

Minutes of 4 May 2015 SACUA  
Circulated 12 May 2015  
Re-circulated 15 May 2015  
Approved 18 May 2015

THE UNIVERSITY OF MICHIGAN  
Senate Advisory Committee on University Affairs (SACUA)  
6048 Fleming Administration Building  
Ann Arbor, Michigan 48109-1340  
Phone: (734) 764-0303

**Present:** Fagerlin ; Mondro; Potter; Smith; Szymanski; Weineck (chair); Wright; Ziff; Schneider; Snyder

**Absent:** Lehman; Schultz

3:16 Chair Weineck called the meeting to order

Consideration of the Minutes

3:17 The minutes for the meeting of April 27 were approved

3:18 Announcements

The annual SACUA dinner will begin at 6:00 in the Library gallery

3:18 Status reports

Chair Weineck asked which status reports could be eliminated from the list.

- Model and Unit Grievance Procedures and Ongoing Grievances

Chair Weineck noted that she had discussed units that were not in compliance with model grievance procedures. Only Engineering is not in compliance. She noted that the Law School deviated but that those deviations did not work to the disadvantage of the faculty; the same is true for the Business School where members are assigned to Grievance Hearing Boards (GHBs) according to an alphabetized faculty list.

- Office of Institutional Equity (OIE) procedures

Chair Weineck is working on a discussion for the newsletter pointing out that SACUA takes issue with the official report, but pleased that the Provost appears to be willing to make OIE findings appealable and is suggesting the use of the grievance process

- Fitness for Duty and Professional Standards for Faculty SPGs and Tenure

Chair Weineck discussed the emendation of the draft process and the significant change in the policy so that it only covers physical and mental conditions. SACUA remains concerned that the sick leave provisions and Long Term Disability (LTD) provisions will be insufficient. Given that people terminated for misconduct through

5.09 procedures get a year of salary, the (Fitness For Duty) FFD policy appears to be unfair.

- Unit deviations from University-wide policies and procedures

Professor Potter said that Deans should not be able to customize HR SPGs. Chair Weineck agreed that the decentralized nature of UM underlies many of SACUA's ongoing concerns

- Total compensation propriety and transparency

Chair Weineck said that SACUA would prefer greater transparency in listing administrative bonuses etc. She noted that there were objections from the Business and Medical Schools. She noted that there was a strong consensus that the data should be public, though the discussion is on hold.

- Administrative Services and IT Rationalization, implementation and oversight

The oversight committee has not met this year. Martin Philbert who chairs the committee says that the committee will reconvene in the fall. There is a new Senate Assembly Committee on IT. Chair Weineck hopes that Laura Patterson will discuss this with us.

- Unizin/Canvas, implementation and oversight

Nothing to report, but it is coming. Unizin is a consortium of universities to share materials; the purpose seems to be to promote open access courses. Further discussion was felt to be desirable. The first pilot was problematic, but bugs that emerged in the first pilot have been fixed. James Hilton will be invited to discuss this.

### 3:40 Senate Rules Amendments

Chair Weineck noted that we tried hard to get a quorum so that the faculty could vote to allow electronic voting to elect a Senate Secretary. She noted it would be good for SACUA to be able to summon an electronic vote under extraordinary circumstances. Professor Potter suggested that we pass out a ballot at the Academic Freedom lecture, which is a meeting of the University Senate asking for authorization. Chair Weineck suggested that we continue to think about it. The lecture will take place in October.

### 3:45 Faculty Outreach

Chair Weineck noted that very few people know we exist. She noted that Robyn Snyder suggested that SACUA devise a poster. Professor Smith suggested that a quorum will increase SACUA's exposure—we need to get people in at least once. The newsletter is also a good start. The establishment of the Administration Evaluation Committee (AEC) was one time that people attended a senate meeting. We would like more steady involvement. Chair Weineck will suggest that chairs create a service assignment of liaison with Faculty governance. Professor Szymanski noted that his dean urged him to be on Senate Assembly. Professor Szymanski said that people need to feel an investment in faculty governance. Professor Smith noted that the Provost should urge deans to make sure that their places are

filled. Chair Weineck noted that the 30% response rate on the AEC is actually quite good. Professor Mondro noted that committee membership draws people in. Professor Wright noted that Senate Assembly is more visible in the Business School.

#### 4:00 Senate Assembly Committee Member Replacements Process

Chair Weineck noted that we will be working on repopulating Senate Assembly committees. The first step will be to see how many vacancies can be filled with volunteers. Expiring members will also be asked if they would like to be renewed; then we will look to the list of volunteers. Professor Potter discussed the value of committees because they can have a real impact on University policy. Chair Weineck noted that SACUA liaisons should be appointed in ways that will not be too onerous.

#### 4:15 2015-16 Issues and Priorities

Professor Fagerlin raised the issue of helping underserved students survive at Michigan, and noted that many faculty are struggling with soft money appointments. Professor Mondro noted that we must continue to work on OIE issues. Professor Wright noted issues that have emerged from Committee on the Economic Status of the Faculty (CESF). He is hopeful that data beyond base salary will be made available to CESF because base salary data will not tell the whole story. Chair Weineck noted that we are getting more information on OIE issues. Professor Smith raised the question of whether there should be a discussion of sabbatical leave, which is considered by higher administration as a privilege rather than a right. SACUA will seek data on the frequency of sabbatical leave denials HR SPGs (consistency of application). The proposed SPG on professional standards is too vague and will need revision.

#### 4:45 Executive Session (FHC replacement and Residency Appeals)

The Faculty Hearing Committee (FHC)

University Tenure practices

#### 5:04 Executive Session ended

#### 5: 04 Adjournment

Respectfully submitted,

David S. Potter

Interim Senate Secretary

University of Michigan Bylaws of the Board of Regents, Sec. 5.02:

Governing Bodies in Schools and Colleges

Sec. 4.01 The University Senate

"...[t]he Senate is authorized to consider any subject pertaining to the interests of the university, and to make recommendations to the Board of Regents in regard thereto. Decisions of the University Senate with respect to matters within its jurisdiction shall constitute the binding action of the university faculties. Jurisdiction over academic policies shall reside in the faculties of the various schools and colleges, but insofar as actions by the several faculties affect university policy as a whole, or schools and colleges other than the one in which they originate, they shall be brought before the University Senate."

Rules of the University Senate, the Senate Assembly and the Senate Advisory Committee on University Affairs:

Senate: "In all cases not covered by rules adopted by the Senate, the procedure in Robert's Rules of Order shall be followed."

Assembly: "The Assembly may adopt rules for the transaction of its business. In appropriate cases not covered by rules of the Assembly, the rules of the University Senate shall apply."

SACUA: "The committee may adopt rules for the transaction of its business."

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