

Northwestern University  
Minutes of the Faculty Senate Meeting  
Pancoe Auditorium - Evanston, Wieboldt 421 - Chicago  
December 7, 2011

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Paul Arntson, Chair of the Faculty Senate, called the meeting to order at 5:20 pm. There were 58 of 85 members in attendance, with 41 attendees in Evanston, 13 in Chicago, and 4 on video streaming.

**1. Welcome by Paul Arntson, chair**

Paul Arntson welcomed everyone and introduced Jake Julia, of the Honorary Degree Committee, and James Young, Associate Provost for Faculty Affairs.

**2. Honorary Degree**

Jake Julia, Associate Vice President/Associate Provost for Academic Initiatives, gave a brief update on the 2012 nominees for Honorary Degree and Commencement Speaker. The results of the Faculty Senate vote from the November 2<sup>nd</sup> meeting played a key role in the finalization of the list. Senators were given ballots and a vote was taken. The results of the vote will be announced at a later date.

**3. Organization of Women Faculty Pay Equity Study**

Heather Colburn gave a brief overview of the Organization of Women Faculty (OWF) and the recently established working group charged with examining pay equity for women faculty at Northwestern. It's been 10 years since the last study that looked at this issue, so it's time to revisit it, and see if/what progress has been made. The working group has reached out initially to administration for data, etc., and plans to roll out a study and survey later this year, and would welcome participation from those interested. If anyone on the Faculty Senate would like to participate in this working group, or knows of someone not on the Senate who would be interested in examining this issue, please get in touch with either Heather Colburn or Katrin Voelkner.

**4. Proposed Revisions to the Faculty Handbook - First Reading**

Paul Arntson, Jim Young, and several Handbook Committee Members conducted the Faculty Senate's first reading of the proposed revision to the University Faculty Handbook draft document. The Senate spent over an hour discussing the proposed revisions that have been negotiated between the Faculty Handbook Committee and the administration. Only about half of the proposed handbook was discussed, with Senators giving feedback, asking questions, and raising objections. Senators were further encouraged to email Diana Snyder, Faculty Senate Administrative Coordinator, and/or John Elson, Chair of the Faculty Handbook Committee, additional remarks and proposed changes.

On the recommendation of one Senator, in preparation for the second reading, Paul Arntson asked Senators to identify important and/or contentious sections of the current Faculty Handbook draft to focus on for further discussion.

Going forward, the administration plans to work with the Faculty Senate to make revisions to the handbook on a much more frequent basis. The Faculty Handbook will no longer be published, but will instead be available in electronic form online.

## **5. Approval of the minutes of the November 2, 2011 Faculty Senate Meeting**

The minutes of the November 2, 2011 Faculty Senate Meeting were approved unanimously as is, pending additional changes, if any, be sent to Diana Snyder, Faculty Senate Administrative Coordinator.

## **6. Committee Reports**

**Social Responsibility:** Representing the Social Responsibility Committee, Mary Pattillo, presented the following two statements:

### **1. A statement about the purview and context of our committee**

*The policies of Northwestern University have a significant impact on the lives of its members in important social areas, such as the environment, child care, economic well-being, and accessibility for people with physical disabilities. The Social Responsibility Committee seeks to gather reliable information on these policies and to propose appropriate responses on behalf of the Faculty Senate. However, our concerns also extend beyond Northwestern's Chicago and Evanston campuses. While the diverse political opinions among Northwestern faculty appropriately rule out a partisan political agenda, we recognize that local concerns ultimately link to broader social and economic developments. Recognition of Northwestern's connection to regional, national and global concerns is most apparent in the new Strategic Plan's emphasis on Chicago and international partnerships, in our opening of the Qatar campus, and in the growth of curricular programs across the university that encourage and even require students to learn outside of the classroom. Hence, the Social Responsibility Committee defines its "purview" not only as social issues in matters pertaining directly to Northwestern's campuses, but in these broader contexts as well.*

### **2. A statement in support of freedom of speech and non-violent assembly on university campuses**

*A statement, originally written by Matthew Noah Smith, Associate professor of Philosophy, Yale University and signed by over 1200 University faculty.*

*We have witnessed, over the past two months, police departments using significant amounts of force against individuals peacefully participating in the Occupy movement. But during the week of*

*November 13 – November 19, there was an astonishing escalation of the violence used by municipal police departments against non-violent protesters.*

*We hoped that even as politicians and municipal police violently responded to the Occupy movement, college and university campuses would remain safe locations for non-violent political dissent. But that has not been the case. In fact, universities and colleges appear to be using the same tactics in their interactions with unarmed, non-violent members of the university community as we have seen municipal police use against the broader Occupy movement.*

*In particular, we are concerned with the actions by police associated with two University of California campuses. At UC Berkeley, police beat faculty and students who were peacefully attempting to establish an Occupy camp on Sproul Plaza. At UC Davis, police casually pepper sprayed protesting students who were peacefully sitting with their arms linked. The message sent by university officials is clear: if you engage in non-violent political protest on the university campus, you run the risk of being assaulted by university police.*

*We condemn this and any deployment of violence by university officials against members of the university community who are non-violently expressing their political views.*

*We condemn university officials using violence or the threat of violence in order to limit political dissent to the narrow confines of print and university-sanctioned events.*

*We condemn university officials using violence and the threat of violence to prevent members of the university community from peacefully assembling.*

*For more than three generations, American university and college campuses have been crucial locations in which inspiring and important political activity has occurred. From the founding of SNCC at Shaw University and the Free Speech Movement at Berkeley in the 1960's, to the divestment movements across American college campuses in the 1980s, to the establishment of student labor alliances in the 1990's, American college campuses have pulsed with hopeful and positive forms of dissent and visions of alternatives. This admirable tradition is being threatened by the use of violence by university officials against their own students and faculty who are acting within this tradition.*

*We therefore call on chancellors and presidents of universities and colleges throughout the United States to declare publicly that their campuses are Safe Protest Zones, where non-violent, public political dissent and protest will be protected by university police and will never be attacked by the university police.*

*We call on these chancellors and presidents to commit publicly to making their campuses safe locations for peaceful public assembly.*

*We call on these chancellors and presidents to institute immediately policies that reflect these commitments, and to instruct their police and security forces that they must abide by these policies.*

*We believe that this action is necessary for the protection of one of the principal virtues of our higher education system, namely that it is an environment that cultivates an active and engaged political imagination. We call on the leaders of America's universities and colleges to stand with us.*

Statement one "A statement about the purview and context of our committee" will be revisited at the February 1<sup>st</sup> Faculty Senate meeting.

A motion was made and seconded to endorse the second resolution, "A statement in support of freedom of speech and non-violent assembly on university campuses," from the Social Responsibility Committee. A lengthy discussion ensued. A vote was taken and the motion passed.

There were no additional committee reports at this time, but a Senator recommended that going forward, instead of waiting to present a polished resolution Standing Committees should bring before the Faculty Senate a framework of topics for discussion. Chair Paul Arntson endorsed the suggestion and challenged other Standing Committees to proceed in this manner.

## **7. Adjournment**

The meeting was adjourned at 6:25 pm.