

Minutes of 17 February 2003
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**THE UNIVERSITY OF MICHIGAN
SENATE ASSEMBLY MEETING**

17 February 2003

ATTENDANCE

Present: Berent, Bradley, Burdi, Byosiere, Carlisle, Combi, Elenbogen, Ensminger, Faerber, Fisher, Giordani, Gobetti, Goldman, Gould, Green, Gull, Huntley, Karr, Keller-Cohen, Koopmann, Kosch, Moore, Okada, Overmyer, Pedraza, Powell, Prasad, Raisler, Remick, Riebesell, Sagher, Shimp, Simpson, Watkins, Winter, Yakel, Yeo; Lehman
Alternate: Richard Ohye for Medicine (Kyung Cho) **Absent:** Akerlof, Alfred, Andersen, Andre, Atreya, Barsky, Bartlett, Bhavnani, Boyd, Brown, Clark, Colas, Drach, Fishman, Frier, Hall, Hills, Ketefian, Kim, Johnson, Lindner, Lithgow-Bertelloni, McDonagh, Ni, Norris, Orr, Page, Pennell Ross, Peterson, Robertson, Ruffin, Savage, Schwendeman, Sension, Seyhun, Shelden, Tappenden, Thornton, Tropman, Wechlser, Whatley

MATERIALS DISTRIBUTED

1. Senate Assembly agenda
2. Draft minutes of the Senate Assembly meeting of 27 January 2003
3. Recommendation from Research Policies Committee to F. Ulaby, dated 10 January 2003 (corrected 16 January 2002 [sic]) regarding establishment of 'research professor'
4. Handout for research professor presentation, undated
5. Survey of 'Research Professor' title used by Universities, undated
6. Use of PRS, Senior PRS and Clinical Titles by Major Appointing Unit, undated

Chair Koopmann convened the meeting at 3:17 P.M. The proposed agenda was adopted.

CONSIDERATION OF THE MINUTES OF 27 JANUARY 2003

The minutes of 27 January 2003 were approved as submitted.

ANNOUNCEMENTS/UPDATES

Chair Koopmann announced:

1. The Senate Assembly will next meet on 17 March 2003. A major item of business will be election of SACUA representatives.
2. Senate Assembly members are invited to volunteer for service on Senate Assembly committees. Members should also invite participation by other faculty in their units.
3. The Academic adviser for the varsity football team has asked to make a presentation to Senate Assembly and is seeking a 'guest coach' who would follow and observe the daily routine of varsity athletes. The individual would be hosted as a guest of Athletic Director Martin in the AD box at a football game. Professor Burdi suggested that as another alternative the individual might attend a meeting of the Academic Performance Committee.

PROPOSAL FOR RESEARCH PROFESSOR DESIGNATION

Chair Koopmann invited Professor Giordani to report on the most recent meeting of the Academic Affairs Advisory Committee. Professor Giordani reported that concern had been expressed about proposals within the Medical School to abbreviate 'clinical professor' simply to 'professor' for general use in communication. He said that concern extended to blurring of distinction between different employment tracks and consequences for governance. He said that the provost had stated that creation of a new 'research professor' title was a separate issue from abbreviation of the title.

Professor Burdi asked what the trend in numbers has been for tenure-track lines at schools that adopted non-tenured research professor titles. Professor Giordani replied that he has seen no numbers relevant to the question.

PRESENTATION BY RESEARCH POLICIES COMMITTEE CHAIR

At 3:30 P.M. Chair Koopmann gave the floor to Professor Katarina Borer, RPC chair. Professor Borer made a presentation parallel to distributed item 4. She stated that the existing title 'senior research scientist' was ambiguous, and that in response to a request from the vice president for research the RPC developed the recommendations in distributed item 3.

Professor Giordani pointed out that addition of criteria for involvement in undergraduate or graduate teaching is a fundamental change in job description. Professor Borer replied that teaching is to be considered ancillary to their research. Professor Burdi stated that the proposal implies there would be additional teaching of undergraduates by non tenure track personnel.

Professor Prasad remarked that elsewhere 'research professor' is an honorific title that connotes special distinction, with reduced teaching duties.

Professor Fisk, department chair of Atmospheric, Oceanic and Space Science stated that there were 5 senior research scientists in his department and that the promotion criteria for these individuals was strenuous and similar to promotion and tenure evaluations for tenure track faculty. He said that criteria involve international reputation, publications, and external letters. Fisk said that in his department the only thing that distinguishes the senior research scientists from tenure track faculty is that they do not perform regular classroom teaching. However, he added, sometimes they are invited to deliver a lecture course, and then they are paid from department funds.

Professor Burdi asked Professor Fisk why AOSS does not hire these people on the tenure track. Fisk replied that his dean does not have infinite amounts of money. He added that the situation is wonderful from the administrative perspective because his department gets world class scholars who teach, do research, and so forth.

Professor Riebesell asked for evidence that senior research scientists have trouble getting grants because of their existing titles. Fisk replied that he thought their own stature and the quality of proposals gets them the grants. He said this is more a matter of recognition. Riebesell asked if the individuals would participate in tenure decisions. Fisk replied that his department would use only the tenure track faculty to make those decisions.

Professor Borer pointed out that 'research assistant professor' is proposed as a new title that can be bestowed by the vice president for research. Her prepared presentation ended at 3:55 P.M.

PRESENTATION BY VICE PRESIDENT FOR RESEARCH

Vice President for Research Ulaby arrived at 4 P.M. He made remarks encouraging adoption of the proposed 'research professor' titles (distributed item 3). He said that conferral of the titles takes away nothing from anybody else. He said that he could raise questions about instructional faculty who got tenure 20 years ago and are no longer productive. He said this is not a step toward tenure, and that there is no intention from the president on down to take any such step. He said that in his own lab he saw 2 research scientists who deserved the recognition, and so he said 'why not give them the recognition?'

Professor Raisler declared that research scientists play an important role in the School of Nursing. She said that students might be reluctant to have a mentor that does not have the professor title. VP Ulaby said that he had consulted a dictionary and could report that 'profess' means 'to communicate knowledge.' Professor Lehman asked whether these proposed professors would be extended the protections of due process built into Regents Bylaw 5.09 if they are expected to teach students. The vice president replied that the administration is not talking about giving them any additional rights than they have now.

Professor Carr asked whether people would be able to switch between research tracks. He said he detected a clear channelization in the proposed track structure. VP Ulaby replied that research scientists can switch tracks already. He said that he thought only the

Medical School would implement the assistant research professor title. He said that all the decisions would be reviewed in his office. Now, he said, assistant research scientists are handled in the units entirely.

Professor Gobetti said that he could foresee incumbents claiming next that 'clinical' and 'research' modifiers are marks of second class status. Ulaby replied that the administration understands that different titles apply to different jobs.

Chair Koopmann reported that he suggested to the provost that there should be a directive against conveniently dropping the modifiers. He said that Ulaby's statement does not conform to what AAAC had been told. Professor Giordani expressed agreement, and added that AAAC had been informed of proposals to shorten both 'clinical professor' and 'research professor' simply to 'professor' in the context of 'working titles.'

Professor Raisler stated that faculty duties include teaching, research, and clinical functions, and that few people can be outstanding at it all. She said she favors the change as a gesture of respect within the academy. Professor Riebesell commented that the School of Nursing presently has no one eligible for the new title because they have no one with a 'senior research' title. Professor Miller informed the Assembly that Nursing has moved to adopt the new title, but it is still in process with the OVPR. She said that all research scientists in Nursing are presently in Track 1, but that there are a number of people who will be entering Track 2 when it is available. VP Ulaby commented that even the School of Engineering did not have the Track 2 until two years ago.

Professor Giordani stated that in the Medical School, clinical professors are claiming they have second class titles. He said that the administration was now creating the same situation with research professors. He expressed the need for a statement from the administration about their intentions. He asked what would happen to the senior research scientists who do not want to teach. VP Ulaby replied that if you look at the 62 individuals he was talking about today, there are some 4 or 5 who have not been involved in teaching. He said that people would be alerted to the criteria in the future. He said the existing senior research scientists would be given the title anyway, thus grandfathering them in.

Professor Yeo commented that Ulaby had said the evaluation criteria for senior research scientist was equivalent to that of tenure track faculty. She asked him to explain. The vice president replied that presently the provost can not handle all the promotion material from all the units. So already, he said, the vice president for research and the provost plus associate provosts divide up the files and each file is looked at by two of them. He said they would do the same thing with the research professor titles.

Professor Gobetti expressed opposition to grandfathering all senior research scientists as 'research professors' regardless of whether they teach or not. Ulaby replied that the administration would apply the strict criteria to all new hires but that he would not insult those people who don't qualify presently. He said the disharmony outweighs the merit.

A visitor, Dr. Teasley from the School of Information, addressed the Assembly. She said that she was a senior associate research scientist, and that she was insulted by comments suggesting that she does not deserve the title 'research professor.' She stated that there are Ph.D., M.S. and undergraduate students in her lab already or how else would the work get done.

VP Ulaby left the meeting at 4:45 P.M.

Professor Burdi suggested that a joint committee of AAAC and RPC should consider the proposal jointly. Chair Koopmann pointed out that SACUA had considered the proposal one week ago and had voted against the proposal.

Professor Winter moved adoption of both proposals listed in distributed item 3, and a second to the motion was expressed. In the presence of a large gallery and therefore inability to assess quorum, Chair Koopmann asked for Assembly members to stand to express their vote.

Vote on the active motion:

Number approving- 26
Number opposing- 9

Professor Gobetti announced that SACUA held its election for chair and vice-chair for the up-coming year; Professor Koopmann was elected chair and Professor Riebesell was elected vice chair.

Professor Gobetti moved that the modifiers 'clinical' and 'research' be mandatory in all official communications, letterhead, and other documents (multiple seconds).

Vote on the active motion:

Number approving- 23
Number disapproving- 5

OLD BUSINESS

There was no other old business.

NEW BUSINESS

There was no other new business.

The meeting adjourned at 4:55 P.M.

Respectfully submitted,

John T. Lehman
Senate Secretary

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.

February 17, 2003 Senate Assembly Meeting Agenda

3:15 pm	Call to Order	
3:20 pm	Consideration of Minutes	
3:25 pm	Announcements/Updates	
3:30 pm	Research Professor Title	ITEM FOR ACTION
3:45 pm	Katarina Borer, Chair, Research Policies Committee	
4:00 pm	Fawwaz Ulaby, Vice President, Office of the VP for Research	
4:30 pm	Old/New Business	
5:00 pm	Adjournment	