

Northwestern University
Minutes of the Faculty Senate
Guild Lounge - Evanston, Wieboldt Hall 421 - Chicago
October 16, 2019

The Northwestern University Faculty Senate held the first meeting of the 2019-2020 academic year on October 16, 2019, at Guild Lounge in Evanston with videoconferencing to the Chicago campus in Wieboldt Hall 421. A number of Senators participated remotely. President Lois Hedman called the meeting to order at 5:04 p.m. A quorum was present.

The President welcomed the Senate, introduced the Senate leadership, Senate staff, and parliamentarian. She also noted that the minutes from the June 5, 2019 meeting were approved and entered into the record.

The President then began her report.

The President said the Senate is beginning with only four vacant seats, the lowest in its 10 year history. She attributes this to the Senate's visibility and growth in stature, a multi-year effort on the part of past Senate leaders who remain dedicated to shared governance at Northwestern. The President said the most recent and exciting measure of this commitment was the announcement of a professional ombuds office that will serve students, faculty, and staff beginning in the academic year 2020-2021. Two senators—Karen Springen and Laurence Marks—sat on the taskforce that followed the recommendation of the Senate. The President thanked them for their service.

The President said the Faculty Senate continues to be included on, and serves as consultants for numerous University committees: Past President Baron Reed serves on the committee charged with selecting Vice President of Human Resources; Senator Robert Hariman chairs the search for the NUQ dean; Senator Karen Springen serves on the committee charged with selecting the Vice President for Student Affairs; Senator Joshua Chambers-Letson serves on the committee charged with selecting the dean of the School of Communications. Additionally, Assistant Provost for Diversity and Inclusion Mónica Russel y Rodriguez has asked that Senate occupy a standing seat on the University's Diversity Council.

The President said that she and the Senate leadership plan to begin integrating communications between the Senate standing committees and the deans and associate deans this year. In addition, the leadership will begin to develop a draft of sanctioning guidelines for use across schools.

The President said she just reconstituted the Copyright Committee because a faculty member wrote to her with a concern regarding language in a contract the faculty member was asked to sign with the School of Professional Studies in association with developing an online course.

The President requested senators please share the email sent on behalf of Senator Bob Gordon, Chair of the Salary and Benefits Committee, with their departments, and to contact Senator Gordon if they have any concerns about employee benefits.

The President said the Higher Ed News Digest, compiled by Faculty Senate Research Assistant Tricia England, and which goes to all senators and any faculty who request it, will return again this year (The first edition went out on Friday, October 18).

The President called attention to two upcoming events: the Faculty Assembly on November 13, held in the auditorium of the James L. Allen Center from 2:00-3:30 p.m., as well as the luncheon with the Board of Trustees, which will take place on Friday, November 15 from 12:00-1:30 p.m. in the atrium of the James L. Allen Center.

Finally, the President ended her report by recognizing two outstanding achievements: Senator Emmy Murphy from the Math Department received the prestigious New Horizons Prize over the summer. And Past President Reed was appointed the Director of the Society of Fellows, a key component of the Faculty Pathways Initiative, which was recently developed by the Provost Office in close consultation with the Faculty Senate.

Following the President's report, an honorary degree nominee was presented by Senator Robert Hariman of the Honorary Degree Committee. A vote was then held to confirm the nominee.

The President entertained a motion to confirm the chairs of Faculty Senate Standing Committees. The motion was made and seconded, and the Senate confirmed the chairs as follows: Senator Robert Hariman, Budget & Planning Committee; Senator Allan Horwich, Committee on Cause; Senator Claudia Swan, Educational Affairs Committee; Senator Nick Marchuk, Faculty Handbook Committee; Senator Jennifer Cole, Faculty Rights & Responsibilities Committee; Senator Mark Witte, Governance Committee; Senator Elsa Alvaro, Non-Tenure Eligible Committee; Senator Robert Holmgren, Research Affairs Committee; Senator Robert Gordon, Salary & Benefits Committee; Senator Lilah Shapiro, Secure Faculty Survey Committee; Senator Joshua Hauser, Social Responsibility Committee; Senator Karen Springen, Student Affairs Committee.

The President entertained a motion to confirm the members of the Committee on Cause. The motion was made and seconded, and the Senate confirmed the members as follows: Senator Allan Horwich (Chair); Senator Celia O'Brien; Senator Lilah Shapiro; Senator David Uttal; Senator Belma Hadziselimovic; Senator Hao Zhang; Senator Sarah Bartolome; Senator Hermann Riecke.

The Senate then heard a [presentation](#) from CAPS Director of Clinical Services David Shor. Before that, Director Shor said that he also teaches a course on emotional intelligence in McCormick. He also cited some relevant data: CAPS saw 3200 students—undergraduate, graduate, and professional—which is an 18 percent usage rate. About 40 percent are graduate students.

Director Shor then took questions from senators.

Senator Steve Carr asked what a professor should do when a student self-medicates with over the counter or prescription drugs. Director Shor said this can be common, particularly when students are using medications to increase their study time and perceived focus. But he said that he always tells students it is a medication if the bottle has your name on it and if it was prescribed by a doctor. Otherwise, it is a drug. He also said the psychiatrists at CAPS are extremely conservative when prescribing any drugs, but especially ADHD medication.

Senator Micaela di Leonardo thanked Director Shor and said that when he broached the topic of crisis intervention it brought to mind Atatiana Jefferson, a black woman who was recently shot by an officer while inside her home after a distress call. She said there is a more present danger for students of color when police are involved. Considering this, she asked how CAPS handles crisis situations when police may need to intervene. Director Shor said that CAPS has partnered very closely with NUPD and has done significant training with NUPD officers. He also said that CAPS only requests police intervention when people are a danger to themselves or others. CAPS talks to the officers when they arrive and give a full behavioral description before the officers interact with the student. CAPS also asks students if they would prefer an officer of a specific demographic.

Senator Karen Springen said that for years students have asked for improvements to CAPS services and to increase the number of counselors working at CAPS. She then asked how many CAPS staff members there are and what the average wait time is for students. Director Shor said “enough” is always a key word. One notable example, he said, was at Ohio State where they hired 20 additional counselors to try and eliminate wait times. Knowing this, the number of students using Ohio State’s services increased dramatically and there was still a wait list. So, enough is elusive, he said. Currently at Northwestern, there are 17 clinicians in Evanston and 3 in Chicago. He said CAPS also has psychiatrists who only see students in therapy or if there is a crisis.

President-Elect Therese McGuire asked about the trends among students as the demand for CAPS services has risen. Director Shor said demand has been a straight upward line. About ten years ago, CAPS utilization rate was about 12 percent. Now it is 18 percent. This is a good news/bad news situation where the good news is mental health care is generally less stigmatized and the bad news is students face more and more pressure every year before they arrive at Northwestern. He said this is why anxiety has overtaken depression as the most prevalent mental health concern among college students.

Senator Laura Beth Nielsen asked what a professor should do if they see a student clearly having a panic attack during an exam. Is it best to wait until the end of the test, pull them aside, or should an

announcement be made at the start of class about the services that are available? Director Shor said it is a good idea to have the resources available listed in the syllabus. Not only does this provide relevant information, but it also identifies the professor as a mental health ally. Listing the resources can also be a segue to a prefatory statement during an exam.

Senator Bob Gordon asked a follow-up question about the tension students face prior to attending Northwestern. He said that arriving at Northwestern already places students among the most successful of their peers. Yet, because of the standard grading system, around one-third of the students will receive C's in their first year courses. Senator Gordon asked how much of the anxiety students are experiencing is a result of unreasonable expectations. Conversely, how much of the reason students get C's is due to the stressors students face prior to college. Director Shor said that students absolutely come to Northwestern with mental health concerns. There has been an increase in students getting treatment prior to attending college. As to the questions of grades, Director Shor said he refers to this phenomenon as the double bell curve. First, in high school, students are at the top end of the curve. When students reach Northwestern, though, the competition is stronger and a whole new bell curve is made out of the high end of the high school bell curve. Unfortunately, many students see this as failing in the second competition, he said.

Senator Carol Schmidt asked what percentage of students are seeking out mental health treatment before they enter college and what percentage of students take medication when they enter college. Director Shor said there is no pre-screening done before students enter Northwestern. HIPPA and other confidentiality rules prevent Northwestern from tracking this type of data.

President Lois Hedman asked what students take the course Director Shor referenced earlier and does it help them understand their own emotional intelligence better. Director Shor said his course is open to students across the University. He said students enroll in the course for a number of reasons. Some students indicate they want to improve their self-expression and interpersonal skills. Others think they are already succeeding and they see the course as a good fit. He also said they do a pre and post-test of

emotional intelligence. One datum worth highlighting is the significant improvement in stress management among Pell-eligible students.

Senator Sue Pechter asked : If a student is in a crisis situation and the professor has convinced them to seek help at CAPS and the professor is concerned they might not go, is it helpful to call CAPS to notify them the student plans on coming? Director Shor said absolutely yes. Senator Pechter asked a follow-up: If they do show up in a crisis, will they be seen right away? Director Shor said he cannot guarantee it will be right away because their crisis team uses the urgent care model. He said if they are able to wait, they will be seen that day. If it is a visible crisis to other people, they will move up in the cue. Senator Pechter asked another follow-up: If a student is in crisis, but will not go to CAPS, is there anything a professor can do besides contact their advisers? Director Shor said people do have the right to decline CAPS services unless they are a risk to themselves or someone else. He did however say that CAPS this quarter is working on creating a database of vetted local clinicians. The database can be sorted by insurance, demographics, specialization, etc. and will be published online soon.

Senator Helen Thompson asked how professors can best handle students who have missed multiple classes without contacting the professor, but then later return to say they were experiencing depression or having an episode. Director Shor said it would benefit everyone if students are registered at AccessibleNU. This way you receive an alert beforehand. Again, he said to refer back to the syllabus and ask students to seek out AccessibleNU if they have had a history struggling with mental health issues.

Senator Judy Franks asked what a professor should do when students contact them late in the evening when the professor is off campus and they are not there to provide assistance. Director Shor said one number to call if the students are off campus is the dean on call service (in the NUHelp app). There is a residents director hotline for students who live on campus. There is also a CAPS after hours resource.

With no new business, the meeting adjourned at 7:06 p.m.

Respectfully submitted,

Jared Spitz

Secretary to the Faculty Senate