

Northwestern University  
Minutes of the Faculty Senate  
Videoconference  
November 18, 2020

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The Northwestern University Faculty Senate held its standing monthly meeting on November 18, 2020, over Zoom videoconference. A number of Senators participated remotely. President Therese McGuire called the meeting to order at 5:01 p.m. A quorum was present.

The president noted that the minutes from the October 15, 2020 meeting were approved and entered into the record.

The president then introduced Senior Vice President for Business and Finance Craig Johnson and Feinberg School of Medicine's Vice Dean for Diversity and Inclusion and Chief of Cardiology Clyde Yancy, who was recently announced Chair of the Community Safety Advisory Board.

Senior Vice President Johnson opened his remarks with a rundown of initiatives that have been implemented since June. Northwestern, he said, hired a couple of consultants to examine its security practices, operational approach, and communications with the community. He added that the results of the consultants' examination will be available in the winter quarter and the administration will share them with the broader community. One of the early results of the consultants' conversations was a reformulation of the Community Safety Advisory Board. Additionally, he said the University produced a document laying out demographics, budget, and all other aspects of Northwestern's Department of Safety and Security. The administration is also initiating a series of conversations with students, faculty, and staff. Senior Vice President Johnson then introduced Dr. Yancy.

Dr. Yancy said that he began as chair of the Community Safety Advisory Board fifteen days prior to the meeting. He said he agreed to become chair because he is concerned. He expressed a deep desire to do everything he can to help Northwestern continue to lead as it always has but at an even higher tier than it's ever achieved before. He truly believes the premise of this endeavor is sound: to do a pivot, to exercise a new period of listening, to start with a clean slate, providing a voice to all stakeholders, and find a way to reimagine safety on campus. Dr. Yancy continued by saying that he intends to bring

science to this endeavor. Whether the target is healthcare or in the case of chairing this Board (security), he mentioned some fundamental principles and overlap in those two areas, like what are the greater goods and discovering pathways that lead to a beneficial result for all parties involved, particularly those that have been aggrieved. Highlighting his process, Dr. Yancy said the committee must first identify the problem, which in his view is to make certain Northwestern has a safe campus. Then, the Board must determine the process that will be most effective. He said he and the administration have already had conversations with the Faculty Senate, with ASG (Associated Student Government), with staff leadership, and he added that he is very interested in speaking directly with the students who have vociferously argued for reform. In having these conversations, he expressed a clear desire to listen and understand the lens each group is using and determine the outcome each group wants. After these discussions, he said the Board will aggregate what they've learned and then come up with a list of possibilities. He acknowledged that committees and advisory boards hardly ever deliver exactly what's expected of them. However, Dr. Yancy said he has a deep conviction to support Northwestern, higher education, and students to try and discover a new vision of what they think campus safety should look like.

The president then opened the floor for questions.

Senator Fred Turek asked if there have been problems with the Northwestern Police Department in the past. Dr. Yancy said this was similar to the question he asked when he agreed to chair the Board. After doing a deep dive into the history of policing on campus, he said there doesn't seem to be an explicit report that targets Northwestern security. At the same time, he said, perception remains important, and if the perception is that the environment is toxic and prejudicial, then the University needs to understand the source of that perception and find a way to address it. He added that even small affronts have a cumulative effect and he does not want to dismiss those concerns if that is in fact the case. Senior Vice President Johnson said that there is clearly concern in the Northwestern community and in the country with the history of the police and structural racism. He said that changes do need to be made and accountability has to be in place, and that is the intention of this advisory board.

Senator Karen Alter said that she scheduled a mental health day in her class near the election because students were stressed. One of the students during that time brought up the protests, she said. The inflection point according to her students was the email from President Schapiro. Senator Alter said

that perhaps it wasn't a particular event, but instead what is happening nationally affects and shapes the students world. In light of that, President Schapiro's response caught the students off guard in her estimation. She added that she thought this Board was a great idea because what the students need is to be, and feel, heard. Dr. Yancy applauded Senator Alter for speaking up because what she articulated is a small version of what the Board hopes to replicate on a bigger platform. Dr. Yancy said that he grew up in the deep South, and as a black man he understands the anxiety and tension one feels seeing a uniformed officer, even when following all the rules. He said that in Evanston, students live on and off campus. It is their home. As such, the environment there becomes incredibly important. Making the campus a safe space must be a priority.

President-Elect Bob Holmgren asked how the Community Safety Advisory Board will be different from the previous Police Advisory Board, and how the result might be different as well. Dr. Yancy said he is unaware of the Police Advisory Board and he wants to remain that way so he can keep a fresh slate for the work ahead. Looking simply at nomenclature, he noted that the new committee is not a police oversight board, but rather a community safety initiative. Senior Vice President Johnson agreed and added that they inherited a system and want to start over. The president followed up and asked if the Police Advisory Board was still in existence. Senior Vice President Johnson said it was not and that the Community Safety Advisory Board would be replacing the Police Advisory Board. As for membership, Dr. Yancy said there will be faculty, students, and administrators on the Board. He said he is targeting a 10+1 membership with Dr. Yancy being the plus one.

Senator Hao Zhang said his department (biomedical engineering) recently formed a committee led by two minority faculty members. They are having internal discussions and also conversations with their students about matters related to diversity. He asked if Dr. Yancy would be interested in hearing about what they discover. Dr. Yancy said absolutely and asked Senator Zhang to contact him by email.

Past President Lois Hedman said she thought the message tonight about listening and being open-minded is key, and she expressed hope that this will be the tenor of the conversation moving forward. Dr. Yancy agreed and said that the Board wants to tackle the big questions.

The president said that the campus sits in the city of Evanston and much of what has happened—both the student protests and the police response—has occurred off campus in the city. She asked how the

administration and the Board are thinking about the campus in a city. Dr. Yancy said that point is precisely why the Community Safety Advisory Board is necessary. There must be a security component that advocates on behalf of the campus with the Evanston Police Department. Senior Vice President Johnson said that the University has a memorandum of understanding that dictates jurisdictions and responsibilities. He said the report he referenced earlier shows how far back that understanding goes. The University is looking at everything, and he said the relationship with the City of Evanston will be a part of that review. He added that they (Evanston and Northwestern) both must do better and hold each other accountable. Dr. Yancy extended an invitation to everyone on the Senate to reach out to him if they have thoughts on this matter and any other issue they might see as relevant.

Senator Judy Franks asked what the adoption process will be for the Board once a recommendation is reached. Senior Vice President Johnson said the Board will send recommendations to President Schapiro, Provost Hagerty, and to him, and it will be their job to implement them.

The president thanked Senior Vice President Johnson and Dr. Yancy for coming to speak with the Senate.

The president then began her report.

The president said that she is serving on the search committee for the new Chief Investment Officer. That search is currently underway. The University Policy Review Committee has formulated new policy for staff positions called the Diverse Candidate Slates Policy. Vice President for Human Resources Manuel Cuevas-Trisán asked for feedback on the policy from the Faculty Senate and the president sent it to the chairs of the Faculty Rights and Responsibilities Committee and the Research Affairs Committee. As was noted earlier, the president said the Community Safety Advisory Board will have at least one member drawn from the Faculty Senate. She said the Senate will hear from three committee chairs, each of whom is working closely with administration on crucial projects. She noted that the collaborative working relationship between the Faculty Senate and central administration remains strong.

Senator Ceci Rodgers, chair of the Faculty Handbook Committee, presented changes to the Faculty Handbook, which can be found on the [Provost's](#) and [Faculty Senate's](#) websites. Senator Rodgers said

these changes were implemented as a result of mandated federal guidelines on Title IX and they are consistent with the new federal Title IX policy. She reminded Senators that representatives in the Provost Office, the Office of Equity, and the Office of General Counsel detailed each of the changes at the October Faculty Senate meeting. Senator Rodgers then moved to submit the changes to the Faculty Senate for their approval. The motion was seconded and then approved by the Senate.

The Senate then heard Standing Committee reports.

Senator Harris Feinsod said the Faculty Rights and Responsibilities Committee was charged this year with reviewing new academic freedom language proposed by the 2018-2019 Faculty Handbook Committee, but which has subsequently laid dormant due to the complexities over the last year. He said the committee requested comments from the Provost Office on the proposed changes and are endeavoring to craft a revision based on the helpful feedback they received. He also noted that there is no disagreement on the main points of the revision, which were to ensure the rights of NTE faculty and to also take into account issues surrounding public scholarship and the advent of new communication platforms. Senator Feinsod said that once their revision is complete, they anticipate sending the language to the current Faculty Handbook Committee and then on to the full Senate.

Senator Dan Foltz said the Research Affairs Committee met in October. This is the first year the committee will be holding regular meetings with Vice President for Research Milan Mrksich. Senator Foltz said that Vice President Mrksich gave an update on a matter from last year—issues with the timing of submissions to the Internal Review Board (IRB). Accordingly, the administration has added two new positions to IRB, although they have yet to be filled. Senator Foltz said they also discussed COVID preparedness and potential restrictions to research with the Vice President. He said the only other issue the committee addressed was the Diverse Candidate Slates Policy. The committee commented that the research labs are very dependent on staff hiring and recommended more input from the stakeholders.

With no new business, the meeting adjourned at 5:44 p.m.

Respectfully submitted,

Jared Spitz

Secretary to the Faculty Senate