

## **GENERAL FACULTY COMMITTEE**

Meeting Minutes

April 7, 2010

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### **Members In attendance:**

Chair Stephen Eisenman, Paul Arntson, Jack Doppelt, Scott Durham, Joshua Hauser, Andrew Koppelman, Seth Licher, Ferdinando Mussa-Ivaldi, Aryeh Routtenberg, Babette Sanders, Helen Thompson, Laurie Zoloth

**1. Greetings and Introduction:** GFC Chair Stephen Eisenman called the meeting to order at 7:05 pm, then welcomed everyone and thanked the three special guests representing the Living Wage Campaign for agreeing to come and speak.

### **2. Approval of minutes of March 3, 2010 Meeting**

The minutes of the March 3, 2010 meeting were approved unanimously and will be posted to the GFC website.

### **3. Living Wage Campaign**

Living Wage Campaign student representatives Michael Alperin, Emerson Gordan-Marvin, and Jordan Fein presented initiative details. Students would like to see this become a community issue rather than a student issue only, so they are actively seeking the support of the faculty. The main goals of the campaign are to ensure that all subcontracted Northwestern University employees are paid \$13.23 to \$14.67 an hour, and to ensure these individuals have access to NU community benefits such as the library, NU Shuttle, Wildcard discounts, and tuition benefits at the School of Continuing Studies. After working with the administration to attain actual expense and revenue figures, student representatives estimate the cost of achieving these goals to fall between two and five million dollars a year, which is a fraction of the current overall endowment spending. But most importantly, students believe this is a moral issue not an economic issue that crosses all disciplines, race and gender. An underrepresented group of NU employees are living in poverty and something must be done to remedy the situation. Students are asking the GFC to sign the Living Wage Campaign petition and also to voice their concerns to the administration in writing.

The GFC is in full support of the Living Wage Campaign and would like to assist the students in advancing this cause. Stephen Eisenman will add this issue to the Executive Committee meeting agenda, as well as to the Spring Faculty Senate Meeting agenda. He asked Living Wage Campaign student representatives to present the initiative to the entire University Senate at the June 3<sup>rd</sup> meeting. In preparation for the meeting, Stephen also asked students to do research on the history of outsourcing.

#### **4. Reports of the Subcommittees**

*Budget Subcommittee Report:* Sandro Mussa-Ivaldi, Budget Subcommittee Chair, will continue to meet with the administration to discuss various budgetary processes and decisions directly impacting the faculty. As a next step, he will contact Eugene Sunshine to set up additional meetings.

*Research Affairs Subcommittee:* Aryeh Routtenberg, Research Affairs Subcommittee Chair, has agreed to look into the issues related to the IRB and the area of animal research. He will report his findings at the May GFC meeting.

*Childcare Subcommittee Report:* Andrew Koppelman, Childcare Subcommittee Chair, is continuing to work with the administration to advance the Childcare initiative.

*Governance Subcommittee:* Paul Arntson, Governance Subcommittee Chair, talked about the remaining issues with the governance initiative, including the election process and the need for additional infrastructure Support – personnel, faculty leave/reduction in teaching load, financial support, etc. The proposed start date for the new governance structure is early Fall, with a transition date of January 2011.

-UNIVERSITY ASSEMBLY CHANGES: Two slight modifications were recommended for the articles of authorization for the University Assembly, which includes adding the word “regular” (as describing faculty) back into the governance document, and adding in emeritus faculty as being eligible to vote. GFC members agreed that both changes were acceptable, but for the record, the GFC chair looked at the sense of the room and there were no objections to these small matters.

- PROPOSED ELECTION PROCESS: Each GFC member will be in charge of 4 or more departments. They will find one person in each department to be responsible (the “go to” election person) for having an

election in that department. The GFC members will then fully educate this person about the election process and requirements (laying out who is eligible, etc.). A job description will be written detailing what a Faculty Senate member would be asked to do in terms of time served, serving on sub-committees, what the sub-committees are and the issues tied to them (in short, opportunities and responsibilities of being a member).

*Non-tenured track members:* The idea is to have one school wide non-tenure track member votive within each school. Instead of waiting for the dean of each school to run an election, the election of these 6 members will be run by the GFC. The process will begin with the GFC attaining a list, from the deans or from Jim Young, of the entire non-tenure track regular faculty in each school. An email will go out to everyone asking them to nominate themselves or someone else for that position. The GFC will send an email to those who were nominated to ask if they would be willing to run. If they are willing to run, a slate will be set up for them and then the GFC will run the election. Out of the six members, two will be members for one year, two will be members for two years, and two will be members for three years.

GFC members discussed the proposed election process in detail. Some members believe that a more formal standardized election process would work best, while others are concerned that this may be too limiting, depending on the size and structure of the department.

-INFRASTRUCTURE SUPPORT: The administration will be asked for additional infrastructure support in the way of personnel, additional budget funds, and faculty leave/reduction of faculty teaching load. The first step in the proposed plan is to research peer institutions of similar size, and study what they do in terms of budgeting and release time for their Faculty Senate. A plan would then be modeled after these institutions, but tweaked to suit the needs of Northwestern University.

The Governance subcommittee will meet with the Provost to discuss the status of the governance initiative. Stephen Eisenman asked the Governance subcommittee to put the proposed implementation plan in writing to present at the meeting, which takes place on Monday, April 26th at 10:00 am. Additionally, Paul Arntson indicated that once the Governance subcommittee finalizes the details of the governance document, a draft will be available at the June 3<sup>rd</sup> Senate meeting, giving faculty a chance to give their input before the GFC has a final vote on the document.

## **5. Executive Committee Meeting reminder Thursday, April 8, 3:30-5:00 PM**

Stephen Eisenman reminded everyone about the Executive Committee meeting with the administration taking place on Thursday, April 8th from 3:30-5:00 pm in Hardin Hall at Crown. The agenda will include the following: 1) a discussion of the governance document – next steps, 2) Strategic planning process – ask if the proposal deadline of the 8th is a hard headline, 3) compensation economics - Living Wage Campaign and faculty salary and benefits, and 4) e-verify.

Dependent on the outcome of the Executive Committee meeting, Stephen Eisenman will send out a notice to the entire faculty and include details on the Living Wage Campaign, informing faculty that the GFC is investigating the decision making process for holding back faculty raises (will include numbers given by the administration as back-up to show the availability of funds), and explain the outcome of the executive committee meeting discussion.

## **6. Selection procedures for next year's GFC chair and transition process from GFC member to Senate member**

General Faculty Committee members discussed many options for transitioning from the GFC to the new Faculty Senate, but no definite plan was set in place. The Governance subcommittee was given the charge to devise a transitional structure. In regards to the GFC subcommittees, however, current subcommittee chairs will attend the first meeting of the new University Senate and present the ongoing issues and initiatives to ensure continuity. Stephen Eisenman will consider continuing on as GFC chair until the new structure is in place.

### **Conclusion**

- The next GFC Meeting will be held on May 5, 2010 at 7:00 pm in Scott Hall room 201 (the Ripton Room).

The meeting was adjourned at 9:02 pm.

Minutes Submitted by: Diana Snyder

Minutes Approved by: General Faculty Committee members