

# Northwestern University

Minutes of the University Faculty Assembly Meeting of November 11, 2014

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The University Faculty Assembly held its first of two meetings of the 2014-15 academic year on Tuesday, November 11, 2014 in Pancoe Auditorium on the Evanston campus, with a video conferencing connection to Wieboldt Hall 421 on the Chicago Campus. The meeting was called to order at 4:15 PM by Faculty Senate President Stephen Eisenman. Approximately 95 faculty and administrators were in attendance.

**1. Welcome by NU President and Assembly Chair Morton Schapiro and Faculty Senate President**

**Stephen Eisenman:** Faculty Senate President Stephen Eisenman and Assembly Chair and NU President Morton Schapiro jointly welcomed everyone and made the opening remarks.

**2. Announcement of inquiry by Senate Education Committee into initiatives to enhance low-income student retention. Announcement of Senate Budget Committee examination of the costs and priorities of low-income student recruitment. Discussion of financial and ethical issues:**

President Morton Schapiro discussed NU's efforts to reduce financial barriers, including changes to the aide formula. The university has instituted a "zero-sum game" for Pell eligible students from underrepresented minority groups and launched a scholarship program to provide significant financial aid to incoming freshmen who graduate from Evanston and Chicago public or private high schools. The preferential aide packages, which will now be made available more broadly, offer no loan, no summer earnings expectation, and untaxed work-study packages.

The university has gone from single digit Pell eligible students to the mid-teens, with a current goal to quickly hit 20%. NU is reaching out more aggressively, making sure the packages offered are competitive, and by adhering to the need-blind admissions policy. President Schapiro explained that the overarching goal is to equalize opportunity regardless of family income or socioeconomic status, focusing on three major strategies including being more welcoming to low income students once they are at NU, reaching out more effectively to recruit students, and being competitive to make sure our yield for these students goes up.

Provost Daniel Linzer encouraged faculty who wish to get involved to join programs, such as the Posse Foundation, QuestBridge Partners, Ryan Scholars, and A Good Neighbor a Great University Program, that would connect them with groups of students and would give them opportunities to play mentoring roles. Faculty who are interested in participating should contact the Faculty Senate directly or Associate Provost Lindsay Chase-Lansdale. Lindsay Chase-Lansdale reported that over the summer she and Associate Provost for Undergraduate Education Ronald R. Braeutigam met with Monica Prasad and discussed opportunities for faculty to get involved. As a result of that meeting, there are now plans in the works for offering a symposium in the future centered on exploring Northwestern's efforts to recruit and promote the success of low-income students.

In response to a question related to what Northwestern is doing with retention, President Schapiro explained that NU has a graduation rate of approximately 95% and differences by race, ethnicity, religion, socioeconomic status are very modest. Although the graduation rate is high, student satisfaction numbers are showing that there is a difference in experience based on race and income, with individuals from these groups having had a substandard experience in many cases.

- 3. Do students take (and professors teach) too many courses? Can technology facilitate off-campus teaching and learning?:** Senate President Stephen Eisenman stated that many administrators, faculty, and students feel that the current course load requirement is too high, and President Schapiro agrees. He is in full support of lowering the requirement, but stressed that without buy-in of the faculty, this change cannot be made. Professor Ezra Getzler remarked that courses would need to be allowed lower enrollments without being cancelled. President Schapiro also explained that the senior surveys consistently show that having too many courses contributed to intense academic pressures that kept students from having a higher quality of a well-rounded academic life. Students state that they would have learned even more and contributed more to society with a smaller course load.

Provost Daniel Linzer explained that there is the added challenge that each of the seven schools has different requirements, often driven by accreditation qualifications. The Faculty Senate Education Committee will look into this matter.

- 4. Salary: the conflict between retention bonuses and reward for merit. Should there be a reorientation toward the latter:** President Eisenman stated his view that additional support should be given for both retention and merit rewards, however the latter ought to be given priority. A disparity exists and continues to increase as a result of new faculty being hired at a competitive salary that is often much higher than deserving faculty who have been at the university for a long time, or a current faculty member is given an increase in salary as a way to retain him/her when a peer institution is recruiting them. Provost Linzer stated that incremental dollars are tightly allocated, which makes it difficult to shift funds to create a larger salary pool. The Senate Budget Committee will look into this matter further.

- 5. A new faculty club? Provost Linzer has offered immediate use of the Great Room at Seabury. What about in new, Campus Center? Brief discussion:** In addition to the Great Room at Seabury, Provost Linzer listed several other possible Evanston locations for a Faculty Club, including the Cohen Faculty Commons in Tech, and the Allen Center; and in Chicago, the expanded Atrium on the ground floor of Lurie. To best determine the appropriate space, he asked the faculty to think about how a faculty club will be used. If faculty want a faculty club, they should send comments to [faculty-senate@northwestern.edu](mailto:faculty-senate@northwestern.edu).

- 6. Announcement of planned annual publication of non-tenure faculty eligible (NTE) salary data:** Senate President Stephen Eisenman announced that the annual publication of non-tenure faculty

eligible (NTE) salary data is scheduled to take place in February 2015 and will be accessible via the Faculty Senate website.

- 7. Sports policy: What do we want sports at NU to look like in five years/ten years? Who decides:** Senate President Stephen Eisenman presented three key issues related to sports at the forefront of universities around the country, including sports injuries, professionalization, and academics. According to President Schapiro and members of CAR (Committee on Athletics and Recreation), Northwestern has proven to be among the most responsible in these areas when compared to peer institutions. Professor John Elson disputed parts of this record and asked for more information about injuries and that a sample student injury-waiver form be made available. He challenged President Schapiro to make available additional basic information to the faculty, as many peer institution do, about budget expenditures, coaches' salaries, and academic entrance qualifications.

Robert Gundlach, member of the Committee on Athletics and Recreation, confirmed that some waiver requirements are a part of the package with the Big Ten Network and Television, but faculty within the governance system of the Big Ten Conference level and NCAA are pushing on very much in the spirit of some of the issues that the Faculty Senate would push on, moving towards both greater safety and reduced encumbrance by student athletes and better health coverage. He acknowledged that Northwestern is private and some release of information is not as automatic as in public institutions. Robert Gundlach went on to explain that waivers have more to do with likenesses and image and the commercial side of the use of people's images. On the health issue, there is a combination of the insurance coverage that families have for students and a special kind of support behind that with athletes that covers injuries. Northwestern is among the most responsible and pays close attention to these important issues related to student athletes and is doing better than peer institutions.

President Schapiro added that Northwestern has the highest graduation rate and does not make concessions, behavioral or academic, and holds high expectations for both. Northwestern has a great record of safety and this fact is acknowledged by peer institutions. NU will continue to closely monitor the athletic program.

- 8. Announcement of Senate Research Committee inquiry into in vivo sourcing of antibodies and review of NU's commitment to mandated 3Rs protocols:** Faculty Senate President Eisenman explained that NU scientists currently obtain research antibodies from two laboratories recently cited for gross violations of the US Animal Welfare Act, and is thus in violation of NU's purchasing rules. Further, he announced that the Research Affairs committee will review NU's observance of mandated 3Rs protocols: Refinement, Replacement, and Reduction of the use of laboratory animals.
- 9. Title IX and campus safety developments. Time frame for creation of faculty-led panel that determines sanctions. Brief discussion:** Associate Provost Lindsay Chase-Lansdale reported that as the Faculty Handbook currently stands it is out of date in regard to Title IX, which is constantly changing with

lots of information coming out of the White House, the Office of Civil Rights, and the US Department of Education. She is working with Stephanie Graham, Deputy General Counsel, Joan Slavin, Title IX Coordinator, Wesley Roth Burghardt, Chair of the Senate Faculty Handbook committee, and the full Faculty Senate on the revised wording. There will also be new guidelines regarding sanctions of faculty that, rather than being proposed by the Dean, will be determined by a joint administration and faculty committee.

- 10. Announcement of Senate Rights and Responsibilities Committee review of online privacy issues:** The Senate Faculty Rights and Responsibilities Committee will review the current online privacy policy to examine ambiguities in wording concerning confidentiality. Sean Reynolds, Vice President and Chief Information Officer, explained that current policies talk about no expectations of privacy of communication. The goal of that policy, he stated, is to ensure the integrity of the network. However faculty emails are private, unless NU gets court orders or Police subpoenas or if there appears to be a violation of university policy. President Eisenman said that he saw the last as a major loophole that needed to be closed and that only a valid court order or subpoena could justify the examination of private communication or browsing history. Sean Reynolds has agreed to look at the wording of the current policy and work with the Senate Faculty Rights and Responsibilities Committee on this matter.
- 11. Announcement of Senate press for implementation of a campus smoking ban, approved by resolution, 2013:** In 2013 the Faculty Senate passed a smoking ban and since that time the state of Illinois has passed a law forbidding smoking on any of its public campuses. As a result of the recent law, Babette Sanders, Past President of the Faculty Senate, is pursuing the matter in communication with students and staff.
- 12. Status of Task Force on Climate Change/Sustainability Council:** Under the leadership of Rob Whittier, Director of the Office of Sustainability, the taskforce on Climate Change along with the Sustainability Council are moving the effort forward. President Eisenman criticized the slow pace.
- 13. Adjournment:** There being no further business, the meeting was adjourned at 5:45 PM.

Respectfully submitted,

Diana Snyder, Faculty Senate Administrative Coordinator