

# Northwestern | FACULTY SENATE

Dear Northwestern Faculty,

I hope this newsletter finds you well as we start a new year. My goal in writing is to report what the [Faculty Senate](#) is doing on your behalf and to increase awareness of the faculty's only elected representative body. I'll try to give you the highlights and I welcome your thoughts and suggestions for future actions.

## RECENT MEETINGS

The Faculty Senate maintains an active schedule, including monthly meetings of the full Senate and its Executive Committee. The Senate's [twelve standing committees](#) meet at least quarterly for targeted projects. The Faculty Senate also frequently invites University leaders to its monthly meetings to hear about new initiatives or to discuss issues of importance to faculty and the broader University. This face time enables faculty senators to provide direct input to top administrators.

- At its regular meeting in October, the Faculty Senate welcomed incoming President Schill, who spoke about his first impressions of Northwestern and answered senators' questions about his plans and priorities. President Schill also stated his intention to attend all Faculty Senate meetings whenever possible. Provost Kathleen Hagerty and Vice President for Operations Luke Figora briefed the Faculty Senate on Northwestern's just-announced proposal for a new football stadium. For more, see the [October meeting minutes](#).
- At the November meeting, Vice President for Human Resources Lorraine Goffe visited the Faculty Senate to discuss staff shortages and report what her office is doing to address the crunch, which is not unique to Northwestern. Vice President Goffe said HR had surveyed staffers who had left in the past 12 months and is working on several initiatives, including a comprehensive evaluation of job categories and salaries to make sure they're aligned with the market. For more, see the [November meeting minutes](#).

The Faculty Senate also approved three motions at its fall meetings in October and November.

- In October, the Senate asked the appropriate standing committees to review a [letter](#) from the Organization of Women Faculty to President Michael Schill and Board of Trustees Chair Peter Barris and report back in November. The letter outlined issues of concern for women faculty and offers a list of recommendations.
- In November, after hearing reports from chairs of the three Faculty Senate standing committees that studied the OWF letter (Budget and Planning, Salary and Benefits, and Secure Faculty Survey), the Senate voted in favor of a motion supporting the sentiment of the letter.
- Also in November, the Senate passed a motion expressing concern for LGBTQ residents and visitors in Qatar, where Northwestern has a campus, and where the World Cup was taking place.

The Faculty Senate's standing committees are continuing their work on a variety of issues and projects. The following are committee reports that came before the full Faculty Senate in the fall.

- The Senate's Secure Faculty Survey Committee is currently evaluating survey methods and providers for a full faculty survey, in partnership with the Provost's Office. The timing of the survey is yet to be determined.
- The Student Affairs Committee met with graduate student union organizers and, separately, the dean of The Graduate School to learn more about potential unionization. The students have since filed their petition with the National Labor Relations Board and a vote is set for Jan. 10-11. (See election details [here](#))
- The Salary and Benefits Committee met with Executive Director of Benefits Anne Fish and her team to discuss both how decisions on benefits changes are made and how they are communicated to

faculty. A subsequent [newsletter](#) from HR spelled out changes that had been made to some benefits.

- Budget and Planning Committee Chair Therese McGuire reported that the committee is studying how the annual budget process works and how special endowment draws are made at Northwestern.

## COMING UP:

### January 11, 2023 Faculty Senate Meeting:

*Special Topic: University Budget Report for FY2022*

*Guest Speakers: Provost Hagerty and Senior Associate Vice President for Finance and Treasurer Mandy Distel*

### February 8, 2023 Faculty Senate Meeting:

*Special Topic: The Purpose and Goals of the Campus Safety and Wellness Committee, the Successor to the Community Safety Advisory Board.*

*Guest Speakers: Vice President of Operations Luke Figora and Associate Vice President of Campus Safety and Security Bruce Lewis.*

### March 1 Deadline: [Nominations for Honorary Degree recipients](#), 2024 Convocation

### March 8, 2023 Faculty Senate Meeting:

*Special Topic: Initiatives and Goals for Faculty Diversity and Inclusion*

*Guest Speaker: Vice President and Associate Provost for Diversity and Inclusion Robin Means Coleman*

### Winter Quarter Faculty Assembly: TBD

## ADDITIONAL EVENTS

In Fall 2022, the Faculty Senate hosted or participated in additional events that offered opportunities for dialogue and engagement between faculty and University leaders and Trustees.

- The Faculty Senate and the Board of Trustees held their annual lunch meeting in November and discussed the topic of **"Maintaining Excellence in Hiring and Retention in an Evolving Employment Landscape."** Vice President for Human Resources Lorraine Goffe shared data on staff hiring and retention post-pandemic and steps HR is taking to mitigate the challenges. Trustees and Senators talked in small groups and shared their experiences and ideas to attract and retain staff.
- President Schill hosted the full Faculty Senate at an evening reception in December at The Buffett House. Senior leaders of the central administration also attended, and everyone had a chance to make more personal connections. President Schill met privately with the [Executive Committee](#) before the event to hear about the work of the committees and discuss his own priorities.

The Faculty Senate leadership team, comprised of the President, Past President and President-Elect, meets biweekly with Associate Provost for Faculty Sumit Dhar and monthly with Provost Hagerty. We discuss current matters and identify emerging issues. Administration department heads are sometimes invited to the meetings to update us on actions taken in response to Senate queries or resolutions:

- Associate Provost Sumit Dhar updated us on the progress of the **Salary Equity Study**, led by the Provost's Office and the Institutional Research Office. A faculty working group, including Senate Salary and Benefits Committee Chair Bob McDonald, will begin work on data analysis this quarter. A final report is expected next fall.
- **Three gender-neutral bathrooms have been approved** and are in the design or construction stage, according to Associate Provost for Administration, Finance and Facilities Mark Francis. The three are in Annie May Swift Hall, Ford Engineering Design Center, and Fisk Hall. A fourth location in Norris Center is near approval. In November 2021, a Senate resolution called on the University to add all-gender bathrooms to underserved campus buildings.
- The work of the Community Safety Advisory Board is done and a final report is expected soon, according to Operations VP Luke Figora. A successor entity, the Campus Safety and Wellness

Committee, will continue the work, co-chaired by Bruce Lewis, Associate VP of Campus Safety and Security and Mona Dugo, Interim Vice President of Student Affairs. Celia O'Brien, chair of the Social Responsibility Committee, and I will represent the Faculty Senate on the committee.

Faculty Senate members also serve on university-wide committees and other groups where they share faculty perspectives and help us to achieve the goals of shared governance and a constantly improving Northwestern.

- Regan Thomson, Weinberg, served on the search committee for a new Vice President of Student Affairs.
- Educational Affairs Chair Jill Wilson, McCormick, represents the Faculty Senate on the Provost's Office's Assessment and Accreditation Council, which assesses student learning outcomes and is preparing for NU's next accreditation in 2024-25.
- Bob Holmgren, Weinberg, is the Faculty Senate representative on the Policy Review Committee.
- Bob Holmgren also serves on the Committee for Honorary Degrees for the 2025 Convocation.
- Petia Vlahovska, McCormick, represents the Faculty Senate on the Buffett Institute's Faculty Advisory Committee.
- Social Responsibility Chair Celia O'Brien, Feinberg, and I will serve on the newly constituted Campus Safety and Wellness Committee, which meets quarterly.
- I also participate in President Schill's monthly senior leadership meetings that include department heads in central administration and deans of the university's schools.

The above appointments are for the current academic year, but Senators have represented faculty on other top committees in the past, such as the Presidential Search Committee.

As a reminder, any faculty member can attend a [meeting of the full Senate](#) as a non-voting member. President Schill attended the November meeting as a non-voting member and plans to attend future meetings as his schedule allows. The meetings are in person at Guild Hall or on Zoom.

Your school or department has an [elected Faculty Senate representative](#) who stands ready to field your questions and concerns. For more information or to learn more about the Senate, you can also visit our [website](#), contact us at [faculty-senate@northwestern.edu](mailto:faculty-senate@northwestern.edu), or feel free to reach out to me at [c-rodgers@northwestern.edu](mailto:c-rodgers@northwestern.edu)

I hope you have a productive and successful quarter ahead!

Best Regards,  
Ceci Rodgers  
Assistant Professor, Medill  
Faculty Senate President

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