

Report

of the **2016-2017 Senate Ad hoc Committee** for the **Assessment of the Higher Education Research Institute (HERI) Faculty Survey**

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Outline

- Background
- Committee Charges
- Methods
- Results
- Recommendations

Background

Last year's (2015-16) HERI Committee

Charge: Examine NU's HERI Survey results to identify strengths/
concerns

A Key Finding: "Faculty are at odds with the administration"

- 25% of responding NU faculty found this phrase *very descriptive*
 - Many more than at peer institutions
 - Doubled over the last 10 years
- 49% of responding NU faculty found it *somewhat descriptive*

Recommendation: Form a new 2016-17 committee to "dig deeper"

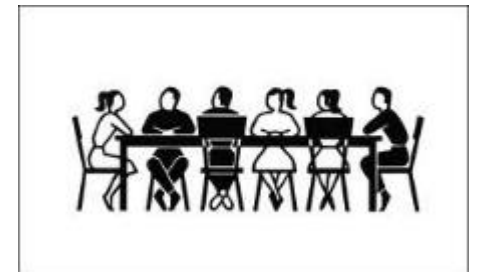
New 2016-17 HERI Committee

Charges

1. Identify specific **areas of concern** regarding:
 - job satisfaction
 - professional satisfaction
 - work climate
2. Identify probable **causes**
3. Identify **barriers** to improving them
4. Make **recommendations** for improvements

Our Methods

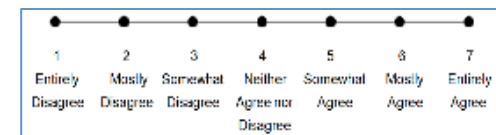
- Develop & administer an online **survey** for all NU faculty to identify the specific areas of concern
- Convene **focus groups** to learn more



Our on-line survey



- Based on last year's HERI report we identified **12 areas of concern**
- Created a **new survey** with several questions in each area
 - on a 7-point Likert Scale
 - with an area for Comments
- Distributed survey to **all** 1384 benefits-eligible NU Faculty
- Analyzed the 355 responses (a **25.7%** response rate)



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Quantitative Results



Strongly Satisfied (all ranks)

- Autonomy over research and teaching
- Health and dental benefits

Satisfied (all ranks)

- Job Security
- Teaching loads

BUT: there were many areas of **dissatisfaction**

Faculty Focus Groups



1/30 3 NonTenure Track (NTT)

2/2 4 Tenured Faculty & (T)
3 NonTenure Track (NTT)

2/7 5 Tenure Track Faculty (TT)

Our Conclusions

Major areas of dissatisfaction

- Compensation
- Relationship with the administration
- Institutional support
- RCM Budget model
- Transparency
- Inequities

Compensation

- **Raises don't keep up** with the cost of living, especially in Boston
- Salary erosion
compression
inversion
- **Professional development funding** is insufficient & inconsistent

Relationship with the administration

- Faculty feel:
 - under-appreciated
 - that they no longer have direct access
- The result: undermined faculty loyalty & trust

Institutional support: Research

- Need better/more support for grant proposals (TT)
- Need better/more support grant management (TT)
“... budget support once a grant is obtained is a disaster.”
- Need better/more support for research
"nowhere near enough space for me to perform my research.”

Institutional support: Teaching

- **Classroom technology needs improvement**
“This year ... IT services [came] to fix the AV ... on 6 occasions.”
- **Need appropriate classroom size/space**
“It is extremely difficult to find adequate classroom spaces.”
- **Insufficient support for interdisciplinary teaching**
“We need better structures to support interdisciplinary teaching and co-teaching opportunities.”
- **Teaching assistance is lacking**
“One 3-credit course I teach has 150 students, and I am fighting to get a single TA.”

RCM budget model

There is wide-spread dissatisfaction with the Hybrid-RCM budget model

“It has created huge budgetary constraints for the colleges and created silos.”

“Disincentivizes collaboration in research and especially teaching between colleges.”

(Many faculty don't know what it is or its impact)

Transparency

Promotion / Tenure

- Criteria are unclear or inconsistent

Equity raises

- Many faculty don't even know they're available
- Process is not always clear “a hidden process”
- Information is inconsistently distributed & incomplete:
 - matchmate data to use in calculations
 - breakdown of raise into merit vs. equity

Inequities

- **NTT vs. T/TT**

“We hear all sorts of announcements when tenured folks do stuff, but if we come up with an innovative teaching practice or a paper in a teaching related journal or something nobody cares.”

- **Male vs. Female**

“Men in my department make more than the women. It’s frustrating.”

Our Recommendations

Compensation

- Salaries & benefits should keep up with the high cost of living in the Boston area
- Faculty development & travel should be funded at or above a minimum, university-wide level

Our Recommendations

Recognition, Access, Support

- **Recognize** ALL faculty accomplishments in scholarship & teaching
- Allow faculty direct **access** to all levels of administration
- Provide more **support**:
 - Better assistance w/ grant proposals & management
 - Upgrade classroom technology
 - Add spaces for all types of instruction

Our Recommendations

Consequences of RCM Budget Model

- Address the negative impact on research and teaching
 - Within each college
 - On inter-collegiate collaborations

Our Recommendations

Transparency

- Provide clarity & consistency in tenure & promotion criteria
- Provide transparency in the equity raise process
 - Department-specific matchmate data every year
 - Breakdown raises into merit/equity components
 - Response to equity raise requests

Our Recommendations

And, finally,

Form an **Action Committee** to ensure that these recommendations are **implemented**.

Thank you