the department collaborate across Northwestern? In what ways might these collaborations be improved or strengthened? How do you personally contribute to these collaborations?
7. Please comment on your satisfaction with the support and guidance your department receives from the Dean’s Office. Is there anything specific that could be improved or changed to better support the mission of your department?
8. Please comment on your satisfaction with the support and guidance your department receives from the Office for Research, including Sponsored Research administration, Research Safety, Compliance, etc. If applicable, please include feedback on which activities or resources could most help advance interdisciplinary research for your faculty.
9. Please comment on your satisfaction with the support and guidance your department receives from the Office of the Provost. Is there anything specific that could be improved or changed to better support the mission of your department?
10. If you have any other suggestions or questions that should be considered as a part of this review, please include them here.