

Northwestern University
Minutes of the Faculty Senate
Guild Lounge - Evanston, Wieboldt Hall 421 - Chicago
May 16, 2018

The regular monthly meeting of the Northwestern University Faculty Senate was held on May 16, 2018 at Scott Hall's Guild Lounge in Evanston, IL with videoconferencing to the Chicago campus in Wieboldt Hall 421. A number of Senators participated remotely. President Robert Hariman called the meeting to order at 5:08 p.m. A quorum was present, and the President noted the electronic approval of the April minutes.

President Hariman welcomed the Senate and gave a report. First, the Senate received a request from Professor Jackie Stevens to propose a resolution involving E-Verify, a program used by the United States Department of Homeland Security to determine the eligibility of employees for work. Current Northwestern policy requires all employees to use E-Verify. Professor Stevens pointed out that this policy is not required by law. President Hariman said the resolution in question will be sent to the Social Responsibility Committee for further review. He said Senate action may not be necessary as it might be feasible to craft a new policy regarding E-Verify relatively quickly over the summer.

President Hariman said the Senate leadership held their monthly meeting with the Provost and heard a presentation from Change Management on a proposed faculty fitness panel. This panel is a part of a process to address serious issues like drug or alcohol abuse or serious cognitive dysfunction among faculty that prevents a professor from doing their job. The faculty member would receive due process as well as the support needed to address their situation, while at the same time granting the administration the ability to protect the academic mission of the University. President Hariman said that he has been involved in developing the proposal, which the Senate will review in June.

During the April meeting, a Senator made a request to extend term limits beyond two terms. President Hariman said the Executive Committee recommended the current two term policy remain in place. The committee recognized the importance of continuity, but also realized the need for different perspectives, the need to avoid the fusing of departmental perception of the Senate with the perception of the

individual, the need to avoid the reality and the perception that the Senate is a club, the need to introduce more faculty to Senate participation, and to stay abreast of generational and other changes.

Another request was made asking that non-Senators be allowed to participate in Senate standing committees. The Executive Committee recommended that the current policy remain in place and only Senators be allowed to serve on Senate standing committees. The committee cited basic principles and practices of representative governance for their rationale. The question of membership on Senate special faculty committees was not addressed. President Hariman noted that changes to any of these policies can be made by the membership through revision of the Senate Bylaws.

Nominations for President Elect were presented. Previously, at the April meeting, President Hariman called for nominations. He received nominations for five candidates. The leadership then spoke with those individuals and from those conversations three candidates said they would not be able to serve as President Elect next year for various reasons. However, two candidates agreed to serve if elected. Because nominations were sent to President Hariman, he made the motion, seconded by members of the Executive Committee, to nominate Senator Lois Hedman and Senator Claudia Swan as candidates for President Elect. The floor was then open for discussion and additional nominations. A Senator, noting no other candidates put forth, made a motion to close the nominations. The motion was seconded and following discussion was approved.

The Senate heard reports from standing committee chairs.

The Governance Committee presented the following resolution to amend the Bylaws for second reading:

Resolved, That the Bylaws of the Faculty Senate be amended as follows:

Article III, Section 4: Strike out “after consultation with the immediate past and present members of the Standing Committees”

A modification of the text would be as follows:

Article III The Executive Committee:

Section 4: The Executive Committee constitutes the leadership of the Faculty Senate. Nominees for the chairs of the Faculty Senate Standing Committees will be recommended to the Faculty Senate by the President, Immediate Past President, and President Elect of the Faculty Senate ~~after consultation with the immediate past and present members of the Standing Committees~~ for a confirmation vote by the Faculty Senate at its first meeting in the Fall Quarter. Nominees must be members of the Faculty Senate at the time of their nomination. Faculty Senate Standing Committee chairs will serve a one-year term that is renewable.

The Senate voted on the Bylaws change. Through in-person and online votes, the resolution received a 52-0 vote in favor of the resolution [since the meeting the resolution passed and is now officially a Bylaw with two-thirds of the Senate approving of the amendment].

Following the Governance Committee's resolution, Lois Hedman, chair of the Faculty Handbook Committee, and Jennifer Cole, chair of the Faculty Rights and Responsibility Committee gave a report on faculty disciplinary and appeals procedures. The Senate reviewed and discussed Faculty Handbook revisions and flow charts on how the revisions will be implemented. The members also received, as a first reading, the text of a corresponding change to the Bylaws regarding the composition of the Committee on Cause. The committees asked for feedback from the Senators regarding these changes and said they will present final revisions for approval at the June Senate meeting.

The Student Affairs Committee then presented the following resolution:

Whereas student course costs have increased significantly over the past several decades, and
Whereas textbooks, software, laboratory materials, and other educational resources continue to be essential means for optimizing student learning, and
Whereas faculty do not have control over pricing these materials, and
Whereas students cannot avoid some costs and should not have to make course selection decisions or compromise course learning due to economic hardship,
Be it resolved that the Faculty Senate supports attempts to reduce or subsidize undergraduate student course-material costs without compromising student learning, and

Be it further resolved that this body calls upon faculty to assist cost control, including better coordination with the library to provide reserves of updated versions of course materials and software.

The Senate unanimously approved the resolution.

The Salary and Benefits Committee then reported recommendations to improve childcare benefits. The committee's four recommendations were as follows:

1. Provide backup childcare through Care.com
2. Make childcare subsidies portable
3. Explore options for on-campus childcare
4. Offer benefits per child, not per family.

The committee did note that a fifth recommendation had been recently addressed. The University increased from \$750 to \$1000 annually (effective 9/1/18) the provision of dependent care professional travel grants that provide financial support to allow Faculty to travel for research or conferences.

A motion to approved the recommendations was made, seconded, and approved.

Following committee reports, a Senator asked if anyone had contacted the Senate, and if not, could the Senate address the news that graduate student funding was restricted to five years. President Hariman said there are two issues at hand. One is the prospect of a second year of funding being provided by the University for STEM graduate students, which he said has been a priority all year. The second is the recent action taken regarding funding in the humanities, which he found upsetting. The Senate will address the issue of humanities funding going forward and a report from the Research Affairs Committee regarding STEM funding will be presented at the June Senate meeting. President Hariman added that the University Assembly on May 30 is an excellent opportunity to discuss these and other issues with the President and the Provost.

The meeting adjourned at 6:58 p.m.

Jared Spitz
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