

Faculty Development Committee

Final Report 2025-2026

Committee Composition

Rush Sanghrajka (Chair)

Khoury College of Computer Sciences

Chinthaka Pathum Dinesh Herath Gedara

College of Engineering

Chris Parsons

College of Social Sciences and Humanities

Crissy McMartin-Miller

College of Professional Studies

Mary Lynn Fahey

Bouvé College of Health Sciences

Xiaoping Liu

D'Amore-McKim School of Business

Three Key Charges

01

AI-Enhanced Faculty Resources

Action Plan to Implement AI-driven features to improve faculty resource discoverability and personalization

02

Faculty-Administration Communication

Analyze and improve transparency, collaboration, and feedback mechanisms across colleges

03

Teaching Faculty Tenure Pathways

Investigate WPI's 2021 tenure track conversion and recommend pathways for NU teaching faculty

Charge 1: AI-Enhanced Resources

Current State & Findings

- Faculty Affairs Resources page exists on Provost's website
- No AI-driven personalization or contextual search currently implemented
- Resources distributed across multiple units without unified navigation
- Faculty rely on external search engines and informal channels
- No automated content monitoring or real-time update systems

Charge 1: Recommendations

Elevate to Vice Provost Level

AI implementation requires coordinated technical and administrative support beyond FDC scope

Conduct Faculty Needs Assessment

Survey faculty on resource discovery challenges and interest in AI-powered features

Standardize Foundation

Improve metadata, tagging, navigation, and consistency across college resource pages

Clarify Future Collaboration

Identify responsible units: ITS, Faculty Affairs, Academic Technologies, HR

Charge 2: Faculty Communication

2024 vs 2025 Faculty Survey Results

489

2024 Respondents

569

2025 Respondents

10/10

Colleges Below 3 (2024)

4/10

Colleges Below 3 (2025)

Key Improvement: Substantial progress in faculty satisfaction

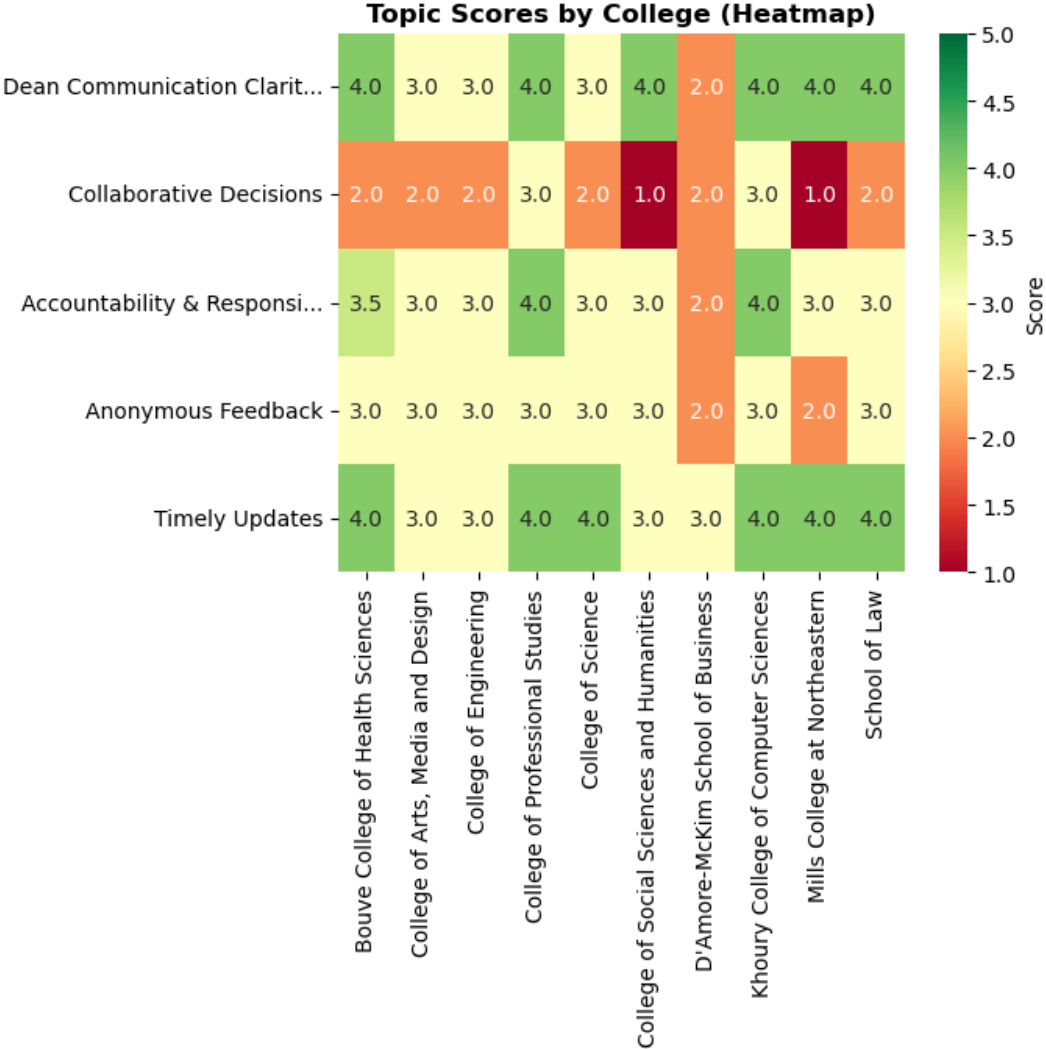
Top performing colleges: Khoury (3.43), CPS (3.33), Bouvé (3.27)

Critical concern: Collaborative decision-making (2.26 overall)

Lowest scores: CSSH (1.81), D'Amore-McKim (1.91), Engineering (2.01)

Communication Metrics by College (2025)

Collaborative decision-making remains the most critical university-wide challenge



Charge 2: Recommendations (1/2)

1

Transform Decision-Making from Consultative to Collaborative

- Establish formal frameworks requiring faculty input at defined stages
- Create faculty advisory committees with actual decision-making authority
- Document how faculty perspectives shaped outcomes

2

Enhance Faculty Governance Authority

- Leverage College-specific Senators as liaisons to explore transparency measures
- Create faculty-controlled communication channels (listserv, newsletter)
- Ensure standing agenda items at town halls for direct faculty concerns

Charge 2: Recommendations (2/2)

3

Institutionalize Accountability Mechanisms

- Learn from top performers: Khoury, CPS, and Bouvé
- Create formal cross-college learning mechanisms
- Document successful approaches in handbooks and training
- Recognize leaders demonstrating excellence in collaborative governance

4

Establish College-Specific Committees

- FDC reached out to all colleges, only heard back from CPS
- Faculty Senate develops college-specific committees
- Address gaps in communication and transparency by college
- Target colleges with lowest governance scores (CSSH, D'Amore-McKim, Engineering)
- Develop university-level guidelines for consistency

Charge 3: Teaching Faculty Tenure

03

Teaching Faculty Tenure Pathways

Investigate WPI's 2021 tenure track conversion and recommend pathways for NU teaching faculty

117 non-tenure faculty provided open-text feedback in Faculty Survey, and a significant number of them expressed concerns about job security.

Chris Parsons

College of Social Sciences and Humanities

WPI Tenure Track Conversion (2021)

- Moved from 2 streams to 3 streams: contract faculty, tenured teaching faculty, tenured research faculty
- Teaching Professors (contract) vs Professors of Teaching (tenure-track)
- Standardized contract lengths: 1→2→5 years with promotion/renewal
- Finite conversions in 2021; some existing faculty converted, some hired directly into tenure-track
- Total cap reached; conversions and hiring now frozen
- Teaching load: 8 classes/year (quarter system) vs 6 for traditional tenure track
- First tenure awards granted in 2024 (3 years after policy launch)

Charge 3: Recommendations

Investigate Other Models

Study UC system and Portland State University approaches to supporting teaching-track faculty with secure employment, extended contracts, and clear promotion pathways

Explore tenure model from liberal arts colleges where faculty are supported with secure employment and tenure pathways through their teaching and impact.

Combined Tenure and Promotion Reviews

Assistant Professors of Teaching receive combined review for tenure and promotion to Associate

Associate Professors of Teaching receive combined review for tenure and promotion to Full Professor

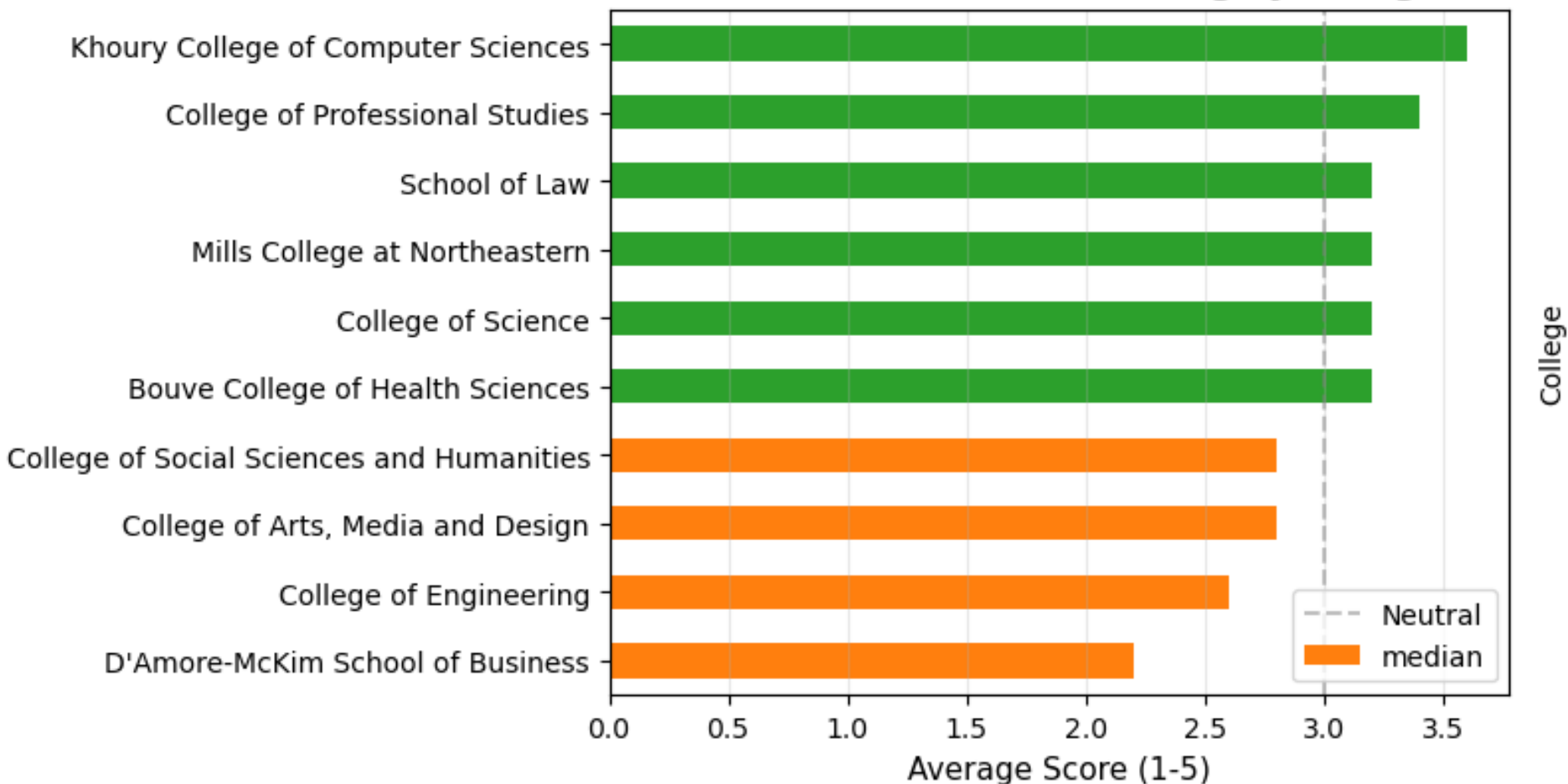
Recognition Framework

Recognize outstanding contributions through teaching, advising, and research in teaching and learning

Thank You

Faculty Development Committee 2025-2026

Overall Administration Rating by College



Unique Respondents per College
(Joint appointments counted in multiple colleges)

