

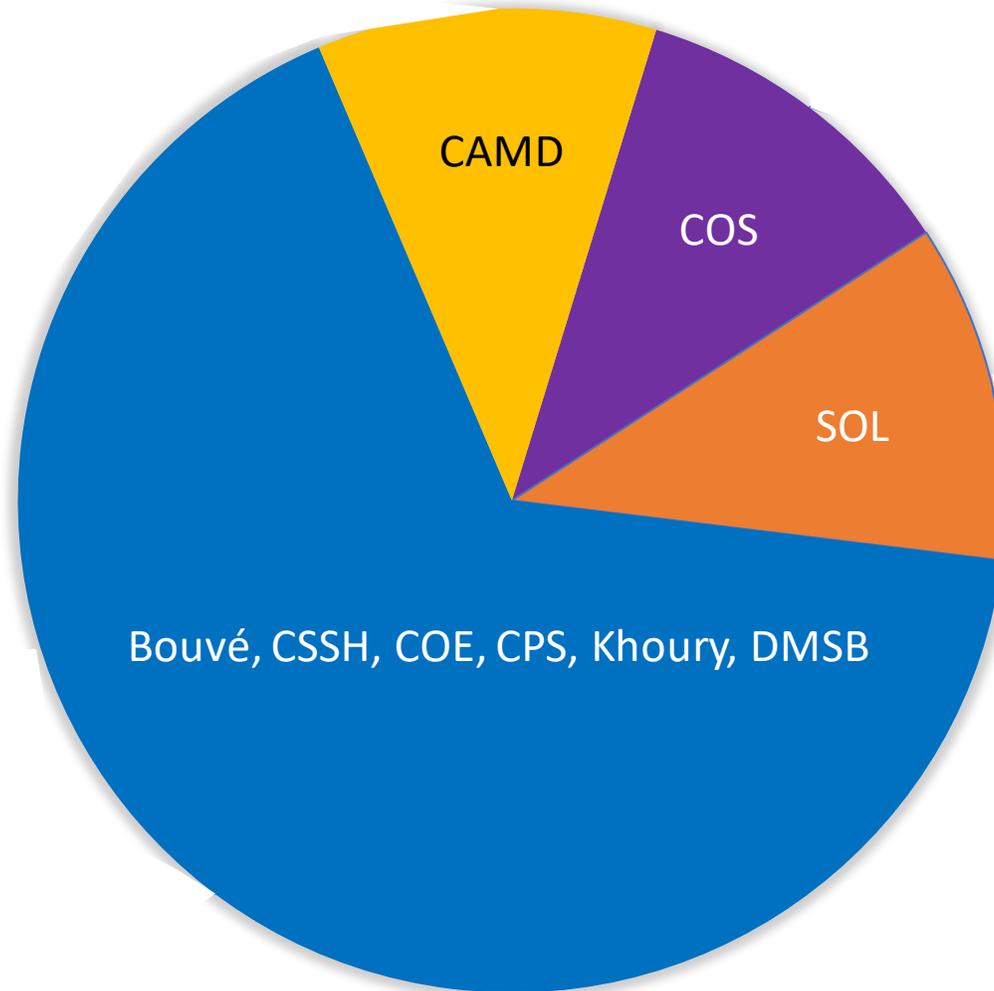
Faculty Senate FTNTT Committee Final Report

Presented by Jonathan Benda and Erica Paige Homan

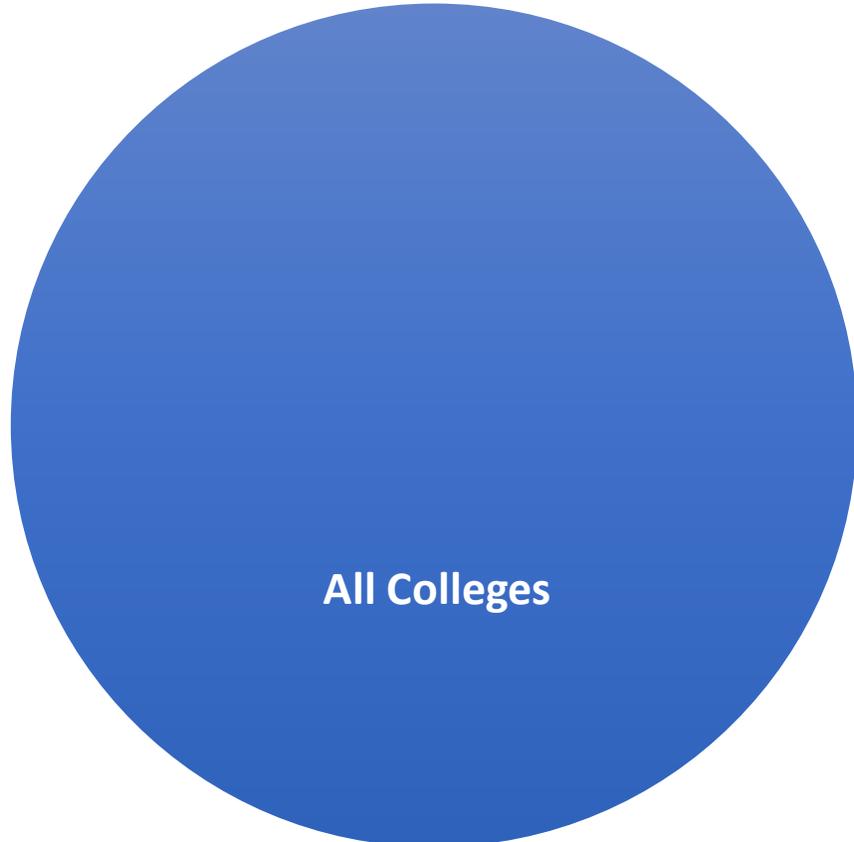
Committee Members

- Jonathan Benda (CSSH), Co-Chair
- Nancy Pawlyshyn (CPS), Co-Chair
- Erica Paige Homan (COS)
- Mark Gooley (DMSB)
- David Herlihy (CAMD)
- Bruce Jacoby (SOL)
- Dino Konstantopoulos (COE)
- Jessica Maxwell (Bouvé)
- Bruce Maxwell (Khoury)

Charge 1: Each unit and/or college should have a stand-alone FTNTT faculty promotion committee comprised of at least 3 FTNTT faculty members where the majority of the members are FTNTT faculty members who are at the same rank or higher than the candidates.



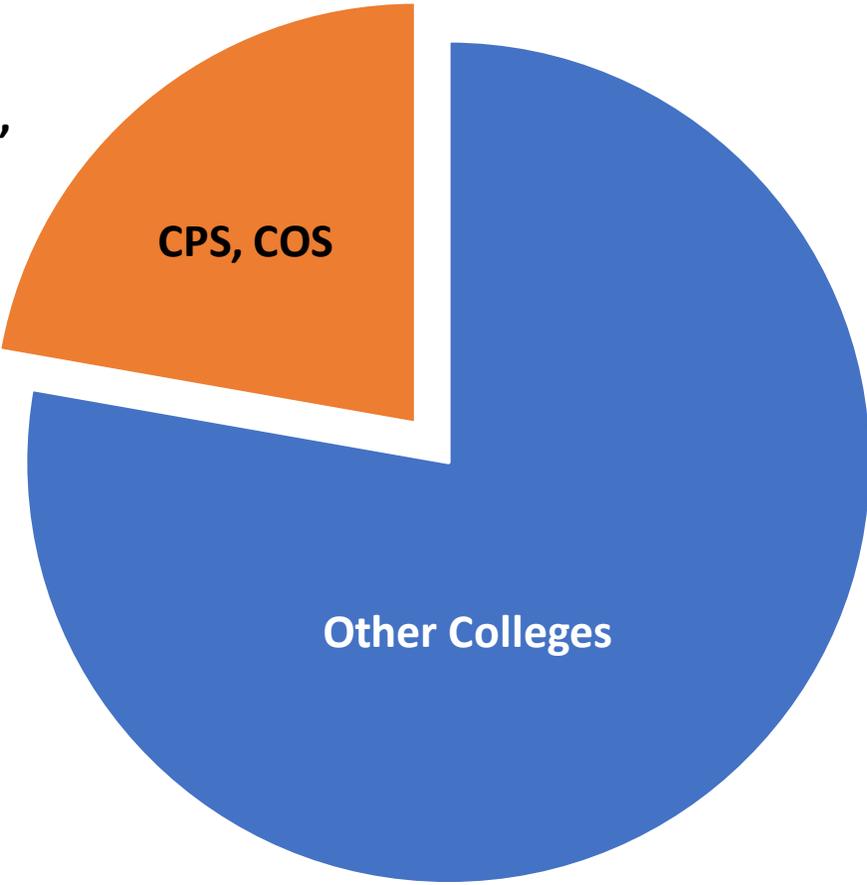
Charge 1: All units and/or colleges should provide a mentoring process specific to the FTNTT faculty promotion process, including but not limited to peer mentoring opportunities, and workshops conducted by panels of faculty who have successfully gone through the promotion process.



Mentoring for the most part appears to be informal or part of the annual merit review process.

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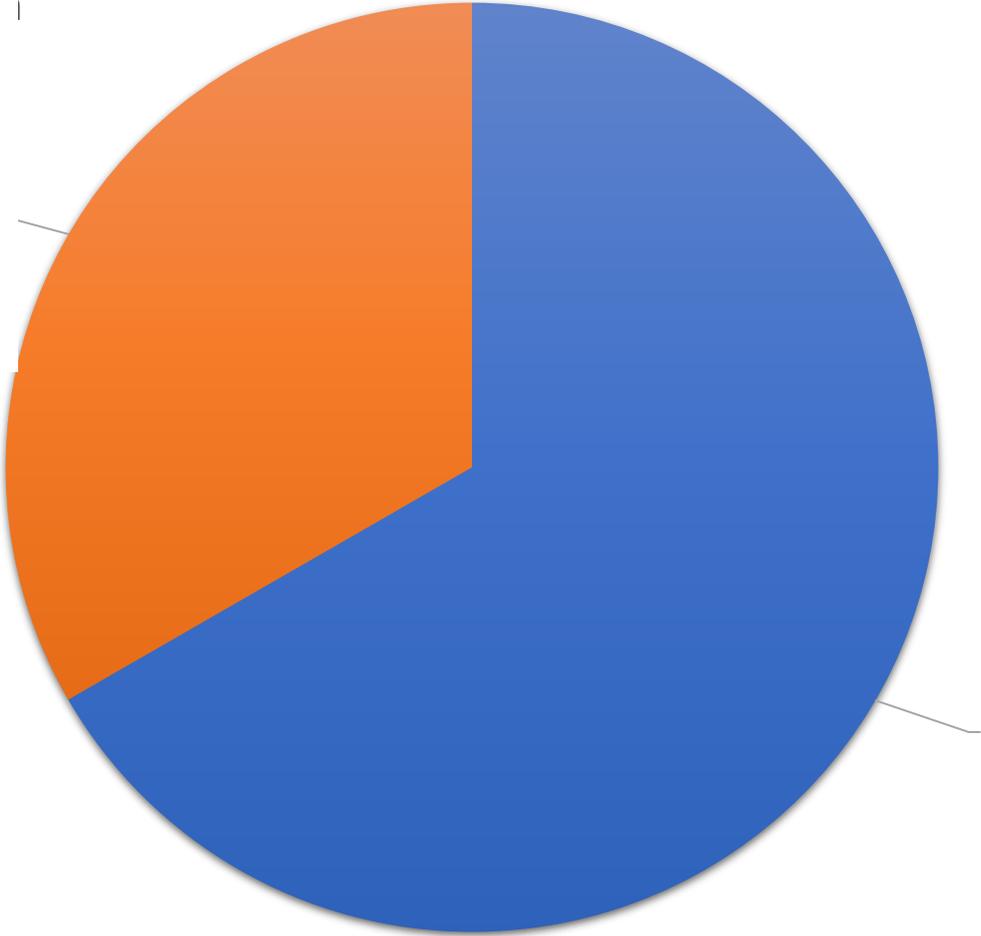
Some mentoring might take place at the departmental level, and some guidelines (COS, CPS) encourage faculty/candidates to approach their supervisors for help.



Charge 1: We recommend that college governance bodies formalize mentoring circles for faculty in the College, adopting the model used by CPS and ADVANCE.

- CPS has held mentoring circles within the governance committee structure with the Faculty Development and Support Committee initiating contact with promotion-eligible faculty and following them through preparation of their dossiers. In 2020, the FDSC got a mini-grant from the ADVANCE Office to expand on the mentoring circles.

Charge 1: While units/colleges follow the Provost's prescribed process as outlined in the Faculty Handbook and the Preparation and Format of Full-Time Non-Tenure-Track Faculty Promotion Dossiers manual, any unit/college specific promotion guidelines should be provided and easily accessible.



Charge 2: Work with the Provost Office to develop an assessment plan (from the administration and FTNTTF perspectives) for the ongoing semester-long professional development leaves for NTT faculty.

On advice from Deb Franko, Jessica Maxwell and VP of Academic Affairs Jackie Isaacs met to discuss the charge and determined the following best practices for assessment of the FTNTT Fellowship program:

Recommendations:

- The faculty will write a report within 60 days of their fellowship explaining their accomplishments and impact on their professional development, including but not limited to teaching, new program development and/or scholarly activities as per their fellowship proposal.
- The report will be sent to their Dean, the Unit head, and the Provost's Office and kept in the faculty member's file in their College's Dean's Office. The faculty's Chair will take the faculty's report into account during their yearly merit process.
- In addition, ADVANCE and the Provost's Office will develop programming around writing a good fellowship proposal, including panelists that previously had fellowships.

Charge 3: In collaboration with the FAC, gather evidence--including, but not limited to, granular match-mate data--for a University administrative review of NU faculty compensation, identifying variables and potential discrepancies and inequities.

- We have been tasked this charge since 2018
- Over the 2021-2022 academic year, made 8 attempts to obtain NTT salary data, including matchmate data
 - Provost
 - Colleges
- We have been unable to fulfil the charge because we were unable to obtain the necessary data from Provost's Office, which has a policy of not sharing salary data with Faculty Senate committees

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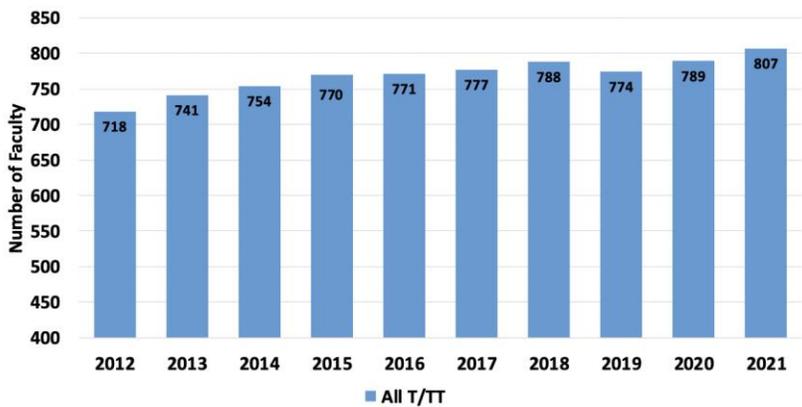
- Recommendation:

- For equity, FTNTTF do not get average salaries by department, though TT/T faculty do. In the spirit of the aspiration of the “One Faculty” model, FTNTT faculty should have access to the same salary data provided to TT/T faculty. We realize that it isn’t always appropriate to provide such data in certain circumstances, for example, where there are fewer than four members at a particular rank in a unit, as this may compromise anonymity, but otherwise, in the spirit of the “One Faculty” model, this data should be uniformly provided.

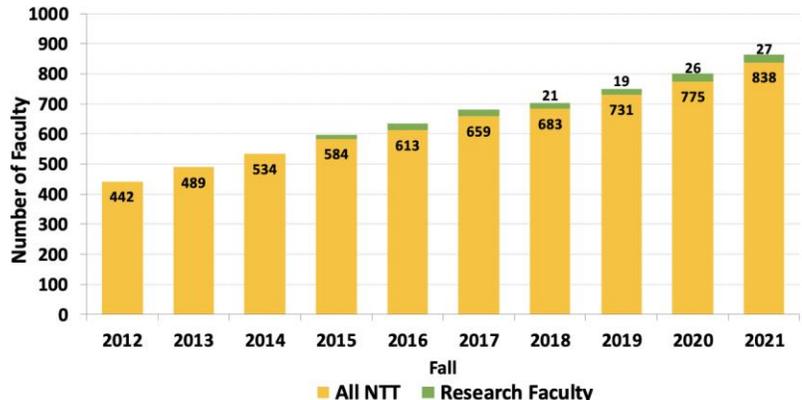
College Median Salary Data Provided to NTT Faculty does not take into Account Department Salary Variation

	G-14 Assistant Professor		NU Assistant Professor		G-14 Associate Professor		NU Associate Professor		G-14 Full Professor		NU Full Professor	
	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary	N
Teaching Faculty												
Research Faculty												
Clinical Faculty												
Lecturers												
Instructors												

Faculty: Full Time T&TT Faculty Growth



Faculty: Full Time NTT Faculty Growth



Charge 4: Review college bylaws, guidelines and assessment criteria to standardize processes related to availability and assignment of leadership positions for FTNTT faculty across all colleges following the one faculty model.

- Recommendation:

- Since FTNTT faculty are by definition not protected by tenure, and any actions or decisions they make or participate in as part of their leadership positions might be controversial, the “Non-retaliation for participation in faculty governance” provisions in the Faculty Handbook should be adapted in the guidelines to protect such FTNTT faculty during and after their tenure in those leadership positions.

(See <https://faculty.northeastern.edu/handbook/governance/non-retaliation-for-participation-in-faculty-governance/>)

Non-Tenure Track Faculty Titles between Matchmate Institutions are a Mess

Northeastern	Boston College	Wake Forest	Tulane University	Lehigh	Tufts
Teaching Professor	Professor of Practice	Assistant Teaching Professor	Senior Professor of Practice	Professor of Practice	Adjunct Assistant Professor
Associate Teaching Professor	Associate Professor of Practice	Associate Teaching Professor	Professor of Practice		Adjunct Associate Professor
Assistant Teaching Professor	Assistant Professor of Practice	Teaching Professor	Adjunct Professor		Adjunct Lecturer
Distngshd Prof of the Practice		Assistant Professor of the Practice	Adjunct Assistant Professor		Adjunct Senior Lecturer
Professor of the Practice		Associate Prof of the Practice	Adjunct Associate Professor		Adjunct Professor
		Professor of the Practice	Administrative Assistant Professor		Adjunct Instructor
		University Scholar	Administrative Associate Professor		Professor Emeritus
		Postdoc Fellow	Assistant Professor		Professor of Practice
		Teacher/Scholar/Postdoc Fellow	Associate Professor		Professor of the Practice Educator track (@ Medical School) (all ranks)
			Postdoc Teaching Fellow		Teaching Professor, Teaching Associate Professor and Teaching Assistant Professor
			Professor		
			University Professor		

Charge 5: Evaluate FTNTTF titles and recommend any changes to bring Northeastern University's titles in alignment with our peer institutions to allow for matchmate comparisons.

- Recommendations:
 - a continuation of the title consolidation across colleges, specifically that Academic Specialists (Asst, Assoc, and Full) and Instructor titles be similarly transitioned to commensurate Lecturer or Teaching Professor titles, based on each college's workload and promotion policies; and
 - that NU render best efforts to match NU titles with the salary data acquired from the Colonial Group/G14 salary exchange. We realize that, due to variation in titles at the other matchmate schools (excluding Northeastern), this will not be a perfect match. However, since the variation in titles at other schools is unlikely to go away, we should agree on what appears to be the closest match to allow external benchmarking of FTNTT faculty.

Charge 6: In collaboration with FDC, review promotion criteria for FTNTTF across all colleges and identify areas for standardization (i.e. evaluation of teaching) following the one faculty model.

- Recommendation:

- Any individual holding one of the ranks who is eligible or becoming eligible for promotion shall be notified of candidacy for promotion by their immediate Dean. For purposes of notifying said eligible faculty, the provost, faculty directors, and other parties shall be involved in ensuring access to available criteria and procedures, including but not limited to the material on the Provost Website, and that such criteria and procedures are clear, transparent, and available to eligible faculty.

Charge 7: Review AAUP guidelines and comparable higher education institutions regarding termination policies for FTNTT faculty and recommend protocols and/or changes to the faculty handbook.

A review of matchmate and other institutions finds a range of considerations given to non-renewal of FTNTTF that are not included in our faculty handbook, including the following protocols:

- providing for faculty involvement in curriculum changes that may lead to non-renewal of faculty;
- providing a written summary of reasons for the non-renewal;
- providing faculty right to appeal to an academic committee of peers;
- providing for retraining or reassignment;
- providing expectation of permanency for those contract faculty who have earned promotion to associate or full;
- considering length of service when making decisions about termination that is not for cause.

Overall Resolutions to Charges

- Whereas not all colleges have college-level stand-alone FTNTT promotion committees, **BE IT RESOLVED that** stand-alone FTNTT promotion committees are established at the college level where the majority of the committee is comprised of FTNTT faculty members at or above the rank of the candidates.
- **BE IT RESOLVED that** informal or ad-hoc mentoring activities, as described in the best practices, be made more visible to faculty, and colleges or units should be proactive in making those mentoring opportunities available to FTNTT faculty.
- **BE IT RESOLVED that** college governance bodies formalize mentoring circles for faculty in the College, adopting the model used by CPS and ADVANCE.
- Whereas not all colleges have developed written college-level FTNTTF promotion guidelines, and some colleges have detailed guidelines for what qualifications are necessary for promotion. This level of detail seems desirable in the interest of transparency. (See Appendix A for an example from CPS.) **BE IT RESOLVED that** all colleges work to develop written college-level FTNTTF promotion guidelines and make them accessible.
- **BE IT RESOLVED that** ADVANCE and the Provost's Office shall develop programming around writing a good fellowship proposal, including panelists that previously had fellowships. We suggest the programming begin in the 2022/2023 academic year.

Overall Resolutions to Charges

- **BE IT RESOLVED that** for the purposes of equity review, the Provost's Office shall provide Full-Time Non-Tenure-Track Faculty with the equivalent salary data provided to tenure-stream faculty. This data shall be provided for each rank in each department/unit where there are at least four (4) FTNTT faculty at that rank.
- **BE IT RESOLVED that** the Provost's office, in cooperation with the colleges, shall investigate if there are discrepancies in pay due to gender or BIPOC status, further breaking down the data (from IPEDS) to help determine if there are underlying issues present by rank, race/ethnicity, and gender within each department. The Provost's office shall also examine and evaluate recruitment efforts to address possible issues, for example, if higher-paying fields are predominantly male, and if so, why is this the case. **A report of this investigation should be made to the Faculty Senate during the 2022/2023 academic year.**
- Whereas the Provost's Office indicates that they have begun the process of polling the Colleges about what college-level administrative positions are available to FTNTT faculty, **BE IT RESOLVED that** administrative and leadership positions shall be open equally to all faculty, TT and FTNTT alike, unless specifically designated in writing otherwise, and that a list of leadership positions that are and are not open to faculty members shall be made available to all faculty on each college's website, identifying the ranks to which positions are open.

Overall Resolutions to Charges

- **BE IT RESOLVED that** title consolidation shall continue across colleges; specifically, Academic Specialists (Asst, Assoc, and Full) and Instructor titles be similarly transitioned to commensurate Lecturer or Teaching Professor titles, based on each college's workload and promotion policies.
- **BE IT RESOLVED that** NU shall render best efforts to match NU titles with the salary data acquired from the Colonial Group/G14 salary exchange.
- Whereas there is a wide range in expectations for promotion for FTNTT faculty due to differences in practice across disciplines, it may not be feasible, or even desirable, to standardize promotion expectations. Therefore, **BE IT RESOLVED that** every rank of FTNTT faculty shall have available and accessible the specific criteria for promotion by discipline on the Provost Website.
- **BE IT RESOLVED that** the Northeastern University Faculty Handbook be updated to include guiding principles for FTNTTF in case of contract non-renewal or contract terminations including:
 1. Transparency of decision-making on the non-renewal. In alignment with AAUP guidelines, FTNTTF receive documentation with the rationale for non-renewal/non-reappointment decision for any reason, whether it is related to cause or not;
 2. In alignment with AAUP guidelines, that faculty have the right to appeal the decision within 90 days;
 3. Utmost good faith effort will be made to reassign the FTNTTF whose non-reappointment is not due to cause to another position at the University;
 4. Advertisements to fill vacancies caused by termination of FTNTTF will not take place until a 90-day appeal period is reached.