

Northwestern University

Minutes of the University Faculty Assembly Meeting of June 2, 2014

The University Faculty Assembly held its second and final meeting of the 2013-14 academic year on Monday, June 2, 2014 in Pancoe Auditorium on the Evanston campus, with a video conferencing connection to Wieboldt Hall 421 on the Chicago Campus. The meeting was called to order at 4:40 PM by Faculty Senate Chair Stephen Eisenman. Approximately 125 faculty and administrators were in attendance.

1. Welcome by NU President and Assembly Chair Morton Schapiro and Faculty Senate Chair

Stephen Eisenman: Faculty Senate Chair Stephen Eisenman welcomed everyone and made the opening remarks. He thanked Dan Linzer and Morton Schapiro for recently increasing support to the Faculty Senate and to the Faculty Senate Chair, which made a strong statement of the value the administration places on shared governance. Chair Eisenman also thanked Babette Sanders, Edward Hughes, and other people on the Senate who assisted in formulating the appropriate proposal to the administration. Assembly Chair and NU President Morton Schapiro also made opening remarks and introduced the first agenda item.

2. Announcements concerning Special Senate Committees on Salary and Benefits and Climate

Change: The Faculty Senate, under the leadership of Stephen Eisenman, recently established two special committees; one to closely examine Faculty Salary and Benefits and the other to investigate Climate Change and the Anthropocene. Michael Schmitt, Chair of the Salary and Benefits Special Senate Committee, explained the purpose of the committee which is to take a closer look at benefits for faculty and lecturers and to compare the findings to peer institutions and also school by school and department by department. In particular the question is whether the scale is correct, whether adjustments might be advised, but also to check that there are no inequities based on gender, race or any other criteria. There will be a review of policies concerning setting the scale of raises and furthering benefits, and finally making a consideration of the priority of faculty salaries in relation to other priorities at the university. The plan is to gather quantitative and qualitative data, make queries, and draw conclusions by this coming Fall or Winter, and then in the Spring audit the work and revise as necessary to ensure it is complete, thorough, and correct. A final report is expected in September 2016.

Stephen Eisenman explained that while NU has undertaken serious examinations of the issue of planet change, the Faculty Senate felt that examination needs to be broader, deeper, and more ambitious. As a result, the Senate reached out to the Council on Sustainability and Sustainability Office and there is talk of a possible collaboration and even a merger. Rob Whittier, Director of the Office of Sustainability, reported that the Sustainability Council, under his leadership, is working to create a long term vision for Northwestern and also to establish short term goals that would support the vision. The council, in partnership with the Special Senate Committee on Climate Change, is forming a set of working groups, made up of faculty, staff, and students, to tackle specific areas such as greenhouse gas emission and energy, green building, infrastructure, transportation, research and curriculum. The group is planning to reach out to the faculty body to solicit

additional participants. While both Stephen Eisenman and Rob Whittier recognized the number of significant efforts under way to assess the current state of the curriculum research around sustainability, President Schapiro acknowledged that NU is behind a fair number of peer institutions and has a long road ahead toward making significant progress. He is in full support of the partnership between the Special Senate Committee on Climate Change and the Council on Sustainability.

3. The NU Will Campaign: President Schapiro reported that as of March 2014, the University has raised \$1.52 billion of the \$3.75 billion goal, and will need to raise \$8.8 million dollars a week for the next five years in order to reach the campaign target. Raising funds on this large of a scale is a daunting, the president said, but everyone is working together and making significant contributions towards reaching the goal, including faculty, students, and staff.

4. Sports at NU -- unionization, safety and academic issues: Questions were raised by Professor John Elson about whether Northwestern University is adequately protecting the educational interest, safety, and health of football players. The president and Professor Ken Seeskin of CAR, Committee on Athletics and Recreation, responded that the university is aware of the lasting impacts of athletic injuries in football and other sports and is taking it seriously. Athletes are closely monitored, and even prohibited from practicing more than 20 hours a week. (The Chair objected that the figure excluded travel time, game time, and medical treatment or therapy.) The president added that NU has a group of medical doctors who have no reporting relations with Athletics and Recreation, and so are able to make unbiased decisions about athlete well-being.

Concerns were raised about whether NU recognizes that there is an inherent or structural conflict between the interest of the football players in education, safety, and health, and the interest of coaches and the university, which derives millions of dollars from sports. The president replied that sports do not generate meaningful revenues, accounting for less than 3% of the overall NU budget. Academics do not subsidize sports and sports do not subsidize academics.

At the request of Stephen Eisenman, President Schapiro agreed to have a member of the Faculty Senate serve on the Committee on Athletics and Recreation.

5. NU's response to Title IX requirements: Lindsay Chase-Lansdale reported that at the recommendation of faculty, leaders in Title IX worked for over a year to develop two new policies that were sent to faculty last September for comment and then implemented in January 2014. One policy addresses sexual misconduct, stalking, dating, and domestic violence, applicable to everyone at the university, and the other addresses consensual, romantic, and sexual relationships between faculty, staff, and students. Some of the changes include an expanded definition of consent, prohibiting different types of sexual misconduct, and prohibiting any relations between faculty and undergraduate students or coaches and students, a policy which NU is one of the first universities to implement.

Joan Slavin, the NU Title IX coordinator, and five deputy Title IX coordinators meet often to review policies as well as any incident. A new Title IX website was launched, which explains policies, processes and

procedures. There is a Title IX coordinating committee which meets every month and coordinates across many different functions. Currently, the policies, which apply to all staff, faculty and Teaching Assistants, are being updated to address reporting when an individual does not experience a situation personally, but may have witnessed something instead. Another major update is that now it is explicitly written in the policies that as part of the sanctions it can involve revocation of tenure. Formal guidelines about how sanctions should be administered are currently being developed.

- 6. NU's investment in coal and other extractive industries that negatively impact the environment, the Stanford example:** Medill School of Journalism student, Scott Brown, talked about undergraduate student involvement in Northwestern's DivestNU campaign and encouraged everyone to support the initiative which asks NU to withdraw investments in coal and relocate them to renewable energy projects. William H. McLean, who leads the trustee investment committee, reported that he has been meeting with undergraduate students for a number of years and as a result, a review of the investment portfolio was done. He will continue to work with students and make additional recommendations to the board. President Schapiro commended Scott Brown for his leadership and role in Northwestern's DivestNU campaign and will do what he can to further the cause, but in the end the Board members are responsible for all of the investment decisions.
- 7. Status of the diversity requirement:** Susan Lee reported that the Educational Affairs Committee of the Faculty Senate will be following up with the schools to find out the status of course development for the new curricular requirement for social inequalities and diversities. Members of the committee will be looking to make sure that courses are not just repackaged and that they are embracing the proper learning outcomes as well as providing specialized training for graduate students to take on difficult dialogues.
- 8. University Response to Sand Creek Massacre:** Gary Fine read a statement calling upon the president to lead a year of reflection and remorse to commemorate the Sand Creek Massacre. The president replied that a committee was formed to look into the historical record of the Sand Creek Massacre, with the membership consisting of people from Native American communities, historians, and experts in following the money. A report of the findings was released and can be found at: www.northwestern.edu/newscenter/stories/2014/05/john-evans-study-committee-issues-report.html. The University has also established a representative committee to consider the degree to which NU is morally complicit, and make recommendations about how it should respond.
- 9. First generation and low income students at Northwestern:** Monica Prasad made a brief presentation about the need to expand educational opportunity at NU to students from low income families. She pointed out that there is not a lot of socioeconomic diversity at Northwestern University, with 15% (up from 8.7% in 2008) of students coming from the bottom half of the distribution and 85% from the top half. Approximately 10% of the students are first generation students whose parents did not go to college. When compared to other universities, NU falls somewhere in the middle of the pack.

While Monica acknowledged that NU has done much to improve and progress, more can be done and it can be as simple as having a dramatic website and doing faculty mentoring. The goal is to set up a structure to keep moving this issue forward.

President Schapiro has made this issue a priority and is committed to doing whatever it takes to move things forward. The first major step in addressing this issue will take place in the next few weeks and will involve the repackaging of everyone's Pell eligible, completely eliminating any differential net price charged. This will cost the university a fair amount of money, but President Schapiro explained that it is a necessary action.

10. Ongoing campus building projects: President Schapiro reported that Northwestern University continues to make progress on current building projects, including the Kresge renovation, which will cost \$80.2 million. The north parking lot is now open and provides approximately 500 spaces. NU is in the process of raising funds for the new medical research building, which will cost a little over \$400 million to complete.

The new sports and football practice facility is also moving forward at a cost of approximately \$260 million, of which \$160 million has been raised. NU is buying a small part, contributing \$15 million toward the cost, which will enable the university to have ownership rights. The new facility will seat about 4,000 and will be used for the President's convocation, Dance Marathon, and other highly attended events. The President has remained true to his word that no land or dollars that would be allocated for academics will be taken to support building projects.

11. The end of NU's online learning partnerships: Provost Dan Linzer reported that the university launched Semester Online about nine months ago as a pilot and the results were mixed. Academically, results were all at or above on the ground courses in similar areas. What didn't work, from the company's perspective, was the financial model, which they wanted to change beyond the pilot year but would not work for NU.

Provost Linzer reported that the partnership with Coursera will continue. Coursera's digital platform for massive open online courses (MOOC), allows Northwestern courses to be offered to anyone, anywhere, at no cost. Faculty will thereby have opportunities to experiment with new teaching tools and Northwestern University to have an impact and visibility that extends beyond the campus.

12. Adjournment: There being no further business, the meeting was adjourned at 6:15 PM.

Respectfully submitted,

Diana Snyder, Faculty Senate Administrative Coordinator