

Northwestern University  
Minutes of the Faculty Senate Meeting  
Pancoe Auditorium - Evanston, Wieboldt 421 - Chicago  
June 5, 2013

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The meeting was called to order by Babette Sanders, Faculty Senate Chair, at 5:05pm. There were 45 of 79 members in attendance, with 32 attendees in Evanston, 5 in Chicago, and 8 off-site. The quorum of fifty-one percent was met.

**1. Welcome and Chair's Report by Babette Sanders, chair.**

Chair Babette Sanders welcomed everyone and thanked Senators for their on-line contributions to some of the issues that will be discussed at the meeting. She also thanked those who came forward to serve on various university committees.

**2. Policy Statements: Consensual Relations & Employment or Evaluation of Relatives**

Wesley Roth Burghardt, Chair of the Faculty Rights and Responsibilities Committee, reported that his committee received the *Consensual Relations & Employment or Evaluation of Relatives Policy* in draft form earlier in the year, reviewed the document, and discussed with the administration sections that were problematic. The items in question were *Evaluation of Relatives*, *Consensual Romantic or Sexual Relationships and Evaluative Authority* and strict prohibitions against certain relationships between faculty and students. The evaluative authority seems generally consistent with managing conflicts in supervisor situations, but in terms of the relationships, there were concerns about the portion of the policy that deals with strict prohibition of relationships between faculty and students and the wisdom of creating a formal university policy that brings disciplinary sanctions against such relations between consenting adults. The committee presented opinions and recommendations to the administration, but there didn't seem to be too many changes in response to the committee's remarks.

Jim Young, Associate Provost for Faculty Affairs, explained that policy change involves the Provost Office, central administration, various deans, and now the Faculty Senate in the overall discussion, asking for advice and consent but it is not determinative. He also explained that the purpose of the policy is not for policing, it is that relationships intersect with the business of education and when they take place within the department or program there is not only the potential for problems between the faculty member and the student but it also has to do with the spillover from that relationship to other individuals who are also in the same department or training program. The issues of preferential treatment or unequal treatment of students and other faculty are also influenced by the presence of a relationship between a senior and a junior person within that group. He reiterated that there is no attempt to police the environment and no one is going to be monitoring what faculty do, however, this policy is important should a problem arise.

Jim Young was asked to explain how this policy overlaps or not overlaps with the sexual harassment policy. He explained that the sexual harassment policy requires a complainant, someone to come forward and claim an incident or episode of sexual harassment, but the *Consensual Relations and Employment or Evaluation of Relatives Policy* goes beyond that by saying that certain types of relationships are prohibited whether or not the student comes forward.

Jim Young was asked to explicate the disciplinary sanctions that would be imposed. He explained that if there was a feeling that a relationship was not only in the prohibited category but also detrimental that would be taken into consideration during the normal disciplinary process in which faculty would be involved in reviewing the matter and providing recommendations for appropriate sanctions, so that the policy, when it is implemented will be interpreted in part by faculty committees that are involved in the disciplinary process.

Senators made several comments and voiced their concerns with the *Consensual Relations & Employment or Evaluation of Relatives Policy*. Jim Young will take the comments and concerns back and work through the channels to see if additional changes need to be made, and in the event that there is substantive change, the policy will be forwarded to the Faculty Senate for review. Although the timeline for implementation is flexible, the goal is to implement the policy in fiscal year 2013-14.

### **3. Resolution regarding Semester Online, Educational Affairs Committee**

Susan Lee, Chair of the Educational Affairs Committee Chair, presented a resolution supporting the Semester Online one year commitment, with explicit provisions. A lengthy debate ensued which resulted in Senators requesting additional information and an opportunity to review the contract. Jake Julia, Associate Vice President & Associate Provost of Academic Initiative, Office of Executive Vice President, joined the discussion and welcomed Senators to review the 2U contract.

The resolution was tabled until Senators review the 2U contract. Chair Sanders will work with Jake Julia to finalize the details of making the document available.

### **4. Election of vice chair for FY 2013-2014**

Stephen Eisenman was elected vice chair for FY 2013-2014.

### **5. Approval of standing committee chairs for FY 2013-2014**

The following standing committee chairs for FY 2013-2014 were presented and approved:

- Benefits: Donna Jurdy
- Budget: Helen Thompson
- Educational Affairs: Susan Lee

## 6. Critical Committee Information

*Research Committee:* Chair Jim Kyriacou submitted a revised version of the guidelines for scientific research that are posted on the website of the Office for Research and Integrity. He reported that earlier this year it was brought to his attention that the guidelines were rather out of date (1989) so he revised them. Some of the guideline changes include supervision of research training, data management, and authorship and publication rights. Chair Kyriacou asked Senators to review the revisions and send comments and/or suggestions before summer's end.

*NTE Committee:* Chair Christiane Rey reported that NTE position titles vary by school and the goal of the committee is to lock down exactly what all of the titles are to ensure that everyone is identified correctly. In some schools the information is very clear and public (WCAS), but this is not the case in other schools. The committee has also been reviewing the faculty handbook, looking specifically at the possibility of adding some language explicit to NTE faculty since the current language is mostly relevant to tenure line faculty. Finally, the committee has been working with the administration on salary transparency. Jim Young has provided a salary table, sans Feinberg, which will be posted to the Faculty Senate website.

## 7. New Business

- **Compensation of Senate Chair:** Chair Babette Sanders has been communicating with President Schapiro and Provost Linzer pressing them to revisit the issue of compensation for the Senate Chair, to be put in place no later than 2014-15. The response has been positive, but they will consider the options and get back to the Senate with a final decision. Chair Sanders has committed to stay on this issue until it is resolved.
  
- **Resolution Compensation of Senate Chair, brought forward by Ed Hughes:** The Faculty Senate affirms that the Chair of the Senate should receive compensation in some form during the year that they are Chair commissary with the work involved with the position, to be implemented 2013-14.

Motion was adopted.

## 8. Farewell and thanks to outgoing Senators

Chair Babette Sanders thanked the outgoing Senators for their hard work, dedication, and contributions to the furthering of shared governance at NU.

## 9. Senator Vacancies: Reminder for outgoing senators to contact department to elect new representative

Chair Babette Sanders reminded outgoing Senators to contact their department to ensure a new representative is elected by the end of summer.

#### **10. Business for FY2014**

- Resolution on NU Press Students: Should meetings be open to the press or other non–faculty observers who are not invited guests?

#### **11. Introduction and welcome: 2014 Faculty Senate Chair Jeri Logemann**

Chair Babette Sanders thanked Senators for allowing her to serve this past year and for all of the support they've given to her. She also thanked Past Senate Chair Paul Arntson, who has been continuously sharing his opinions and guidance. Paul was influential and instrumental in the transition from the General Faculty Committee to the current Faculty Senate governance structure.

Chair Sanders introduced 2014 Faculty Senate Chair Jeri Logemann. Jeri thanked everyone for electing her. She gave a special recognition to Babette Sanders for her strong leadership, which has resulted in furthering the Faculty Senate's impact on shared governance. Jeri's goals for the coming year are to get everyone thinking about what is the next step for this university, what should we be doing, and how we should be doing it, but more important than that, faculty need to think big. She wants to challenge faculty to look at where their department stands in their schools, where their department is going nationally and internationally, and what that mean for what NU needs to do.

#### **12. Adjournment**

There being no further business, the meeting was adjourned at 6:45 pm.

*Respectfully submitted,*

*Diana Snyder*

*Administrative Coordinator*