

Minutes of 23 January 2012 Senate Assembly Meeting  
Circulated 1 February 2012  
Re-circulated 13 February 2012  
Approved 13 February 2012

THE UNIVERSITY OF MICHIGAN  
SENATE ASSEMBLY MEETING  
23 JANUARY 2012

**Present:** Adlerstein-Gonzalez, Armitage, Aronoff, Barald, Barber, Bayraktar, Bielinska, Borer, Christman, Crane, DiPietro, Dorsey, Folger, Friese, Goldman, Gumucio, Hardin, Hirshorn, Jagadish, Jenckes, Johnson, Jones, Kearfott, J. Koopman, Lehman, Lushmann, Mansfield, Millunchick, Moore, Mora, Mutschler, Odetola, Ortega, Pando Zayas, Pipe, Pousen, Prygoski, Rothman, Schriber, Shore, Soellner, Sonnega, Staller, Szymanski, Thorton, Trandafirescu, von Buelow, Wolfe, Wong, Wright

**Requested Alternate, None Available:** Beck, Booth, Carson, Davis, Giordani, Hollingsworth, C. Koopman, Larsen, Muehlberger, Singh, Williams, Zengulys

**Alternates:** Young (Boxer), Dynarski (Miller), Schmaltz (Nevett), Mead (Westlake)

**Absent:** Ahbel-Rappe, Atkins, Holland, Mars, McCullagh, Shah, Sun, Thompson

MATERIALS DISTRIBUTED

1. Agenda
2. Minutes of the December 2011 Senate Assembly meeting
3. Guidelines for university representatives prior to the GSRA union representation election, dated 19 July 2011. Public Affairs & Media Relations
4. GSRA Letter to President Coleman, dated 18 January 2012
5. Letter from F. Larsen to the UM Board of Regents, dated 18 January 2012
6. Draft Strategy Team 2016- Keeping the Well & At-Risk Healthy Sub-Group, updated 9 Jun 2011
7. Budget Study Committee 2010-2011 Report
8. 3<sup>rd</sup> Century Initiative PowerPoint Slides
9. Questions for President Coleman and Provost Hanlon, 23 January 2012

Chair Barald convened the meeting at 3:21 P.M. The agenda was approved.

CONSIDERATION OF MINUTES

The minutes of December 2012 were corrected and approved.

RATIFICATION VOTES

ACTION OF SENATE ASSEMBLY 012312-1

The Senate Assembly voted without dissent to ratify the resolution regarding peaceful protest that had been introduced at the December 2011 Assembly meeting in absence of a quorum. Assembly members had been polled electronically and strongly endorsed it.

## ACTION OF SENATE ASSEMBLY 012312-2

The Senate Assembly voted without dissent to ratify the resolution regarding reporting crime that had been introduced at the December 2011 Assembly meeting in absence of a quorum. Assembly members had been polled electronically and strongly endorsed it.

## ANNOUNCEMENTS

1. Chair Barald reported that a recount of ballots for the SACUA nominating committee had occurred in the Faculty Senate Office, and the tie votes reported by tellers were overturned. Membership of the committee consists of Professors Borer, Giordani, Johnson, Lehman, Lusmann, Rothman, and Wolfe.

2. SACUA members transmitted letters to the President and the Board of Regents regarding GSRA collective bargaining (distributed items 4 and 5).

## VISIT OF UNIVERSITY PRESIDENT AND ANN ARBOR PROVOST

Chair Barald introduced President Coleman at 3:20 P.M. The president delivered prepared remarks about recent initiatives from her office (distributed item 8). She described a need for increased state investment in higher education with encouragement from business leaders. She said that her administration is in the early stages of planning the next capital campaign. She added that additional cost-cutting is necessary, nonetheless. She cited a series of trends, including:

- Instructional FTEs have decreased

- Research and health care positions have increased.

- Modest tuition increases have been imposed

- Financial aid has increased, mainly as grants in an effort to keep loan burden low

- Net cost of attending the U-M has been flat or has declined

At 3:34 P.M. she yielded the floor to the provost for additional prepared remarks.

The provost cited examples of cases when he benefited from advice offered by faculty governance groups. He cited ideas proposed by the Academic Affairs Advisory Committee (AAAC) about learning analytics. He said that considerable student data exist, including grades, course selection, and E&E scores. In response he has committed \$2 million to this effort. He also cited concerns expressed by SACUA about MCommunity directory privacy issues and risks posed to members of the community. In response he directed changes to directory policy. He also noted that the AAAC expressed concerns about the ways that students were charged for study abroad and recommended changes in the funding model. In response he looked into the issue seriously, but upon careful consideration did not follow the recommendation. His prepared remarks concluded at 3:38 P.M.

## QUESTIONS TO EXECUTIVE OFFICERS FROM ASSEMBLY MEMBERS (distributed item 9)

### GSRA unionization-

President Coleman reviewed the timeline of actions regarding potential unionization of GSRA's. She noted that a fact-finding hearing has been ordered, but that appeals are still pending. She said that the Administration has hired outside counsel. A key point of dispute is whether there has been a substantial change in GSRA appointments since 1981. She said that faculty have free

speech rights and can discuss the issues. She cautioned against either threatening or offering reward for GSRA votes.

Q1: changes within units to the tenure clock-

The provost said that no changes have been recorded by vote of governing faculty in any unit to the length of the tenure probationary period. An advisory document was produced by a committee chaired by Professor A. Stewart. The report was discussed with deans and referred to unit executive committees. The administration is making changes to the Standard Practice Guide in response to the bylaw change. The provost said that he could apprise the Senate Assembly of any changes in the average time to tenure, but that he would require a precise definition of the metric.

Q2: continuous enrollment-

The provost stated that the Rackham Graduate School reported 842 Ph.Ds awarded in the first year of the program compared to 7xx previously. The program seems successful in terms of its objectives. Financial projections were very accurate. Penalties for being out of compliance are still being considered.

Q3: hiring initiative for 100-150 faculty-

The president declared the initiative a huge success. She said that 60 to 80 of the original target of 100 faculty have been hired, and that an additional 50 senior appointments are still pending.

Q4: recreational sports facilities-

The president reported that funding for the initiative is still a question. She said that recreational sports user fees have funded similar facilities elsewhere, and that the administration is still trying to identify a mechanism that is feasible.

Q5: education reimbursement for college expenses-

The provost said that the provost's office undertook an extensive study of the issue 4 years ago. The conclusion was that a program equivalent to that of Duke University would cost \$50 to \$60 million in recurring expense and would be equivalent to a 7% salary increase for everyone. He said the administration was not willing to adopt a policy with that expense. He said that the administration contracts for benchmarking of U-M benefits program against its academic competitors, including those that offer tuition benefits, and that the U-M is average among 20 competitors. Professor Rothman suggested that employees be offered a chance to set aside pre-tax dollars. The provost replied that the administration explored investing in statewide programs, but concluded that they could not recover the funds if a faculty member left the U-M. He commented further that about 20% of the U-M faculty have received competing offers at other institutions. He said that the administration fights to retain faculty, and wins the competition 61% of the time.

Q6: change in retirement benefits with no grandfathering-

The president acknowledged that changes were implemented without a grandfathering clause. She stated that the U-M is below the national average in rates of increase for health care costs. She said she is optimistic about offering future benefits, but could not offer guarantees. She said the administration tries to be fair.

Q7: increasing demands on faculty time-

The provost pointed out that the current state appropriation is \$95 million lower than in 2002. He said the chief strategy for dealing with the reduction has been cost containment and re-allocation of savings. He stated that the added clerical and administrative workload of faculty is a consequence of cost cutting to central administration units.

Q8: faculty teaching productivity and use of KPI metrics-

The provost said that he thinks it is good to have productivity measurements to help inform budget decisions. He explained that KPI (key performance indicators) is among the measures gathered by deans' offices. It includes student credit hours (SCH), number of concentrators, and number of graduates. Professor Goldman pointed out that different schools measure some things differently. The provost thanked her for the information.

Q9: loss of trust between administration and representative faculty groups-

The provost said that he needs to listen to all faculty voices, of which elected faculty governance is only one, and to consider the arguments. He said he disagreed with the premise of the question. The president said she agreed with the provost. The provost said that he first engaged with SACUA in December 2010 about changes to the tenure probationary period. A member of the Assembly asked why there was urgency to enact the policy change in light of the fact that the provost responded earlier (Q1) that no changes have occurred. The provost replied that the issue went back five years, and that he had already heard from hundreds of people, that nothing new was being argued, and so he made a decision. He noted that the Board of Regents voted the policy change, not he.

A member of the Assembly cited the shifting of health care costs and burdens to faculty while simultaneously granting large salary increases to deans, and asked why the faculty should feel valued. The provost replied that the administration does appreciate and value the faculty; they are doing more with less. The president added that nothing happens without the hard work of the faculty. She said that one of her highest priorities is to have a salary program every year, and that requires making tough choices. She said her administration has invested heavily in facilities so that faculty have great places to work.

Additional queries from the floor-

The president said that there was no official confirmation from the White House about a report that President Obama would visit campus on Friday.

Asked about the philosophy and principles guiding the administration's view of faculty in advisory groups, the president replied that she hears that executive officers enjoy the interactions.

The provost said that he has had good interactions with the AAAC on university-wide issues. He noted that other groups tend to focus on unit issues. Asked about gag orders imposed on faculty who serve on some committees, the provost replied that he did not think that true of any of his committees. He said it might apply to committees that are brainstorming on benefits issues, and that the purpose may be to avoid limiting discussion.

The guests left the meeting at 4:32 P.M.

Chair Barald told the Assembly that SACUA was asked not to disclose proposed changes to RB 5.09 (tenure probationary period) when the provost informed them in 2010.

RESOLUTION ON FACULTY PARTICIPATION ON THE KEEPING THE WELL & AT-RISK HEALTHY SUB-GROUP (of Human Resources)

Professor Rothman stated that he had served on the retiree health care benefits committee under imposition of a gag order. He said he could not bring in support for his position from faculty who might agree with it. He said that faculty named as representatives of the faculty on large committees cannot enlist their constituents if they don't know what they think. A member of the Assembly responded that faculty representative should perhaps express preconditions before agreeing to join such a committee. Professor Hirshorn remarked that the Budget Study Committee is offering a resolution on openness in governance. He said he has seen no governance body that tolerates this level of secrecy.

Chair Barald reported that SACUA told Human Resources director Laurita Thomas that openness was essential, but got nowhere. Professor Armitage suggested that the Assembly point out the number of cases in which secrecy was required and make it a public document. Another member suggested that faculty governance negotiate the contractual terms of such agreements. Professor Goldman replied that in most cases nothing is written. Professor Rothman added that in his case the agreement was implicit, not written.

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ACTION OF SENATE ASSEMBLY 012312-3

Professor Armitage moved to collate a list of all Senate Assembly members who have been asked to maintain secrecy in policy advisory committees and forward it to office of provost (multiple seconds). The motion was modified through friendly amendment to collate a list of committees rather than Assembly members.

The action was approved without dissent by show of hands.

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BUDGET STUDY REPORT (4:49 P.M.)

Professor Hirshorn called attention to distributed item 7 and asked the Assembly to affirm its vote of the previous year (SA042511-1) calling on the administration to release to Budget Study and CESF an anonymous list of total compensation figures (W2 data) so that the committees could function as charged. Assembly members discussed the merits of acquiring a frequency distribution of the W2 data rather than the raw data. Professor Rothman declared that aggregating data will not help with equity analysis. He further suggested that it would be unwise to make public the generous compensation packages enjoyed by many university officials in these difficult financial times.

The motion was defeated after a quorum call that established a valid quorum to be present.

Number approving- 5

Number disapproving- 25

Abstentions of record- 4

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ACTION OF SENATE ASSEMBLY 012312-4

Professor Hirshorn placed on the floor the Resolution on Open Governance offered by the Budget Study Committee (distributed item 7). After brief discussion suggesting that the resolution might offer guidance to faculty on advisory committees who are faced with gag orders, the Action was adopted.

Number approving- 24

Number disapproving- 0

Abstentions of record- 9

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UNFINISHED BUSINESS

There was no additional unfinished business.

NEW BUSINESS

Concerns were raised about parking on campus and the fact that it was increasingly difficult to find spaces. Constructive ideas about the problem were invited for future discussion.

The meeting was adjourned at 5:07 P.M.

Respectfully submitted

John T. Lehman  
Senate Secretary

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

*Governing Bodies in Schools and Colleges*

In each school, college, or degree granting division of the University, including those at the University of Michigan-Dearborn and at the University of Michigan-Flint, the governing faculty shall be in charge of the affairs of the school, college, or division, except as delegated to the executive committee, if any, and except that in the School of Graduate Studies the governing board shall be the executive board, and in the Medical School shall be the executive faculty.

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**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.