### Diversity and Inclusion

1. **Best Practices for Faculty Searches**: A list of suggested strategies and guidelines intended to assist schools and departments in achieving an excellent and diverse faculty.
   - Legal Considerations
   - Unconscious Bias
2. **Diversity Resources Guide**: A comprehensive list of diversity and inclusion resources at Northwestern.
3. **Office of Institutional Diversity & Inclusion (OIDI)**: The OIDI supports a diverse and inclusive campus community for faculty, students, staff, and alumni.
4. **Women’s Center**: The Women’s Center advances gender equity and inclusion at Northwestern by providing feminist leadership, support services, advocacy, programming, education and through collaboration. The Women’s Center is committed to fostering community and building capacity across campus.

### Faculty Development

5. **Career Development & Leadership**: The Office of the Provost administers and sponsors several initiatives designed to help support and develop the careers of Northwestern’s faculty.
6. **Honors and Awards**: The Office of the Provost administers a number of awards to celebrate the achievements of our faculty members in research, teaching, and service as well as grants to support faculty innovation.
7. **National Center for Faculty Development & Diversity**: Free access to professional development resources and support. This resource is open to all faculty and graduate students.

### Faculty Handbook, Policies, and Governance

8. **University Policies**: These policies apply throughout the University, including:
   - Minors at Northwestern Policy: Northwestern engages in a wide range of academic, recreational, and service programs that involve minors. Through this policy, the University explains its minimum standards and expectations for each program.
9. **Office of the Provost Policies**: These selected policies and statements fall under the purview of the Provost’s office, and include:
   - Accommodations for Religious Holidays
   - Faculty Family Leave: Northwestern offers paid childbearing, adoption, and childrearing leave to eligible faculty.
   - Extending the Probationary Period for Tenure-track Faculty: Tenure-track faculty can stop the tenure clock for childbearing, adoption, child-rearing, or for circumstances which interfere substantially with research.
10. **Faculty Handbook**: The handbook describes the rights and responsibilities of membership in the faculty of Northwestern University.
   - **Guidelines for Faculty Appeals**: Guidelines and procedure for a faculty appeal regarding a denial of tenure, promotion, or reappointment.

11. **School and Unit Policies**: Northwestern schools and units maintain their own policy pages, which provide information on relevant University Policies as well as unit-specific policies, guidelines, procedures, and forms.

12. **Faculty Senate**: Elected and representative body of the faculty. It considers, makes recommendations, and passes resolutions concerning matters of general university interest.

13. **Northwestern’s Travel Program**: Northwestern provides faculty and staff access to three travel agencies as well as numerous contracts and negotiated rates related to business travel for airfare, hotels (local, national, and international), and rental cars. Visit the travel website to book travel and for information on other travel-related benefits.

14. **Program Review**: Program review is the systematic review of every academic department and administrative unit at the university to assess each unit’s quality and effectiveness, as well as drive continuous improvement across the University. Units are reviewed approximately once every ten years.

**Research Support:**

15. **Office for Research**: OR is the steward of Northwestern’s research enterprise providing the foundation that connects people, resources, and opportunities for the creation and dissemination of new knowledge. OR offices include:
   - **Center for Comparative Medicine**: CCM is a core service, teaching, and training unit dedicated to supporting human animal care and use in research and education.
   - **Conflict of Interest Office**: NUCOI oversees and implements the University’s institutional, research, faculty and staff conflict of interest policies and procedures, ensuring compliance with applicable regulatory requirements.
   - **Export Controls**: OECC oversees University training and compliance with US laws and regulations that regulate the distribution of technology, services, and information to foreign nationals and foreign countries for reasons including foreign policy and national security.
   - **Institutional Review Board**: The IRB office is dedicated to the protection of the rights and welfare of participants in human research. Administratively supports the IRB which is responsible for approving research protocols, informed consent documents, and other study material before a study can begin.
   - **Northwestern Scholars**: Northwestern’s research profiling and networking system which includes profiles and scholarly output of thousands of Northwestern scholars, schools, departments, institutes, centers and graduate programs.
   - **Office for Research Safety**: Provides information and services for laboratory safety, including connecting faculty to departments responsible for services such as cleaning, testing, and procurement.
   - **Research Development**: ORD designs and executes activities aimed at securing extramural funding, with a focus on interdisciplinary programs. Manages limited submissions, provides curated lists of funding opportunities, and provides seed funding to build interdisciplinary programs.
Research Integrity: ORI fosters research integrity and promotes responsible conduct of research through coordination of training and facilitation of the review of alleged research misconduct.

- **Resources for Good Research Practices**: Useful information about responsibly conducting research at Northwestern, including a new PI onboarding checklist.

Research Safety: ORS is responsible for identifying potential hazards and risks in basic science research and in finding effective, practical solutions to ensure the protection of individuals, public health, and the environment.

Research-Related PI: Incoming faculty with research portfolios should reference the Research-Related PI Onboarding Procedure Checklist to help guide their initial interactions with Northwestern RESEARCH offices.

Sponsored Research: OSR supports all sponsored projects at Northwestern, from proposal submission to award setup to progress updates to award closeout. Provides sponsored project online training.

University Research Institutes and Centers Administration: URICA provides administration and operation support to the University Research Institutes and Centers and is responsible for reducing administrative barriers associated with interdisciplinary programs.

16. **Core Facilities**: Provide state of the art equipment, services and technical expertise for researchers who do not have these capabilities in their own labs.

17. **Corporate Engagement**: Acts as a concierge for companies navigating the University and serves as a resource for internal stakeholders to identify and connect with corporate partners.

18. **Faculty Dependent Care Professional Travel Grants**: The grant offers all full time faculty (permanent status, excluding research faculty) a taxable grant for qualified short-term dependent care expenses incurred when traveling to attend professional meetings, conferences, workshops and professional development opportunities.

19. **Faculty Experts Hub**: As a Faculty Expert, faculty can make themselves available to speak to any media outlet, should they reach out to you for your research/commentary/analysis about a particular subject area.

20. **Innovation and New Ventures (INVO)**: INVO fosters the innovation and entrepreneurship at Northwestern, striving to move university technologies to the marketplace. Offers services to help translate technologies through commercialization for public benefit.

21. **Northwestern Libraries**: Provides subject-specific consultations, item delivery to your office, data management and analysis, repository services, copyright and digital publishing consultations, digital humanities support, and GIS assistance.

- **Subject Librarians**: Liaison librarians serve as the primary contacts between the library and academic departments. They are available to assist with discipline-specific research services, provide consultations and tools for academic publishing, and welcome your purchase suggestions.

22. **NUIT Research Computing Services**: Provides researchers from all disciplines access to computing resources and computing services to support innovative research.

23. **Office of Foundation Relations**: Assists faculty in connecting with private foundations to support research in areas ranging from science and engineering, to the social sciences, and to the arts.

24. **Office of the Vice President for International Relations**: Provides assistance with hosting international delegations, offers travel awards for faculty to cultivate relationships with
partner institutions abroad, and publishes downloadable briefs that describe Northwestern’s activities in specific countries.

25. **Research Computing Services**: Connect with experts who can help you with your computational or data research requirements.

26. **Research Portal**: A one-stop-shop for research financials. It’s similar to online banking but designed for research administration.

27. **The Buffett Institute for Global Studies**: Offers several grant opportunities for faculty to engage in international research, travel, and/or collaborative programming.

28. **Underrepresented Minority Faculty Professional Travel Grants**: The grants are intended to supplement school support for underrepresented minority faculty members’ scholarly and creative work, as well as professional development opportunities.

### Sexual Misconduct, Title IX, and Equal Opportunity and Access

30. **Office of Equity**: Support for students, faculty, staff and applicants impacted by discrimination or harassment. This includes implementing policies, providing reasonable accommodations to faculty and staff with disabilities, and responding to reports of discrimination and harassment, including sexual misconduct.
   - Confidential Resources at Northwestern
   - File a Report
   - How to Get Help
   - How to Help Someone: Resources on how to help someone within the Northwestern community who has experienced sexual misconduct.
   - Title IX and University Policy

31. **Title IX and Pregnant and Parenting Students**: Title IX protects pregnant and parenting students and allows them to request reasonable accommodations as a result of pregnancy, childbirth, or related conditions, both in and out of the classroom. Title IX also makes discrimination or harassment on the basis of pregnancy, childbirth, parental status or related conditions illegal. The Office of Equity, in collaboration with the Office of Work/Life and Family Resources, offers training on this topic by request.

### Student Resources

32. **AccessibleNU**: Faculty resources and information faculty can recommend for working with students with disabilities such as recommended syllabus statements, training, an accommodations database portal, and guidance regarding reasonable accommodations. Students should contact AccessibleNU directly for accommodations, and faculty are invited to contact AccessibleNU with any questions or concerns as well.

33. **Academic Support and Learning Advancement**: Aims to advance learning at Northwestern by helping students become more effective learners, increase their comfort and confidence in courses, and meet their academic goals. Programming includes course-specific support and general academic strategies support.
   - Health Professions Advising: Services to help students with health career aspirations.
   - Advisestream: Centralized advising system being utilized as a resource by many advising offices at the university.

34. **Campus Inclusion & Community (CIC)**: Programs designed to engage the university community in cultivating inclusive learning environments through the intentional engagement with difference.
35. **Counseling and Psychological Services**: The primary mental health service on campus. CAPS provides a set of core services, including clinical services, educational workshops, and consultation with faculty, staff, and parents.

36. **Dean of Students Office/NU Help**: How to get help in an emergency, including sharing a concern for a student.

37. **Medical Leave of Absence**: This is a voluntary process for students who need to take time off of Northwestern to prioritize treatment of a physical or mental health condition. Most leaves last two quarters and may include tuition refund and a cancellation of courses for the quarter in which the leave is granted. Students apply through the Dean of Students office and work with CAPS or Health Service to provide proper documentation. Medical leaves can be granted through the eighth week of a quarter and must be approved by the Dean of Students office.

38. **Medical Leave of Absence Reinstatement**: The reinstatement is the process of returning from a voluntary medical leave of absence. Students must apply for reinstatement through the Dean of Students office and provide documentation of treatment during the course of the leave. Students must be approved by the Dean of Students office to return from a medical leave.

39. **Office for Undergraduate Research**: The Office for Undergraduate Research provides funding and advising to student research in any major and provides funds to faculty to hire research assistants. The office also advises and prepares undergraduates on how to find opportunities, how to work with faculty, and how to write research grant proposals.

40. **Religious & Spiritual Life**: Provides confidential counseling and support for students, staff, and faculty of any or no religious affiliation.

41. **Student Enrichment Services (SES)**: SES is committed to building an inclusive Northwestern community by engaging students and their allies with programming and dialogue around the low-income and first-generation experience.

42. **Work/Life & Family Resources for Students**: The Office of Work/Life & Family Resources, in partnership with The Graduate School and other University partners, offers individual consultations and a wide range of resources to support the needs of Northwestern students who are parents, as they navigate the competing demands of academic and family life.

**Teaching Resources:**

43. **Academic Integrity Guide**: Central resource of policies governing academic integrity for all students and faculty at Northwestern.

44. **Block Museum**: The Block is a dynamic, imaginative, and innovative teaching and learning resource for Northwestern and its surrounding communities. The Block offers group tours and class trips. Specifically, the Block Museum **presents** art across time, cultures, and media; **Convenes** interdisciplinary discussions in which art is a springboard for exploring issues and ideas; **Collects** art that supports the Northwestern University curriculum.

45. **Books for Cats**: A program which provides first-year eligible students (as determined by Financial Aid) to borrow course materials (textbooks, clickers, access codes) for select introductory STEM courses and to borrow chemistry lab materials (coats, goggles, online platform).

46. **Canvas**: Cloud-hosted learning management system that allows instructors and students to deliver course materials, submit assignments, view grades, and create learning activities.

47. **Digital Learning at Northwestern**: Connect with other instructors and find ideas to enhance teaching and learning.

48. **Northwestern Libraries**: Provides course reserves at the library and in your Canvas site (print, digital, and streaming media); Assists with discovery and selection of affordable, open, and e-textbook options. Partner with a librarian to create activities or learning objects, customized
for your courses, that will improve your students’ research skills; use library classrooms for
research instruction and utilize video and audio recording studios to record your presentation,
lecture, or instructional video.

49. **One Book One Northwestern**: Community-wide reading program aimed at engaging the
campus in a common conversation centered on a carefully chosen, thought-provoking book.

50. **Resource Hub**: Enrich your teaching and learning experience or workplace collaboration with
digital tools.

51. **Searle Center for Advancing Learning & Teaching**: Searle provides a variety of opportunities
for faculty to reflect critically on learning and teaching. Searle offers yearlong programs and
short, dynamic discussion and workshops such as creating courses that engage students,
integrating technology into teaching, and assessing student learning outcomes.

<table>
<thead>
<tr>
<th>Work Life, Wellness and Relocation Resources:</th>
</tr>
</thead>
</table>
| 52. **Employee Assistance Program**: A program for faculty and staff that provides a network of
  services, including short term counseling, to help address everyday life challenges in a
  confidential, professional and supportive manner. |
| 53. **Faculty Wellness Program**: Northwestern’s Faculty Wellness Program offers assistance to full-
  time faculty members who are experiencing difficulties in their professional or personal lives. |
| 54. **Getting Started**: Resources to help faculty get started and settled at Northwestern. |
| 55. **Housing Forum**: This forum provides an opportunity to exchange information between
  Northwestern faculty and staff members who seek or want to publicize available housing. |
| 56. **Relocation**: Links to information including housing, financial resources, schools, and cultural
  and leisure activities. |
| 57. **Work/Life Website for Faculty**: Resources to support the work/life and family needs of
  faculty. Visit this webpage for information on childcare, back up childcare, eldercare, local
  schools, adoption assistance, lactation rooms, and tuition benefits. Faculty can also schedule
  individual consultations with a work/life specialist. |
| 58. **Your Life Wellness Program**: The Your Life Wellness Program offers a wide variety of
  programs, services, discounts and resources to help support your physical, financial and
  emotional well-being. |