

THE UNIVERSITY OF MICHIGAN

SENATE ASSEMBLY

Minutes of the Regular Assembly Meeting, January 15, 1973

ATTENDANCE: Present: Allen, Anton, Asgar, Birch, Bowditch, Brockway, Buning, Caldwell, Millard, Cohen, Cooperrider, Cornish, Crawford, Danielson, Darvas, DeKornfeld, Ehrenkreutz, Farrand, Floyd, Goodman, Johnson, Heller, Taylor, Hymans, Jameson, Jensen, Weber, Lands, Larkin, Lloyd, Loomis, Magee, Uzoigwe, Meyer, Nelson, Nystuen, Oberman, Ostrand, Overseth, Ice, Preston, Rowe, Ryder, Sawyer, Sears, Vander, Vaughn, Colburn, Goldstein, Wilkes, Williams, Zweifler, Mohler, Hildebrandt, Kincaid, Hinerman

Absent: Rutledge, Cassidy, Evaldson, Fader, Franken, Krachenberg, Hertzler, Higgins, Creeth, Kerr, Sana, Deskins,

Guests: Mr. Donald Canham, Professor C. James Pilcher, and Vice-President Allan Smith

CALL TO ORDER Chairman Hinerman called the meeting to order at 3:25 p.m. in the Rackham Amphitheater.

APPROVAL OF MINUTES The minutes were approved as distributed.

INFORMATION REGARDING SCHEDULE 8 OF UNIVERSITY FINANCIAL REPORT Chairman Hinerman drew attention to the expanded information on schedule 8 of the University financial report, which had been distributed with the call to the meeting in response to a request at the previous Assembly meeting. The other figure that had been asked about at that meeting was an amount of \$10,000 that had been misread as \$10 million.

REPORT BY PROFESSOR PILCHER, CHAIRMAN, COMMITTEE ON ECONOMIC STATUS OF THE FACULTY Professor Pilcher came forward to report on the activities of the Committee on the Economic Status of the Faculty.

Professor Pilcher said that CESF had put together a package of requests that they were about to present to the administration. He asked the Assembly's leave to give only a brief sketch of the package, since it was important to retain flexibility in the forthcoming discussions.

The salary increases the Committee was suggesting reflected compensation for inflation, the need to maintain a competitive position with peer institutions, and a measure of participation in the real growth of the economy. Also, with the Michigan economy booming, this was a good year for "catching up", that is, making up for low increments in the recent past. Federal guidelines on pay increases should be honored, but promotions and other special cases fall outside the guidelines; therefore, faculty compensation increases are greater than guidelines and entirely appropriate when justified. The Committee accepted the Regents' recommendations on fringe benefits; they felt that a strong case could be made for improvements in this area.

Chairman Hinerman then invited Vice-President Allan F. Smith to address the Assembly.

REMARKS BY  
ALLAN F. SMITH,  
VICE-  
PRESIDENT  
FOR  
ACADEMIC  
AFFAIRS

Vice-President Smith opened by saying that CESF had taken hold of the problems that the University had in developing a long-range compensation program. He agreed with their statement of relevant factors, and indicated he was ready to sit down with CESF at any time.

Vice-President Smith said that he had hoped to know more about what the Governor was going to present to the Legislature at this time than he did. The Governor's budget proposals were now promised for the first week in February. The preliminary signals were not encouraging. However, President Fleming had talked with the Governor after he had aired some of his ideas, and this might have had a favorable effect. A report would be given to the University as soon as more information was available.

Negotiations with federal agencies had been concluded, and the current indirect cost reimbursement rates on federal grants would be maintained. The University was holding its own in total research grants.

After the Governor had given his message, the next step would be to talk to members of the State Legislature. Here there was a problem of strategy in determining what items would be the most profitable ones to stress, and he expected to work with the Budget Priorities Committee in this regard.

Turning to another matter, Vice-President Smith said that a question had been raised, so far only in the abstract, about the applicability of Regents' Bylaw 5.09 to non-tenured professors and associate professors. The wording of the Bylaw would suggest that after such faculty members had been at the University for 8 years, they could be dismissed or demoted only by going through the procedures prescribed in the Bylaw. The University attorney had said, however, that de facto tenure could not be acquired in this way if the original appointment was specifically without tenure. Vice-President Smith was asking for a clear-cut determination of policy in this matter.

He closed by saying that everyone should show great sympathy for the members of the Budget Priorities Committee, who would have a very difficult task to perform.

In response to a question by Professor Colburn, Vice-President Smith said that there was every indication that the State would not make a substantial increase in money allocated to student financial aids. Since the University needed about \$3 million additional for this purpose, there was likely to be a tough problem.

Professor Cohen asked whether Vice-President Smith could say anything about the question of due process for non-tenured faculty members. He replied that comment would be inappropriate since there was a case in progress; he would be happy to say something in perhaps two months, when this case was disposed of.

Professor Anton asked whether the cost of student aid under the Opportunity Award Program would continue to increase after next year. Vice-President Smith replied that with seniors leaving as freshmen came in, future increases would be much less. Some units, which had been slow in implementing the program, would not have reached equilibrium and would see some increases.

Chairman Hinerman then introduced Mr. Donald B. Canham, the director of Athletics, saying that he would be talking to the Assembly about intramural and club sports. He drew attention to the copy of the University Record that had been distributed which contained an outline of the athletic budget for 1971-72.

REMARKS BY  
DON CANHAM,  
ATHLETIC  
DIRECTOR

After expressing his appreciation at being invited to address the Assembly, Mr. Canham opened his remarks by talking about the budgetary problems associated with the student grant-in-aid program. Last year it had cost about \$600,000 to field teams in 11 sports, and costs had escalated in the last two years; the current year's figure would be close to \$700,000. Other colleges were feeling the same pressures. President Fleming had spearheaded a movement in the Council of Ten to reduce these expenditures, and the Big 10 was putting into effect an immediate reduction from 34 to 15 in the number of grants permitted per school per year for non-revenue sports. They had limited football tenders to 120 per year. The University was reducing the number of full tenders it was offering, giving instead partial tenders to a larger number of athletes.

Recent NCAA actions in lowering academic eligibility requirements and declaring freshmen eligible for intercollegiate competition had had adverse effects. These changes had been put through by the smaller schools, who were hungry for bodies, over the opposition of almost all the major ones. (All schools have the same vote in the NCAA, regardless of size.) There was some interest in establishing semi-autonomous subdivisions of the NCAA corresponding to different sizes of schools.

Turning to building proposals, Mr. Canham pointed out that the ice rink was 45 years old, and needed either to be closed down or completely renovated. However, the building could be used for other facilities such as basketball courts. Yost Field House had enough room for the ice rink and would be an ideal year-round location for it. A Butler building could be constructed at the south end of the Field House to hold an indoor track and tennis courts.

At present there were no recreational facilities on the North Campus. A Butler building could be placed there for \$500,000-\$700,000. A permanent building, which would be much more suitable would cost between \$3,000,000 and \$3,500,000. A floor could be put in the present ice rink building for \$80,000. Putting an ice rink in the Field House would cost \$300,000 but would yield increased seating capacity and year-round recreational skating. The Ferry Field development would be financed by borrowing by the Athletic Department, say on a 10-year loan. The North Campus construction would have to be financed by a student fee increase of \$5.00 per semester.

Professor Lands said that he thought that some long-range planning in physical education was called for. He said that current planning seemed to be concerned with spectator sports rather than with allowing people the opportunity for active exercise to maintain their physical health.

Mr. Canham agreed with these observations, saying that he thought intercollegiate football, in the form we know it today, would disappear in 15 years or so. He noted that jogging had become so popular that the Ferry Field track is being worn out. He said, however, that the system couldn't be changed overnight, and that planning had to take into account the present state of affairs.

Professor Caldwell asked what facilities might be developed at Flint. Mr. Canham said that both Flint and Dearborn were talking about intercollegiate programs in minor sports. He had urged them to go slow and develop their planning systematically.

In a brief interchange with Professor Jensen, Mr. Canham brought out that the School of Education pays the professional salaries in physical education and intramurals. The Athletic Department pays service and maintenance salaries in those areas.

Pointing out that revenue had exceeded expenses by some \$200,000 last year, Dr. DeKornfeld asked why it was necessary to budget \$150,000 from general funds for expenses. Mr. Canham pointed out that the surplus had resulted largely from the Lions' game, which would not be repeated. He went on to point out that \$100,000 per year maintenance would soon be required at the stadium if insurance protection was to be retained.

Professor Oberman asked whether ticket sales were being lost through an abuse of faculty privileges, and whether ice hockey would be practical in the Crisler Arena. Mr. Canham replied that provisions for splitting receipts with visiting teams were such that half-price faculty tickets yielded about as much revenue as regular full-price tickets as less money is paid to visiting schools on staff tickets. Unfortunately, hockey was not possible in the Arena; convertible facilities had since been constructed elsewhere, but the idea had arrived too late.

Professor Cohen said that he wanted to express his gratification at the plans that had been described. He asked whether there was any way of sharing the cost of facilities between students and faculty that would not leave the students feeling that they were being treated unfairly, and yet would not hold everything up while faculty approval was being sought. Mr. Canham mentioned some expedients that had been tried elsewhere, such as faculty recreation cards and stiff locker fees.

Professor Vander asked whether a building intended for physical activities could be viewed in the same light as a chemistry building. Mr. Canham said that he had great sympathy with this view, but that in most eyes the academic buildings had higher priority. He felt that it was essential to move ahead and get some facilities constructed.

Professor Anton, saying that the existing handball facilities in the IM Building were horrendous, asked what interested faculty members could do to help the situation. Mr. Canham said that he had toyed with the idea of putting up faculty handball courts as a part of new bleachers that might be constructed for track, and he asked whether the faculty would use them if this was done. Professor Heller suggested that faculty members would take advantage of the facilities if they were informed about them.

Introducing the next item on the agenda, Chairman Hinerman said that there were established procedures for replacing SACUA members who went on leave for six months or a year. According to circumstances, a slate of candidates might be put together, or the runner-up in the previous election might be nominated.

PROCEDURES  
FOR SACUA  
REPLACEMENTS  
FOR TERMS  
OF LESS  
THAN ONE  
SEMESTER

However, a problem had arisen with Professor Peter Franken, whose term on SACUA would expire on April 16. He is on research leave, but would be in town part of the time and could attend some SACUA meetings. An election to replace him could not be held before the February Assembly meeting, following which only two months of his term would remain.

Professor Bowditch suggested that a slate of ten assistant professors should be kept available for filling vacancies.

Professor Brockway moved that SACUA should be authorized to adopt whatever solution they thought appropriate. The motion was seconded, and passed with one dissenting vote.

NOMINATIONS  
AND  
APPOINTMENTS

Five vacancies on four committees were to be filled. SACUA's nominations were presented as follows:

Board for Student Publications - two temporary replacements for winter term '73 - Peter R. Klaver, Assistant Professor of Humanities (replacing Frank Yates); Ronald H. Nishiyama, Professor of Pathology (replacing Tom Croxtom)

Long-Range Planning Committee - Dearborn representative - Paul K. Trojan, Professor of Mechanical Engineering

University Relations Committee - present to '74 - John D. Mohler, Professor of Music (replacing George Zissis)

Research Policies Committee - remainder of academic year - Scott K. Simonds, Professor of Health Education (replacing Gwynn Suits)

Professor Oberman asked whether, in filling vacancies, full use was made of the lists of volunteers for committees gathered each spring. Professor Goodman and Chairman Hinerman assured him that the lists played an active role in the selection. However, it was sometimes hard to gather sufficient information about people on short notice. Volunteers were very scarce for some committees. A balanced representation of schools was desired on most committees; it was sometimes necessary to seek a representative from a desired school.

The nominations were considered in turn. Each one was unanimously accepted.

NEW  
BUSINESS

Under new business, Chairman Hinerman said that it had become necessary to find a replacement for Professor Hayward on the Budget Priorities Committee. Since the vacancy had arisen too recently for SACUA to find a nominee, and the Committee's business was very important, he asked the Assembly whether SACUA could select a nominee who would be permitted to serve pending acceptance of the nomination by the Assembly.

Professor Oberman moved that SACUA should be authorized to take such action. The motion was seconded and passed unanimously.

Professor Bowditch, recalling past instances in which faculty members had been concerned about public affairs, announced that he, together with a group of other historians, had reserved the main ballroom of the Mayflower Hotel in Washington, D. C. for the evening of the Inauguration, for the purpose of holding an inaugural dinner for peace. They were selling tickets for \$10 apiece, and were hoping for an attendance of between 500 and 1,000. He hoped that this dinner would make its point, which was to protest the conventional inaugural festivities in the midst of warfare, without being counter-productive.

Professor Anton wished his endeavor Godspeed, and Chairman Hinerman added his good wishes.

Professor Hymans read a statement as follows:

"The Michigan Daily of Saturday, January 13, carries a page 1 news item with the headline: 'U may include race on job applications'.

"Not so many years ago, it was considered a mark of enlightenment to be in the fight against such practices which were then common and were well-recognized as devices to bolster the efficiency with which job discrimination could be practiced.

"Today it is regarded as a mark of enlightenment to support preferential treatment for certain groups which have consistently been discriminated against over long periods of time. I too support the concept of preferential treatment. But I do so only with the understanding that in the longer run, once past injustices will have been amended and social practices have adjusted to the concept of equality of opportunity, job decisions will involve neither preferential treatment for some groups nor discrimination against other groups.

"It is my view that the reappearance of racial identification on job applications is counter-productive to this longer run goal, and I would hope that the Senate Assembly will go on record as opposing such a regressive step."

He followed his statement by formal motion (seconded by Professor Larkin):

"Resolved, the Senate Assembly opposes the introduction of racial information on job applications."

In a brief discussion, Professors Colburn and Bowditch pointed out that some real difficulties had arisen in attempting to implement equal opportunity directives. Vice-President Smith said that hasty action was not necessary, since it was most unlikely that the Regents would take action on this question at their January meeting. He added that there had been suggestions for entering the information in question on a detachable portion of the application. The problem was complicated, and he hoped a satisfactory solution could be found. Professor Hymans said that his resolution was intended as an expression of opinion, and that there might be many ways of getting around the difficulty.

Professor Lands moved that further consideration of the question should be postponed until the next meeting. His motion was seconded and passed unanimously.

ADJOURNMENT

The Assembly adjourned at 5:15 p.m.

Wilfred M. Kincaid  
Secretary