

Northwestern University
Minutes of the Faculty Senate
Scott Hall (Guild Lounge) - Evanston, Wieboldt Hall 421 - Chicago
June 5, 2019

The regular monthly meeting of the Northwestern University Faculty Senate was held on June 5, 2019 at Scott Hall's Guild Lounge in Evanston with videoconferencing to the Chicago campus in Wieboldt Hall 421. A number of Senators participated remotely. President Baron Reed called the meeting to order at 5:05 p.m. A quorum was present.

The president welcomed the Senate and then introduced Associate Provost Kathleen Hagerty and Assistant Provost Celina Flowers.

Associate Provost Hagerty said that the Provost's Office is currently working on a large project centered around clinical/instructional faculty. The overarching goal of this project is to help people recognize the contributions of clinical/instructional faculty. Associate Provost Hagerty said that because this group is so heterogenous, and their contributions are numerous and varying, the Provost's Office wants to better understand those contributions so they can improve the experience of clinical/instructional faculty. She said one component of their work is professional development and professional progression for NTE faculty: examining titles, salaries, teaching loads, contract length, etc. Of course, this whole process starts with collecting data on these faculty and putting in place strong data collection procedures moving forward. Once the data collection is complete, Associate Provost Hagerty said that the Provost's Office will perform some benchmarking with peer institutions that further guide the implementation of their work. They also will review faculty contracts, promotions, and pay increases over a ten-year period, complete the salary equity study in 2020–2021, continue to partner with Faculty Senate, Organization of Women Faculty, and others. Associate Provost Hagerty said possible recommendations might include systematizing measures for faculty activity reporting; identifying and building in common measures of faculty service; aligning resource planning and faculty hiring and promotion decisions; including clinical and instructional faculty in resource and hiring plans, so that contract renewal decisions can be communicated in a timely manner; creating uniformity across the schools in promotional pathways; and creating or clarifying expectations around faculty

participation in school governance. Associate Provost Hagerty said she was aware of some concerns surrounding one-year contracts and reappointment procedures. She said that they are actively investigating who has one-year contracts, why they have them, and if there is anything the Provost's Office can do to reduce the use of one-year contracts. She said they are also working to lengthen the timeline for notices of release.

The president then opened the floor for questions.

Senator Elsa Alvaro asked if the Provost's Office would be willing to share any findings from their data-gathering. Associate Provost Hagerty said she would be hesitant to share anything now because they do not yet have a clear picture. She said she also wanted to speak to the deans and the associate deans before sharing any information. One broad statement Associate Provost Hagerty made was that there is a lot of heterogeneity amongst the NTE faculty—a statement that many already knew, but the data overwhelmingly confirms, she said. So, once the Provost's Office has a better sense of the data, she said they could share more.

President-Elect Lois Hedman asked if Associate Provost Hagerty could provide a timeframe for when the data gathering will be finalized and when the analysis of the data and the implementation. Associate Provost Hagerty said she is sympathetic to the urgency for change. She said there are some things that can be solved quicker than others. One area—salaries—could happen fairly quickly and can be presented to deans to help them make good decisions. Other projects, projects that require some data harmonization, will take a little longer to finalize because of variance across the schools.

Senator Therese McGuire asked, given the variance across the schools, if uniformity for all the schools is desirable. Associate Provost Hagerty said she agrees that the schools are different and that means their needs are different. She cited Feinberg as the obvious example where what works there might not translate over to the other schools. However, there are some areas of focus that can be harmonized, like clear pathways for promotion, she said.

Senator Elsa Alvaro followed up to say that she agreed with Associate Provost Hagerty's thoughts on promotion, but she said if there are only two ranks, like there are in some of the schools, it is hard to

create a pathway. Associate Provost Hagerty understands that is the case and said that is exactly what she is talking about when she mentions creating more pathways to promotion: reviewing titles and opportunities for recognition in each of the schools.

Senator Bob Hasty asked if the recent attempts to unionize have factored into the decision-making process for the Provost's Office. Associate Provost Hagerty said she is aware that the issue might resurface, but her personal motivation is independent of whether or not the NTE faculty decide to unionize. She said that she wants every faculty member at Northwestern to be productive and well-treated, and everything she does centers around that vision.

With no further questions, the president and the Senate thanked both Associate Provost Hagerty and Assistant Provost Flowers for their report.

The president then introduced Professor Teri Odom, who is the chair of the Honorary Degree Committee. Professor Odom presented the Senate with the 2019–2020 honorary degree nominees. The Senate then voted on each nominee.

The president then called for the vote for President-Elect for 2019–2020. The candidate in question was Senator Therese McGuire from the Strategy Department in Kellogg. Later in the meeting, it was announced that Senator McGuire was voted Faculty Senate President-Elect for 2019–2020, with a resounding 44 votes to 0.

The Senate then heard reports from standing committees.

Senator Robert Gordon, chair of the Salary and Benefits Committee, presented their committee report on retirement benefits at Northwestern. After Senate Researcher Tricia England conducted exhaustive research on Northwestern's retirement package compared to seven other private peer institutions, the committee decided on the following recommendations:

1. HR involvement with the retirement process ends with the date of retirement, and HR provides no services to those who have already retired. The Princeton "Carebridge"

counseling services provide a model for what HR might provide to retirees. We note that HR does have a “Work/life” service that might be expanded to provide services for retirees—its own description of its services is primarily oriented to younger faculty members on issues such as parental leave, child care, and housing assistance.

2. HR should provide information and guidance that helps each prospective retiree find the right health plan for their individual needs and should not default all questions to United Healthcare.
3. HR should recognize the role of insurance brokers as a source of free information to prospective retirees and should develop and maintain a list of insurance brokers.
4. The HR web site should include a link to the new brochure.
5. The HR web information for prospective retirees should include a timeline that covers each action the prospective retiree must take in chronological order starting 12 months in advance of the retirement date.
6. The Faculty Handbook should be updated to provide links to the appropriate sections of the Provost’s and HR websites, as well as to the brochure.
7. The university should establish an Emeriti center to provide a venue for emeriti to communicate and socialize and in addition allow for office space for those emeriti who are unable to retain office space in their departments.
8. HR has just added the new position of Retirement Benefits Manager. Our committee looks forward to working along with NEO and the new manager to discuss the implementation of our recommendations.

Following that, Senators Claudia Swan and Karen Springen, chairs of the Educational Affairs and Student Affairs Committees respectively, presented the following resolution:

Whereas the university supports an inclusive, diverse, welcoming, and respectful environment,
and

Whereas this environment fosters intellectual vitality, strong community, and mental health,

Be it resolved that the Faculty Senate calls on Northwestern to promptly implement a record-keeping system that allows students, faculty, and staff to specify and record their chosen name and pronouns, where this information can be reflected in all of the university's public-facing records, including class rosters on CAESAR and Canvas, the online directory, email servers, and the Wildcard system, and where it is an option to have one's legal name hidden from public view.

A motion was made to approve the resolution from the Educational Affairs and Student Affairs Committees. That motion was approved by the Senate.

Senator Joshua Hauser, chair of the Social Responsibility Committee, presented their committee's resolution on tobacco divestment:

Northwestern's Feinberg School of Medicine's mission is "to impact the practice of medicine through discovery and education." We believe that investment by any part of the university in tobacco-related companies is contrary to that mission.

We believe this to be important because of the clear detrimental health effects of tobacco. The Centers for Disease Control (CDC) estimate that Cigarette smoking is responsible for more than 480,000 deaths per year in the United States, including more than 41,000 deaths resulting from secondhand smoke exposure.

In adopting a policy of non-investment in tobacco related companies, Northwestern would join many peer institutions including Columbia University, Dartmouth College, Harvard University,

Johns Hopkins University, Stanford University, the University of Michigan and the University of California.

Be it resolved that the Faculty Senate supports the development of a proposal to Northwestern's Advisory Council on Investment Responsibility recommending that Northwestern divest itself of all current tobacco-related investments and adopt a policy of not investing in tobacco-related companies in the future.

A motion was made to approve the Social Responsibility Committee's resolution. That motion was approved by the Senate.

Senator Elsa Alvaro, chair of the Non-Tenure Eligible Committee, presented the following resolution:

Whereas the University does not currently have a notice of release requirement for full-time non-tenure-eligible faculty on an annual reappointment cycle, and

Whereas the lack of appropriate advance notice of non-reappointment does not allow faculty enough time to secure alternative employment, should they not be renewed, and

Whereas the AAUP recommends that notice of non-reappointment should be given in writing according to the following standards:

Not later than March 1 of the first academic year of service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination;

Not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination;

At least twelve months before the expiration of an appointment after two or more years in the institution, and

Whereas many of our peer institutions require advance notice of release for one-year appointments,

Be it resolved, that the Senate calls upon the University, including all schools and departments, to adopt a policy of notifying full-time non-tenure-eligible faculty about non-reappointment decisions for one-year contracts in accordance with the AAUP standards, and

Be it further resolved, that the Senate calls upon the University as a whole to strengthen its commitment to full-time non-tenure-eligible faculty and, whenever possible, to limit the use of one-year contracts and expand the use of multi-year contracts.

A motion was made to approve the resolution from the Non-Tenure Eligible Committee. That motion was approved by the Senate.

The president ended the year by thanking President-Elect Lois Hedman, Past President Robert Hariman, Senate Researcher Tricia England, former Senate Researcher Beth Healey, Secretary of the Faculty Senate Jared Spitz, Parliamentarian Roger Boye, the Executive Committee, and the entire Senate for their dedicated and exceptional service to faculty and the university. Likewise, the Senate took the opportunity to thank the president for his unending contributions to shared governance at Northwestern.

With no new business, the meeting adjourned at 6:45 p.m.

Jared Spitz

Secretary of the Faculty Senate