



FACULTY SENATE
SENATE ASSEMBLY
UNIVERSITY OF MICHIGAN

Minutes of 25 January 2016
Circulated 10 February 2016
Approved 21 March 2016

THE UNIVERSITY OF MICHIGAN
SENATE ASSEMBLY MEETING
January 25, 2016
Monday, 3:15 pm
Palmer Commons, Forum Hall

Present: Adunbi, Aidala, Baker, Bhattacharyya, Beck, Bertacco, Broglio, Brown, Cattaneo, Chen, Dolins, Fossum, Fraser, Freeman, Gaggio, Jones, Jacobsen, Kaartinen, Keshamouni, Kupferschmid, Lehman (by virtue), Lenk, Liu, Malek, Mondro (by virtue), Moss, Orady, Ortega, Pecina, Potter, Raphael, Roddier, Rothman, Schultz (by virtue), Schmidt, Schwank, Skolarus, Smith (by virtue), Smith, Swain, Szymanski (by virtue), Weineck (by virtue), Welsh, Winful, Woodard, Wright (by virtue), Ziff (by virtue), Zimmerman

Alternate Requested: Casida (Stoddard), Cohn, Gocek, Grosh, Krivokapic, Lyman, Veatch, Zeisberg

Absent: Adlerstein Gonzalez, Atchade, Atzmon, Bagley, Bruch, Carlos, Mortenson, Ellis, Erikson, Friesen, Kileny, Kirshner, Li, Lim, Nielsen, Pandey, Princen, Sanchez, Schloss, Shaefer, Wang

3:20 Minutes approved. Chair Weineck, Professor Lehman and Professor Potter observed that Assembly Members who recognized that their comments were being anonymously included in the minutes could ask Professor Potter to attribute their comments to them by name (which Professor Potter would be happy to do).

3:21 Announcements: Chair Weineck reported on President Schlissel's Winter Commencement speech and his statement that the treatment of Professors David, Markert and Nicholson, who were dismissed during the McCarthy period, having been accused of being communists, was disgraceful, and linked this event with recent expressions of prejudice against members of the Islamic community.

Chair Weineck introduced the need to create a nominating committee for the upcoming SACUA election. She stressed the importance of a diverse SACUA, noting that all the women on SACUA were rotating off the committee, and that it is important for SACUA to represent the diverse perspectives of the faculty

3:25 Chair Weineck initiated the election of the nominating committee; Professors Wright and Potter were named as the ballot counters. Professors Adlerstein Gonzalez, Adunbi, Friesen, Mondro, Pandey, Schultz and Winful were elected.

Minutes of 25 January 2016
Circulated 10 February 2016
Approved 21 March 2016



3:28 Guest: President Mark Schlissel

President Schlissel said that the University's bicentennial was upcoming, and announced that a team had been planning a year or more of activities to commemorate the past 200 years and to look forward to the University's future. He said he had appointed Presidential Bicentennial Professors to oversee these colloquia, and the Deans will hold workshops on where we are and where we think we're heading in the century ahead. The first colloquium, "The Future University Community" organized by Professor Martha Jones will focus on diversity in our third century and the challenges to sustaining it. How will the academic community be constituted across a diverse spectrum of ideas, experience, and points of view. How will we take up the challenge of learning that extends over a lifetime? The second colloquium, "The Future of the Social Compact with Universities" organized by Professors Paul Courant and Susan Alcock, will be held in conjunction with the annual Tanner Foundation meeting in Ann Arbor. The Tanner Foundation board consists of the presidents of Linacre College, Oxford, Clare Hall, Cambridge, Berkeley, Harvard, Michigan, Princeton, Stanford, Utah, and Yale. This colloquium focuses on the future public missions of the University. It will address the question of how the university can engage most fruitfully with the many public issues that are part of its work; it should ask what society should expect from the university, and the university's ideal response to those expectations. The third colloquium "The Future Place of the University" organized by Professors Mika LaVaque-Manty and Joanna M. Millunchick, will explore the residential university as it enters its third century; examining what is special and unique about the residential experience. Students, faculty and staff will jointly explore the multiple functions of the university and how its learning experiences can be designed to take advantage of the co-location of different people with different functions. It should inquire into the local, national and global places of the university, and examine how they fit together in an overall mission. It will explore how the university creates places designed for third-century learning and pursuit of knowledge, and the linkage between the university's physical places and its digital spaces.

President Schlissel addressed the issue of the Flint Water Supply. He commended the chancellor of Flint for the fast action taken in this crisis to endure the safety of the water on campus. Regular testing started in Fall Term 2014. There has been regular outreach to Flint students to make sure that they are aware of the situation and have access to testing. The campus also has taken steps to protect the broader community, hosting the first community filter distribution in October 2015. The Department of Public Health is providing information and the Nursing students and faculty will provide free lead screening until 100% of children are tested. The President's office will offer \$100,000 in seed money for University faculty who have projects that can assist the situation in Flint. On Friday, with seed funding a meeting will take place The University had been a long-standing partner to the Flint community (60 years), and access to higher education is a deeply held value of the Flint community, which we will continue to support. President Schlissel expressed concern about the public impact of the University's scholarship. He feels the public does not fully appreciate the value of the scholarly work

Minutes of 25 January 2016
Circulated 10 February 2016
Approved 21 March 2016



done at the University and how it contributes to the quality of life. He feels that the University is at an important moment the state government disinvests in higher education and people wonder if the topics to which we devote our attention are worthwhile. There needs to be an effort across the spectrum of the university to inform people about the impact we have on society. It is both right and in our self interested to do a better job engaging with the public. The public sends its children to the University and votes for politicians who will be supportive of higher education. The University administration should find a way to value outreach, public service, serving on government panels, as media sources and contributing to public debates through the composition of Op-Ed pieces. Last year President Schlissel participated in a Michigan seminar asking what prevents faculty from participating more in public discourse. Recently President Schlissel has linked expertise in the school of Public Health in dealing with asbestos with programs in Detroit (<http://www.detroiturc.org/>) and noted that the Graham Sustainability Institute has impacted Detroit as well

(<http://graham.umich.edu/science/ia/detroit/datadriven>). He feels the University should get more credit for what we are doing.

President Schlissel turned to planning efforts on the Ann Arbor campus. He said that the University has been working to develop a strategic plan to increase diversity of students, faculty and staff. President Schlissel has met with the leaders of this process, and is hearing very good ideas. He favors a bottom-up approach, devolving responsibility to units, looking to get good ideas from as many creative people as possible as a way of increasing “buy in” from people who have contributed to the process. The University is hosting a conference on diversity in higher education at Rackham on Thursday, January 28, 2016. He focused on the need for additional outreach to students, noting that students are being asked to react to plans rather than being asked to shape these plans, there have been town hall meetings to facilitate student participation. The goal of these efforts is to make the campus look more like the citizenry it serves. He is concerned with building a more inclusive campus where everyone feels equally valid and invested in the community. There are challenges in brokering difficult conversations, sometimes labeled “Political Correctness,” that should provoke difficult conversations in a respectful way. The University will not gain the advantages of diversity if it does not facilitate the exchange of ideas from different perspectives. The faculty needs help in learning how to manage more inclusive conversations, to watch how students form study groups and not make an individual student feel like the spokesperson for his/her ethnic group. There are new programs to enhance diversity. Wolverine Pathways (<https://wolverinepathways.umich.edu/>) creates a pipeline of students from economically disadvantaged groups who can apply to college, mentoring students whose parents did not attend university. The program, begun in Ypsilanti and Southfield, will expand to Detroit. President Schlissel feels that if a high percentage of these students are qualified to attend a University, it will be a gain for society. The University of Michigan will provide a full tuition scholarship for students who qualify for admission at the University of Michigan. He also noted that the University graduated first students from architecture prep in Detroit.



3:50 Professor Schlissel invited questions

Dr. Fraser asked who the first whistle blowers were on the Flint campus since the water source switched in April 2014 and testing began shortly thereafter.

Another Senate member asked why there was a long time when people perceived the problem with Flint's Water Supply and the time action was taken; observing that not all the concerned people were part of the community. President Schlissel said he did not know who in particular in the Flint community had been proactive in this case or why activism did not extend off campus more effectively.

Professor Smith (Pharmacy) said his son, a student in the Nursing School at Flint had been telling him about the water for a while. He said everyone should be tested, and, while this is not an area of personal expertise, he understands that the greatest amount of significant toxicity is in children under 5 years old, causing life-long cognitive issues resulting. He added that the long-term neuro-cognitive effects in adults are not obvious or well studied. He observed that we should identify our own local problems—what we should be concerned with is an aging infrastructure in the country as a whole; the situation in Flint may be the tip of an iceberg. Professor Smith expressed concern about the dioxin plume in Ann Arbor, and wondered why it cannot be cleaned up now. President Schlissel will need further information on this point, which has reported in the *Ann Arbor News* and on WUOM. If we have a better understanding of the chain of events connected with the Flint breakdown, we can learn from this and respond differently for the future.

Professor Woodard (Pharmacy) asked why the pace is accelerated for diversity, equity and inclusion, since this has been a problem for a while.

President Schlissel said the University of Michigan is well known in the Academy for its commitment to diversity and academic excellent. When President Schlissel arrived the University was struggling in promoting diversity. As a result of the passage of Prop #2, the percentages for traditionally underrepresented groups on the Ann Arbor campus were headed in the wrong direction, while, across the country, there was increased consciousness that we were not living up to our expectations? President Schlissel wants to renew energy and increase the Ann Arbor campus' diversity and inclusion. He noted that the University has avoided some of the more socially overwhelming responses on other campuses because it is engaged in a discussion rather than responding to a crisis. The planning process will not end, The University will have to keep working on this, giving something a time frame gives an opportunity to move forward more efficiently.

A Senate member observed that the University is known for careful research, making sure that facts are correctly analyzed, and developing information in a scientific mode so one could look askance at the rush to throw out a plan that is not well supported by research. President Schlissel said this was a fair point, but responded that we need to try new ideas; it is hard to do great experiments with a high degree of control.

Professor Fossum (UM Dearborn) said that it is not clear how the strategic plan might extend to Dearborn and Flint, there are good things happening at Dearborn.

Minutes of 25 January 2016
Circulated 10 February 2016
Approved 21 March 2016



President Schlissel said that the Ann Arbor campus has the farthest to go. Dearborn is a model that Ann Arbor can learn from, the demographic shift in Ann Arbor has caused specific problems. He would like the different campuses to work on together, observing that Chancellor Little offers suggestions to Ann Arbor. He has been impressed by discussions he witnessed connected with immigration and security and those effected by them at Dearborn.

Professor Schultz talked about formation of several committees, saying that SACUA has been looking to being more involved in committee formation, including those connected with diversity efforts. President Schlissel said most of the work is in the schools and colleges; if SACUA as an entity wants to have another level of involvement that would be welcome. President Schlissel asked why SACUA isn't leading or forming the committee in diversity? Chair Weineck says SACUA has a committee on diversity; it would be good to combine the effort of SACUA committees with these other groups. President Schlissel said that it was his understanding that in the different units the leaders of those entities have been charged with working with their communities, each has identified a lead staff person (there are now 80 of them). He asked if SACUA should have been the entity to set these up? He would like SACUA to be involved—noting that SACUA is unhappy when he stands up a committee without consulting SACUA. He thinks that deans might have a broader insight into who “thought leaders” are in their units—the question of how to identify the best faculty is complicated.

Chair Weineck said that SACUA feels that there should be a liaison with shared faculty government as SACUA is the only group elected to speak for the faculty. The University is not a business and not a democracy but it does have democratic processes. SACUA is not hostile to the desire for specific expertise on advisory committees, but wants to have better links between SACUA and these groups.

President Schlissel suggested that we find an example of something to work through with SACUA. SACUA has the elected representatives of the faculty but there are 60 Senate Assembly members present out of 3000 faculty, and 3000 research faculty. He said that it is hard to have a participatory process when a minority of faculty members is engaged. Prof. Schultz continued that faculty governance, like the students concerns, feels that they are reacting to university administration, rather than participating with the administration , faculty governance, also As an example, he asked about the fate of the student's resolution, backed by SACUA about forming a committee considering divestiture from fossil fuels. President Schlissel said that, in analyzing the issue with students, that he did not feel divestment is correct. The Regents have no interest in divesting from fossil fuels, the same companies that the University would be divesting from are converting from fossil to renewable fuels; fossil fuels are not inherently evil, our endowment is given by donors to whom we have a commitment for the proper management of their money. The State of Michigan does not have an aggressive policy for moving towards greater use of renewable sources, but the University is taking steps in using renewable energy sources and recycling. The endowment should not be a tool to make a statement, reasonable people might disagree. Based on the current arguments, he sees no reason to continue



discussion. Professor Schultz noted that other institutions have been more proactive than UM in handling these divestment issues. President Schlissel said that Stanford got a lot of attention for divestiture, but Stanford held venture funds that invested in fossil fuels. Divestiture is a political and social issue and he has not been convinced of its feasibility. A Senate member asked that, if, as a new president, President Schlissel saw diversity was unsatisfactory, was he happy with the structures of governance that might have contributed to this situation?

President Schlissel said that he had not thought about the structures; if there are other ways to organize it, he would welcome the discussion. Every group he has met with raised the issue of effective organization.

Dr. Fraser agreed that it was good for things to bubble up, saying that President Schlissel would get more bottom-up involvement by including faculty from faculty governance. He asked if disabled people were included.

President Schlissel said that part of the charge is to define diversity broadly, the full breadth of human experience, religion, political thought, race, ethnicity, ability and limited ability. Some groups are bringing forward programmatic ideas to work in this area. He said he should meet with the SACUA committee on diversity and inclusion.

4:15 SACUA Nominating Committee Election

Professor Lehman moved that the top vote getter in the election be the chair of the committee. The motion carried.

Chair Weineck asked if there was further thought about President Schlissel's visit.

Professor Lehman said that President Schlissel should be made aware that elections to college executive committees do not result in the top vote getter being elected.

Chair Weineck said that including faculty on advisory committees is not the same thing as faculty governance.

A Senate Assembly member asked if some of the activity of the Senate Assembly could be on line.

Chair Weineck said that there have been discussions of on-line voting which have identified both upsides and pitfalls, and that this was even more so when it in the case of Senate voting.

Chair Weineck said we could ask President Schlissel for his prepared remarks; we also post the minutes of meeting on the Senate Web site. She discussed the process of minuting the visits of the president and provost.

4:25 Statement of Support for UM Muslim Community

Chair Weineck introduced the SACUA statement of support for the University of Michigan Muslim Community:

In light of the recent wave of anti-Islamic rhetoric in public discourse, the University of Michigan's Senate Advisory Committee on University Affairs hereby affirms its support for the Muslim members of the University community. Our collective commitment to equity, inclusion, and mutual respect extends to members of religious communities. We call on all members of the University of



FACULTY SENATE
SENATE ASSEMBLY
UNIVERSITY OF MICHIGAN

Michigan to unequivocally oppose and condemn all attempts to discriminate against, marginalize, or denigrate students, faculty, and staff on the basis of religious faith, national origin or ethnic belonging.

Chair Weineck asked if the Senate Assembly would support the SACUA motion. A Senate Assembly member asked if the second sentence read religious “affiliation” rather than “community.” This was accepted as a friendly amendment.

Professor Lehman moved to close discussion. Closure was approved.

Professor Lehman moved and Professor Brown seconded the motion.

The Senate Assembly Statement of support for the University of Michigan Muslim Community is:

In light of the recent wave of anti-Islamic rhetoric in public discourse, the University of Michigan’s Senate Advisory Committee on University Affairs hereby affirms its support for the Muslim members of the University community. Our collective commitment to equity, inclusion, and mutual respect extends to members of religious affiliations. We call on all members of the University of Michigan to unequivocally oppose and condemn all attempts to discriminate against, marginalize, or denigrate students, faculty, and staff on the basis of religious faith, national origin or ethnic belonging.

Approval was of the emended statement was unanimous.

4:35 Adjournment

Next Senate Assembly Meeting: February 22, 2016
Respectfully submitted,

David S. Potter
Senate Secretary

University of Michigan Bylaws of the Board of Regents, Sec. 4.01:

The University Senate

The 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.

University of Michigan Bylaws of the Board of Regents, Sec. 4.04:

The Senate Assembly

The Senate Assembly shall serve as the legislative arm of the senate.

The assembly shall have power to consider and advise regarding all matters within the jurisdiction of the University Senate which affect the functioning of the university as an institution of higher learning, which concern its obligations to the state and to the community at large, and which relate to its internal organization insofar as such matters of internal organization involve general questions of educational policy.

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

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

Minutes of 25 January 2016
Circulated 10 February 2016
Approved 21 March 2016