

Northwestern University
Minutes of the Faculty Senate
Guild Lounge - Evanston, Wieboldt Hall 421 - Chicago
November 20, 2019

The Northwestern University Faculty Senate held its standing monthly meeting on November 20, 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 and noted that the minutes from the October 16, 2019 meeting were approved and entered into the record.

The president then began her report.

The president thanked those who were able to attend the Faculty Assembly the week prior. She said she felt it was a great opportunity for the panelists to showcase the breadth of the work being done at Northwestern. While that portion of the meeting did stretch longer than anticipated, the president said she hoped faculty came away from the meeting with knowledge of the resources available for extending the reach of their work. During the second half of the meeting, President Schapiro primarily addressed faculty questions. The Senate president said the topics covered ranged from the budget transition from deficit to surplus, priorities for spending once the budget tightening is relaxed, plans for building renovation going forward, University police response to the protest of Jeff Sessions' visit and President Schapiro's remarks about the choice of Jeff Sessions as a speaker, and why Northwestern does purchase student names from the college board. Additionally, Provost Holloway was asked to provide an update on the current climate at the NU-Q campus. During the transition to the new dean, some longstanding issues are being raised by the faculty and students there. The president said this has created an opportunity for the administration in Evanston to be in closer communication with NU-Q. Similarly, the Faculty Senate leadership will also be holding a virtual meeting with the faculty from NU-Q during which the Senate leadership will both listen to their concerns and hear strategies they have come up with to address some of their concerns. The president expressed hope that this is the beginning of regular communications between the faculty at NU-Q and the Senate.

The president also thanked those senators who attended the Board of Trustees luncheon. The topic was the changing student body. Conversation was centered around the changing demographics in the student body, and how best to support those students while maintaining academic rigor and Northwestern values. The president said she heard a lot of positive feedback from the discussion at the individual tables. She also reiterated the importance of the luncheon as it is the only opportunity the Senate has to interact with the Board. She noted that at Big Ten Academic Alliance this year it was clear Northwestern was an outlier in terms of the limited contact it has with the Trustees.

The president then provided an update on the proposed changes to the Faculty Assembly Bylaws. Last year, the Governance Committee recommended changes to the Assembly Bylaws that were intended to bring policy in line with practice. The Governance Committee planned to present the proposed changes to the full Assembly in May. However, the Office of Administration and Planning asked the Senate to delay the proposal because the Board was currently revising how changes to the Statutes are made. The Senate reintroduced this idea in the fall, but instead of moving forward the Senate has been asked to engage in a more rigorous review process before changes to the Statutes are proposed. Unfortunately, the president said, no such process exists and the Senate leadership and the Governance Committee is currently working with the Office of Administration and Planning on developing one.

The president said she was recently asked to join the Associate Vice President for Equity advisory group for the upcoming search for the current open position. The advisory group is chaired by Vice Provost Lindsay Chase-Lansdale. A community email will be sent out soon with more details about the process. Senators and faculty can also provide feedback about both the position and any suggestions for nominees at the following email: AVPEquitysearch@northwestern.edu.

Lastly, the president read two announcements from the Provost's Advisory Council on Women Faculty: 1. There will be a national public summit among all the academies on the prevention of sexual assault and harassment on campus. Anyone can join online and is encouraged to do so. 2. The council also wanted the Senate to be aware of a pilot mentoring program. Faculty in their third year, who were recommended by their deans, are participating in a six month trial where they will be placed in small groups to receive mentoring. The mentors for these groups are also being trained. Assuming the feedback is positive, there is room for expansion.

The Senate then heard reports from standing committees.

Senator Claudia Swan, Chair of the Educational Affairs Committee, provided a progress report on their work thus far, mainly focusing on [CTECs](#) (Course and Teacher Evaluation Council). In September, an article in Inside Higher Ed announced that the American Sociological Association issued a statement urging all colleges and universities to refrain from using student evaluations in high stakes personnel decisions or as the sole measure of teaching effectiveness. Senator Swan said this statement has now been endorsed by twenty other professional academic associations. As background, two years ago the Educational Affairs Committee presented a resolution that was passed by the Senate recommending the University revise CTECs. Simultaneously, the Provost Office established a committee to reimagine CTECs. The Educational Affairs Committee also continues to gather information and would like feedback from departments via the Senate on the uses of CTECs and the ways in which they are not useful. Senator Swan said this would lead her committee down the path of a resolution asking the administration to take a stance on CTECs, effectively eliminating their use in only high stakes personnel decisions. Finally, Senator Swan said her committee is also looking into co-teaching and team teaching at Northwestern and invited any feedback faculty might have in regard to that. The president then asked how feedback would be relayed and Senator Swan said directly to her email or to anyone else on the committee.

Senator Karen Springen, Chair of the Student Affairs Committee, also gave a status report. She said that there are over 22,000 students at Northwestern, over 17,000 are full-time. She also shared the demographics for the class of 2023: 12.6% Latino; 22.7% Asian-American; 10.2% Black or African-American. A quarter of all full-time students are international, which Senator Springen is much higher than she expected and also tends to feel overlooked. Accordingly, her committee plans to meet with the international grad student leaders later this month. Another issue the Student Affairs Committee has been working on is allowing students to use their preferred names and pronouns in the directory. The president and Senator Springen met with the head of the registrar and IT to see if this would be possible, following up on a resolution passed by the Senate and Associated Student Government last year. They hope progress will be made, but technologically it is very complicated. In the meantime, she lobbied for Senators to put their preferred pronouns in their email signature to signal they are allies of this cause. She also shared information with Senators about [open educational resources](#) and the benefits of creating such materials.

Senator Robert Holmgren, Chair of the Research Affairs Committee, said the committee is working on a number of issues developing this year. Last year, he said the committee focused their attention on pre and post award support within the Office of Sponsored Research. Anecdotal evidence suggests the issues have improved. This year, Senator Holmgren said the Provost Office has constituted a committee to look at the allocation of research space on the Evanston campus. He said this is obviously a very important issue for research faculty and the committee will monitor the committee's findings as it evolves. Coupled to that, he said is the search for the new Vice President of Research and the hope that the search will conclude in February. Senator Holmgren said the Provost is supportive of either the Interim Vice President of Research or the new Vice President of Research speaking to the Senate in the near future. Finally, an external event of great concern is the National Institute for Health is changing its criteria for evaluating training programs in the life sciences. One of the changes they will make is all mentors of graduate students must complete mentor training. They are also changing the criteria by which graduate students courses will be evaluated. He said these changes will have wide reaching effects and the Research Affairs Committee will follow these changes and their effects, and will also hopefully have input in how they are resolved.

The president asked a follow-up question about what research space allocation looks like currently on the Evanston campus. Senator Holmgren said most research space is allocated to departments. Occasionally this shifts, and when it does these decisions are made by the dean or at the provost level. He said, however, those shifts are few and far between. The concern, Senator Holmgren said, among faculty on the Evanston campus is that a model more typical of a medical school—space allocated by the amount of money brought in or research dollars per square foot—might be imposed on Evanston. The Provost, he said, absolutely agrees with the committee that the medical school model is not the appropriate model for the Evanston campus. Senator Elsa Alvaro then asked if there was space that has not been allocated already, like the two recently opened floors in Mudd Library, and is Mudd a part of this study. Senator Holmgren said many groups have had their eye upon that space because there will not be any new buildings in the foreseeable future. He guessed that the group constituted by the Provost to look at space allocation is establishing principles to follow. Senator Angela Lee said there were concerns among faculty in her department about delays in the IRB approval process. Senator Holmgren said that is very good information to have and promised to look into the matter.

New business was raised by Senator Robert Hariman. He said earlier that morning a faculty member from his department asked him to bring the following resolution to the Senate:

U.S. Academia Joint Statement On the Escalation of Tensions in Hong Kong and at the Polytechnic University of Hong Kong

We urge politicians around the world, especially those in the United States, to exert pressure on Hong Kong's Chief Executive, Carrie Lam, and the Hong Kong Police Force (HKPF), to call off violent crackdowns on pro-democracy protesters, and answer the remaining four demands put forth by the protesters.

Throughout the past few weeks, we have seen a substantial amount of arrests, followed by a shocking number of unexplained disappearances, "suicides", and police rape. Additionally, the HKPF has widely used the word "cockroaches" to dehumanize the protesters. Merely over the past two days, the violence inflicted by the HKPF against the Hong Kong protesters (mainly students) has escalated to unprecedented levels. The HKPF threatened the students with the use of live ammunition on the campus of the Polytechnic University of Hong Kong (PolyU), and subsequently invaded PolyU with brute force at 5:32AM, November 18, Hong Kong Time. Anyone on the Polytechnic University campus, including students, professors, emergency workers, journalists, passersby, and even first aid providers are now being targeted indiscriminately by the hands of lawless and vindictive police officers. The riot police are equipped with AR-15 rifles and authorized by HKPF senior officials to use lethal force. The police also chanted "We want a replay of Tiananmen Square Massacre!" and declared that they were on their way to "slaughter the cockroaches" as they marched onto campus.

The HKPF blockaded the campus, isolating hundreds at the University including first-aid providers and journalists in addition to the protesters. HKPF made arbitrary arrests of medical staffs and first-aid volunteers, and brutally infringed the rights to seek medical treatment. Additionally, HKPF ambushed ambulances and the university medical center to disrupt the treatment of the injured protesters. The police refused to negotiate with the coalition of pan-democrat legislators, the Auxiliary Catholic bishop of Hong Kong, and current and former university vice chancellors. Despite all of this, the Principal of PolyU has taken no effort in negotiating the students' safety with the HKPF.

Chief Executive Carrie Lam must reverse the blanket ordinance on lethal force and facilitate a de-escalation. The unsolicited deployment of People's Liberation Army in Hong Kong not only escalates tension in Hong Kong, but also patently challenges the “One Country Two Systems” principle and threatens Hong Kong’s autonomy. British politicians already contacted Carrie Lam with these concerns. As 85,000 American citizens are currently residing in Hong Kong, the United States government must take action to restore the safety of its citizens in threat.

WE [...]

are calling upon the United States government to take all necessary economic and diplomatic steps to avert potential bloodshed. We urge:

The United States Federal Government to offer necessary measures of protection to all American students in Hong Kong and Hong Kong students in the United States.

The Senate to immediately vote for the Hong Kong Human Rights and Democracy Act (S. 1838), and for the House of Representatives and Senate to accelerate the subsequent conference committee process in order to reconcile the differences between competing versions of the bill.

The Trump administration to issue a statement of potential revocation of Hong Kong’s special trade status as guaranteed under the United States-Hong Kong Policy Act in the event of a large-scale violent suppression in Hong Kong.

The United States government to impose Magnitsky-style sanctions on Hong Kong and Chinese policymakers, senior police officials, and Chinese government officials responsible for the escalation of violence.

After review of the resolution, the floor was opened for discussion.

Senator Angela Lee said she was born and raised in Hong Kong. She added that she was also there for two months over the summer. As such, she has been following these events very closely and expressed her openness to answer questions should they arise.

Senator Karen Springen asked who wrote the resolution and were there any issues with the sourcing. Senator Hariman said he did not know who authored the resolution, in part because the circulation was so wide. Hariman reported that he had asked Senate Researcher, Tricia England, to review all the sources. She determined that all were fine. She had a minor concern in the third paragraph, last sentence. She said this statement, that the principal of Poly U has made no efforts to negotiate on behalf of the students, is not quite accurate factually, (he has issued statements and has been involved in some negotiation) but it is generally the case that the principal has not quite been adequately involved. Senator Lee offered more context by saying that when the police was on the Chinese University of Hong Kong campus a few days prior, the president of CUHK attempted to negotiate with the police and was hit with tear gas. When police clashed with protesters at PolyU, the PolyU president made a video plea to students to surrender while also promising they would not be subject to brutality upon arrest, but was otherwise absent.

President-Elect McGuire asked who are the representatives that signed on from each university and what happens if the Senate votes in the affirmative. Senator Hariman said he did not know who signed on behalf of specific universities. Senate Researcher England clarified that signatories did provide their contact information, so it can be traced back to them if necessary. Senator Hariman added that if the Senate votes in favor of the motion then they would sign on to the statement and share their support publicly.

Senator Judy Franks said that because both chambers of congress have adopted a bill admonishing the Hong Kong government's response to the protests, she was unsure why the Faculty Senate needed to weigh in. She then asked what the Senate's mandate was relative to the U.S. government's actions. Senator Lee said it would mean a lot to the protestors in Hong Kong that not only the government, but the people in the United States back them.

Past President Baron Reed suggested that the statement be sent to peer Faculty Senates signaling to them the level it has risen to within universities. He said it was largely symbolic at this point, but it is important nonetheless.

Following discussion, the president called the question and the motion passed.

The meeting adjourned at 6:11 p.m.

Respectfully submitted,

Jared Spitz

Secretary to the Faculty Senate