

Minutes of 6 February 2017  
Circulated 2 April 2017  
Approved 3 April 2017

THE UNIVERSITY OF MICHIGAN  
Senate Advisory Committee on University Affairs (SACUA)  
Wednesday, February 6, 2016 3:15 pm  
Room 5075, Fleming Building

Present: Atzmon, Carlo (by Skype) Ortega Schultz (chair), Smith, Wright: Potter, Schneider, Snyder

Absent: Lehman, Szymanski, Weineck

Guests: Chief Diversity Officer (CDO) Robert Sellers; ADVANCE Director Jennifer Linderman; members of the press

3:15 Call to Order/Approval of Agenda and Minutes/Announcements

The minutes for December 5, 2016 were approved; the minutes of 14 December, 2016 were passed; the minutes of January 9, 2017 were approved.

CDO Sellers said he is the third Vice Provost charged with Diversity, Equity and Inclusion. The first was Charles Moody, who was appointed Vice Provost for Minority Affairs in 1987. He served in this post until 1993, when he became executive director of South African Initiatives and vice provost emeritus for minority affairs. He was replaced by Lester Monts, who served as Senior Vice Provost for Academic Affairs and Senior Counselor to the President for the Arts, Diversity, and Undergraduate Affairs from 1993 until 2014. Over time he had more programs report to him (ultimately 15). When senior Vice Provost Monts retired, the portfolio was rethought and CDO Sellers took over those programs directly promoting diversity, equity and inclusion, including the National Center for Institutional Diversity (NCID), Office of Institutional Equity (OIE), the Detroit Center, the Office of Academic Multicultural Initiatives (OAMI) and the Center for Educational Outreach (CEO). In addition to overseeing the five units connected with promoting diversity he was charged with ensuring that there were no unintentional consequences in connection with these activities, as well as overseeing an initiative to expand Diversity, Equity and Inclusion (DEI) initiatives, managing Provost's Faculty Initiatives Program (PFIP) program that supports the hiring of faculty with demonstrated commitments to diversity, Center for Research on Learning and Teaching (CRLT) programs on inclusive teaching, and the development a diversity census to get a sense of diversity related programs across campus in conjunction with the DEI strategic planning process. This accords with a recommendation that was part of the DEI initiative that have a CDO. As CDO, Vice Provost Sellers is a consultant to the president on DEI issues, oversees DEI programs, and strategic development and assessment of the university's progress. He attends meetings of the Executive Officers, but is not an Executive Officer, such an appointment which would require a change of Bylaws.

Chair Schultz asked if there were others who meet with the Executive Officers but are not Executive Officers? CDO Sellers said this was also true of the Athletic Director and Chief Information Officer were also not Executive Officers even though they meet with the Executive Officers.

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Chair Schultz asked where NCID is now housed. CDO Sellers said it is housed in LSA and reports directly to Dean Martin even though it still has a University focus. Chair Schultz noted that other colleges are nervous about LSA influence of University-wide programs.

Professor Smith, asked about university requirements for standardized tests in the admission of undergraduates. CDO Sellers said while they are required, there is not a flat cutoff score. With regard to graduate programs, he said Rackham does not require GRE, but individual programs may. Departments use varies. Professor Smith said he would prefer Rackham to have a standard rule, that the current situation creates problems, especially for diversity recruitment. CDO Sellers said he would not be opposed to getting rid of GRE scores, but recognizes that there would be strong pushback from faculty. He has seen them misused and does not find them especially predictive, he favors a holistic approach, the best predictor of future behavior is past behavior (in his field the Summer Research Opportunity Program was the best guide, once a student proved that he/she could work well with the group that was sufficient).

Secretary Potter left the meeting at 3:52 to attend a lecture by a prospective hire. The minutes were then taken by Mr. Schneider.

Vice Chair Wright asked if there are means to encourage matriculated students to stay through graduation that might not be available for admissions decisions because of Prop 2. CDO Sellers said if a means is against the law, it remains against the law. CDO Sellers said there are different graduation rates for race, gender, first generation, etc. He said multicultural initiatives are targeted at student leaders but other students are encouraged to participate. Professor Carlos asked what services are typically available to students. CDO Sellers said counseling services and the Comprehensive Studies Program (CSP) are examples but, in some respects, it varies from unit to unit depending on local resources. He said it is a decentralized system.

CDO Sellers believes the promotion of diverse perspectives is in the best interests of the University. He said inclusion of diverse points of view generally results in more effective solutions, as many studies have shown.

CDO Sellers said, contrary to public belief, Prop 2 does not forbid many activities and gave an example of a faculty post doc program in Psychology.

CDO Sellers left the meeting at 4:22 p.m.

4:22 ADVANCE Director Jennifer Linderman arrived at the meeting

After introductions of SACUA members, Director Linderman gave some comments and a short history of ADVANCE that began in 2001. ADVANCE's focus is on leadership, climate, recruitment and retention of women faculty but has expanded more broadly.

Chair Schultz told Director Linderman that faculty-hiring manual he received from the University of Michigan-Flint came from ADVANCE. Director Linderman stated that this was worked on by the University of Michigan-Ann Arbor's Provost and General Counsel. Chair Schultz indicated that it could be interpreted as taking power from faculty. An example is some deans request three unranked candidates rather than a single candidate. Director Linderman said she could understand why some deans would want three unranked candidates for chairs and above, but not for starting faculty positions. There was a discussion about the dual career office and climate surveys. SACUA members expressed concern about identifiable surveys. More specifically, Prof. Ortega raised concern about that way in which ADVANCE reports survey responses in the aggregate. In doing so, racial and ethnic minority concerns become diluted. The conundrum is that reporting by race / ethnicity may breach their anonymity since their small number in various units could reveal their identity. Director Lindeman was also asked about evaluations of ADVANCE surveys and was encouraged to share any reports with SACUA.

The surveys were as follows:

For recruitment – Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) committee, Next Prof – underrepresented groups.  
(<http://nextprof.engin.umich.edu/> <https://sites.lsa.umich.edu/nextprof-science/>  
<http://advance.umich.edu/stride.php>)

For retention – Launch committees’ <http://advance.umich.edu/launch.php>  
(<https://record.umich.edu/articles/launch-committees-help-assistant-professors-negotiate-first-year>)

The following workshops and guides for faculty were introduced:

Climate Assessments <http://advance.umich.edu/flc.php> (LIFT  
<http://advance.umich.edu/lift.php>)

Hiring Manual <http://advance.umich.edu/resources/handbook.pdf>

Presidential Fellows <http://presidentspostdoc.umich.edu/>

Climate Survey <http://advance.umich.edu/climatestudies.php>

4:40: STRIDE Director Linderman left the meeting

4:40: SACUA approved the proposed February 20 Senate Assembly Agenda unanimously.

4:55: Executive Session

[the Chair’s meeting with President Schlissel on January 31].

5:20: Adjournment

Respectfully submitted,  
David S. Potter  
Senate Secretary

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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."