

Northwestern University  
Minutes of the Faculty Senate  
Guild Lounge - Evanston, Wieboldt Hall 421 - Chicago  
June 6, 2018

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The regular monthly meeting of the Northwestern University Faculty Senate was held on June 6, 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 May minutes.

President Hariman welcomed the Senate and gave a report. In lieu of his traditional report, President Hariman responded directly to a complaint from a Senator regarding implementation of the ombuds program. President Hariman summarized the original ombuds resolution passed by the Senate last Spring. He then outlined the problems with the timeline and process of implementation: fifteen months with no evident progress and a thwarted expectation regarding the standing committee's role in the implementation of the ombuds program. He also detailed extrinsic reasons for the delay, which include administrative and Senate leadership turnover, delay in onboarding the new Provost, reluctance and request for further study from the Provost once he arrived, reorganization of the Provost's Office, complication due to the wellness program expansion, complication due to the Handbook revisions, and the discovery of the University deficit. He also reviewed his strategic and tactical decisions regarding the efforts to implement an ombuds program.

President Hariman then summarized the recent (positive) developments with regard to the ombuds program. Requests for an ombuds program have come from: graduate students; Organization of Women Faculty; Provost's Advisory Council on Women Faculty; those engaged in recent policy review and planning; a few deans and associate deans; and administrative staff (Evanston campus). Many have also recognized the importance of having an ombuds in light of the recent Handbook revisions surrounding faculty disciplinary and appeals processes. Finally, several Senators are pushing for more assertive advocacy.

President Hariman asked for advice from the Senators and listed several options for going forward. Several Senators liked the idea of proposing a working group of administrators and Senate volunteers to draft implementation proposals for the ombuds program this summer and early fall.

A motion was formally introduced:

The Senate proposes a working group of administrators and Senate volunteers to draft implementation proposals for a University Ombuds program (summer and fall).

The motion was seconded and approved.

An election was held for President Elect. Senator Lois Hedman was voted President Elect of the Faculty Senate for the 2018-19 academic year.

The Senate then went into closed session to hear a presentation from Edward Malthouse of the Honorary Degree Committee. Mr. Malthouse presented candidates for honorary degrees and the Senate voted on each individual.

The Senate returned to regular session and heard reports from standing committee chairs.

Lois Hedman, Chair of the Faculty Handbook Committee, and Andrea Bueschel, Associate Provost for Strategy and Policy, gave a report on Faculty Handbook revisions, specifically faculty disciplinary and appeals procedures. At the May meeting, Senator Hedman and Senator Jennifer Cole had presented their year-end review of the Handbook revisions. Senator Hedman noted some revisions that were added following that meeting and reviewed those changes with the Senate. Based upon feedback from the May meeting, the administration requested the Senate not vote on the revisions. In addition, several Senators asked for more time for departmental review of the material and to allow for the Senate to respond to their feedback.

Associate Provost Bueschel then presented the timeline for the last round of revisions. The Provost's Office will continue to collect responses this Spring on the areas under revision and then respond to feedback over the Summer. Then, by early Fall 2018 a draft of the Handbook revisions will be shared

with the Senate and key administrative staff in anticipation of a Senate vote on the final revisions at the first regular meeting in the Fall.

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:

Current Bylaws –

*Article I, Section 7:* The Faculty Committee on Cause provides an initial evaluation of appeals by faculty members in cases where the administration has imposed a minor sanction or is pursuing suspension or termination for Cause. Each fall, the Faculty Senate's Executive Committee will nominate seven Faculty Senate members to serve on the Committee on Cause. Two of the nominees must be non-tenure eligible faculty members. The President of the Faculty Senate will send the names of the seven nominees to the Faculty Senate's membership. The Faculty Senate will then consider those names and, by majority vote, approve the seven members of the Committee on Cause or propose other candidates to serve on the Committee on Cause.

A modification of the text would be as follows:

*Article I: Functions*

Section 7: The Faculty Committee on Cause ~~provides an initial evaluation of~~ **reviews** appeals by ~~faculty members in cases where the administration has imposed a minor sanction or is pursuing suspension or termination for Cause~~ **in connection with faculty termination and suspension proceedings and faculty grievance proceedings**. Each fall, the Faculty Senate's Executive Committee will nominate ~~seven~~ Faculty Senate members to serve on the Committee on Cause. **At least** two of the nominees must be non-tenure eligible faculty members. The President of the Faculty Senate will send the names of the ~~seven~~ nominees to the Faculty Senate's membership. The Faculty Senate will then consider those names and, by majority vote, approve the ~~seven~~ members of the Committee on Cause or propose other candidates to serve on the Committee on Cause.

A motion was made to amend the Bylaws revision to align with the most recent Handbook revisions by substituting the phrase “disciplinary appeal” for the word “grievance.” The motion was seconded and approved.

The Senate then voted on the Bylaws revision. Through in-person and online votes, the resolution received a 48-0 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].

President Hariman presented a Faculty Fitness Panel proposal that was drafted with Senate input and would become University policy. A motion was made to endorse implementation of the policy. The motion was seconded and approved by the Senate.

The Research Affairs Committee presented the following resolution to change STEM graduate student funding:

**Whereas**, The Graduate School (TGS) at Northwestern University provides five years/19 quarters of support to its doctoral-level graduate students, and

**Whereas**, In STEM fields, one year of that funding is derived from TGS monies. Funding for the remaining four-plus years of support are provided through the faculty advisors’ grants and research funds, at a cost of \$65,926.40 (includes stipend, tuition and overhead) per student annually, and

**Whereas**, The single year of university-supported funding makes it difficult to recruit outstanding faculty and graduate students when Northwestern’s peer institutions are offering two or more years of university-supported funding for STEM graduate students, and

**Whereas**, recruiting outstanding faculty, junior faculty, and graduate students is integral to achieving the University’s stated goal of reaching \$1 billion in research funding, and

**Whereas**, providing improved support for outstanding faculty and graduate students advances the University’s commitment to academic excellence, therefore, let it be

*Resolved*, That the Northwestern University Faculty Senate strongly encourages the Provost's Office and subsequently, TGS to increase the amount of university-funded support by one year to STEM faculty in order to support the graduate students in their field for a full two years. This change does not increase the stipend to the students on an annual basis.

Note: This proposed change has no impact on students' funding packages, it merely shifts the allocation of some resources from the individual faculty advisor to The Graduate School.

The resolution was approved by the Senate.

President Hariman opened the floor for old business. A Senator recalled the Senate's obligation to nominate Senators to serve on the University's copyright committee. The Senator emphasized the importance of the committee in an attempt to ensure the Senate continues to remain involved in copyright policy at Northwestern.

President Hariman then opened the floor for new business. President Hariman introduced the following motion, endorsed by the Faculty Senate Executive Committee, honoring Past President Edward F.X. Hughes' service:

**Whereas**, Dr. Edward F.X. Hughes has served four consecutive years in the Senate presidential leadership, and

**Whereas**, during that time he has contributed mightily to the development of the Senate as an effective organization dedicated to shared governance on behalf of academic values and faculty interests, and

**Whereas**, he has always done so with a rare combination of persistence, generosity, and graciousness, and

**Whereas**, this service goes beyond the normal three-year term in presidential leadership and well beyond expectations for academic citizenship,

**Be it resolved** that the Faculty Senate confers on Dr. Hughes the honorary title of **Past-Perfect President**, and

**Be it further resolved** that this body expresses its profound appreciation for his contribution to the Senate and the University.

The motion was vociferously seconded and approved.

President Hariman then thanked Senate staff, President Elect Baron Reed, Senate Parliamentarian Roger Boye, the Executive Committee, and the entire Senate for their hard work and dedication all year.

President Elect Baron Reed proceeded to honor President Hariman's tenure as President of the Faculty Senate. President Elect Reed praised President Hariman for the tremendous amount of work he did this year, both behind the scenes and publicly, to improve the University for all. He also credited President Hariman as playing an integral role in reinforcing the Senate's commitment to shared governance. The Senate very clearly agreed.

The meeting adjourned at 6:45 p.m.

Jared Spitz  
Administrative Coordinator