

**Academic Program Review**  
*Office of the Provost*

**Faculty Survey Template**  
**2024-25**

**Introductory Text**

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 administered by the Office of the Provost for the benefit of 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. It should take no more than 15 minutes for you to complete it. Please limit your responses to your experiences with the department of {X} (and feel free to choose "Not Applicable" when appropriate).

All data collected through this survey will be kept confidential, no one will be personally identified, and any results will be reported in summary form. Written responses may be reported but 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 groups so long as the members of the group cannot be identified. The survey results will be shared with the review team, department Chair, Dean, and members of the central administration involved in program review (i.e., as applicable – the Provost, Vice Provost for Administration, Associate and Assistant Provosts for Faculty, Associate Provost for Undergraduate Education, Vice President for Research, and Dean of The Graduate School), and the Faculty Advisory Council.

I hope you will be open and candid in your responses, as the review team and the Provost highly value 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 the department, related to your own experience or that of others, in matters that fall outside the scope of this review, those should be shared through the University's Report a Concern resource:  
<https://www.northwestern.edu/report/>.

Sincerely,

Sumit Dhar  
Associate Provost for Faculty

**Part I: Likert Scale Questions**

Please indicate your level of agreement with the following statements:

<b>ACADEMIC VISION AND STRATEGY</b>						
	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.						
<b>IF RELEVANT, i.e., for Feinberg departments:</b> My department values my clinical work.						
My department encourages interdisciplinary research and/or creative work. [add clinical work if relevant]						
I have the resources I need to conduct high-quality research, scholarship and/or creative work.						
<b>IF RELEVANT:</b> My department provides a high-quality undergraduate curriculum.						
<b>IF RELEVANT:</b> My department enrolls outstanding Masters students.						
<b>IF RELEVANT:</b> My department enrolls outstanding PhD students.						
My department is considered a leader in its field.						
Scholarship in my department makes an impact on communities outside of the university.						
<b>DEPARTMENT CULTURE</b>						
	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, diverse 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.						

## **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. Do you have any other suggestions or questions that should be considered as part of this review?