

Northwestern University  
Minutes of the Faculty Senate Meeting  
Pancoe Auditorium - Evanston, Wieboldt Hall 421 - Chicago  
March 5, 2014

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The meeting was called to order by Stephen Eisenman, Faculty Senate Chair, at 5:10pm. There were 52 of 79 members in attendance, with 32 attendees in Evanston, 9 in Chicago, and 11 off-site. The quorum of fifty-one percent was met. Also in attendance were the immediate Past Chair (via off-site) and the Northwestern Emeriti Organization representative, both serving as honorary members of the Faculty Senate.

**1. Welcome by Stephen Eisenman, Chair**

Stephen Eisenman welcomed everyone and introduced guest speaker Jake Julia, Associate Vice President and Associate Provost of Academic Initiatives.

**2. NU 2015 Re-accreditation Process, Jake Julia**

Associate Vice President and Associate Provost of Academic Initiatives Jake Julia talked about the re-accreditation process Northwestern undergoes every ten years through the Higher Learning Commission North Central Association. The last accreditation was in 2005 and the next one is slated to take place in April 2015. Julia highlighted that this year Northwestern will participate in a pilot project, with the Higher Learning Commission streamlining the process to make it meaningful for NU. The Administration would like to engage Faculty and would like members of the Senate to be on the Re-accreditation Council. Senators interested in serving on the Council should alert Chair Eisenman or contact Jake Julia and his team directly.

**3. Chair's report/remarks, Stephen Eisenman**

**1) Executive Committee Meeting Update -- Parking, Special Committees, Online**

**Teaching, Faculty Appeals Panel:** The Executive Meeting meets quarterly during the academic year and is attended by the Senate Executive Committee, membership consisting of the Senate Leadership and Standing Committee Chairs, and Senior Administrators, including the President, the Provost, Vice President for Administration and Planning and several Associate Provosts.

**Parking:** The issue of the lack of parking on the Evanston Campus caused by the construction was raised and the Administration promised to find a solution if the problem continues or worsens.

**Special Committees:** Chair Eisenman announced the Senate's institution of two new Special Committees, Salary and Benefits and Climate change, and the Administration seemed surprised and interested but pushed back a bit on the Climate Change Committee since NU already has a robust academic and research commitment to examine climate change. As for Salary and

Benefits, the Administration warned about the level of difficulty to produce a general policy that would apply to schools that are very different and have a high level of autonomy. Chair Eisenman responded that he hopes the investigation will show disparities that might not otherwise be known and the Committee can develop policies that the Administration can recommend to all the schools.

**Online Teaching:** The Administration briefly talked about online learning, which led to unanswered questions left to be addressed. The discussion prompted Chair Eisenman to ask the Educational Affairs Committee to clarify what the goals are for distance learning, particularly MOOCs that are at the moment unclear.

**Faculty Appeals Panel:** Chair Eisenman gave the floor to Senator and Governance Committee Chair Carol Simpson-Stern who reported that the University will resume its practice of tasking the Associate Provost with the responsibility to ensure that School by School elections take place to produce the members of the Faculty Appeals Panel.

- 2) **Vice Chair for 2014-2015 -- Call for Nominations and Self-Nominations:** Chair Eisenman reminded Senators that the Faculty Senate needs a Vice Chair to serve out the remainder of 2013-14, then serve a full term as Vice President 2014-15, and then serve as President 2015-16. He strongly encouraged everyone to nominate themselves or other Senators as soon as possible.
- 3) **Update on Special Committees:** Chair Eisenman reported that he sent an oratory note to the Faculty body regarding Senate Special Committees, "Faculty Salary and Benefits" and "the Climate Change and the Anthropocene," and received an outpouring of interest and enthusiasm. Meetings have been scheduled for both Committees to discuss membership, subcommittees, and other pertinent items. He reminded Senators that the charge for each Special Committee was approved at the February 5<sup>th</sup> Senate Meeting.
- 4) **Search for Senior VP for Business and Finance -- Senate Representative, Teri Odom. Brief Discussion about Future Policy:** Chair Eisenman placed this item on the agenda to highlight the Senate's role on Administrative searches. He mentioned that in former searches the Senate was not asked to participate and Faculty who served on those search committees were chosen by the Administration. As a matter of principle and democracy Chair Eisenman is pushing the Administration to include the Senate on these matters. Although Senator Teri Odom is serving on the search committee for Senior Vice President for Business and Finance, she was not selected by the Senate to do so, a process Chair Eisenman hopes to change.

#### **4. Sexual Violence Policies and Practices**

Senator André Luiz de Gouvêa reported that he and Chair Eisenman have been in communication with General Counsel Thomas Cline and can share, with permission, some information with the Senate about how the University handled complaints against a Faculty member recently accused of sexual misconduct by an undergraduate student. The official response was that the University followed procedures by conducting a full investigation of the accusations and determining, together with the Faculty's Dean,

what the sanctions would be and excluding termination. The Faculty member appealed to the Senate Committee on Cause, which determined that the sanctions imposed were suitable. The student is suing the University for, allegedly, not handling the situation properly and is also suing the Faculty member.

A Faculty Senate Standing Committee will examine the University's sexual violence policies and practices and will report back to the Senate.

A lengthy discussion ensued. A concern raised by numerous Senators was the way in which the Senate's Cause Committee was inaccurately portrayed in the matter in print by the Administration. In response, Chair Eisenman requested the Cause Committee, in consultation with the Governance Committee, to look at language in the Faculty Handbook and identify ambiguities and further clarify the role of the Cause Committee. Further, a Senator put forth the following motion:

*The Senate asks the Committee on Cause [a Senate Standing Committee] to examine the paragraph in the Faculty Handbook titled "Procedures for Termination or Suspension of a Faculty Member for Cause and for Appeal of Minor Sanctions" with an eye toward removing ambiguities, clarifying responsibilities, and coordinating its work with the Faculty Appeals Panel.*

The motion was adopted unanimously.

## **5. Committee Reports**

**Benefits:** Chair Donna Jurdy reported that the Committee met with the Administration at the end of February. She highlighted the following select meeting topics:

- The "Premier" health plan may be subjected to significant adjustment to avoid financial penalty.
- Flu shots were offered without cost to employees at the October Health Fair and 1,195 flu shots were administered, 534 on the Chicago campus and 661 in Evanston.
- Currently between TIAA-CREF and Fidelity there are nearly 300 funds. In the future, the offered funds will be reduced to a more manageable number.
- The non-smoking campus matter is still being discussed.

**Governance:** In addition to having given a report on the Faculty Appeals Panel earlier in the meeting (see discussion item #3, section #1, Faculty Appeals Panel), Chair Carol Simpson-Stern reported that the Committee will work to get the election process for the Faculty Appeals Panel under control and ensure that it is properly codified in the Faculty Handbook.

**Non-tenure Eligible:** Chair Heather Colburn thanked Carol Simpson-Stern for making sure that non-tenure eligible Faculty are represented in a conversation about due process. She reported that the Committee has put together a NTE Faculty Data Table and would post the information to the Faculty Senate website if Senators thought the data might be useful for everyone across schools.

**Secure Faculty Survey:** Chair Martin Block reported that the Committee is contemplating the first week in October 2014 for conducting the survey, partnering with the Office of Administration and Planning to do so.

**Social Responsibility:** Chair Marcus Moseley reported that the Committee is considering four issues including the Ludlow case; the issue of Living Wage for all NU employees; the Israel boycott; and Qatar concerns. In regards to the Qatar issues, Chair Moseley asked the Senate to read the Northwestern Chronicle article titled "In Doha, a "Climate of Fear" " By Charles Rollet on February 14, 2014, found at <http://thenorthwesternchronicle.com/in-doha-a-climate-of-fear/>.

## **6. Adjournment**

There being no further business, the meeting was adjourned at 6:55 pm.

*Respectfully submitted,*

*Diana Snyder*

*Administrative Coordinator*