

The University of Michigan

Senate Assembly

Minutes of Regular Meeting of 17 February 1986

ATTENDANCE

Present: Bailey, Bassett, Beutler, Bissell, Briggs, Carnahan, Checkoway, Chudacoff, Comminou, Thomson, Durrance, Vinh, Han, Hanks, Hudson, Kalisch, Larson, Lehmann, Leonard, Lorey, Loup, Lusk, Ard, Malvin, Margolis, McCarus, McClamroch, Mermier, Meyer, Kearney, Moerman, Nadelman, Oleinick, Payne, Pierce, Radine, Reed, Rutledge, Olson, Schteingart, Sears, Stebbins, Todor, Wiseman, Zweifler; Yocum

Absent: Ascione, Brewer, Boyd, Burdi, Cornell, Easley, Eaton, English, Eschman, Farley, Green, Glover, Herbert, Howe, Jacobs, Kahn, Kusnerz, Lavoie, Lewis, Lockwood, Lougee, Manis, Moran, Mosher, Olsen, Rizki, Marc Ross, Muriel Ross, Sanders, Schauer, Snyder, Arnett, Stapp, Sargous, Warschausky, White, Zelenock

Professor William Stebbins convened the meeting at 3:20 p.m.

MINUTES

The minutes of 16 December were approved as written. Corrections were offered to the minutes of 20 January:

1. Professor Wiseman was present.
2. On page 2, the motion made re smoking in the workplace was misattributed to Professor Beutler.
3. On page 6, in Reports from Schools and Colleges, the last sentence should be replaced by the following: "The merger was discussed and agreed to by the faculty of the Computer and Communication Science Department. It was also discussed by the Electrical and Computer Engineering Department faculty, but there is no indication that the merger was the subject of a faculty vote."

ANNOUNCEMENTS

1. Professor Stebbins introduced Laina Savory, Executive Assistant to SACUA and Senate Assembly.
2. Response to CESF's survey has varied by department with the overall rate currently at 64%. Completed questionnaires are still being accepted.

MATTERS ARISING

1. The March Assembly meeting will be held in the Dentistry Auditorium and will be followed by the annual University Senate meeting. Dr. David Hamburg, President of the Carnegie Corporation, will speak on a topic related to "Obligations and Opportunities: Challenges in a Changing World." Members are asked to encourage attendance. [NOTE: The March Assembly meeting has now been changed back to Rackham Amphitheatre, as usual.]
2. The Rules Committee has recommended that Senate membership not be extended to the new tenure track clinical faculty at this time. The Committee also found that outgoing SACUA members who hold seats in the Assembly by virtue of their election to SACUA are not eligible for election to the Assembly in the year following the expiration of their SACUA terms.

NOMINATIONS AND APPOINTMENTS

The election of new SACUA members will be held at the March Senate Assembly meeting. In addition to candidates selected by the Nominating Committee, Professor Stebbins called for nominations from the floor. There were none. Bailey moved, Lehmann seconded, that the nominations be closed. Motion passed.

Professor Bailey moved, Professor Moerman seconded, that Professor Linda Brinkley be appointed to the Budget Priorities Committee for Winter Term 1986. Motion passed.

STATEMENTS FROM THE TENURE COMMITTEE

Guidelines for Tenure and Reappointment Review

Professor Janice Lindberg, Chair, presented "Guidelines for Tenure and Reappointment Review - A Statement of the Tenure Committee" to the Assembly for adoption. It was moved and seconded that the guidelines be adopted. The Committee also offered a friendly amendment that "certain" replace "some" in the title of the second part of the guidelines.

Professor Lindberg opened discussion by noting the provision that a faculty member reaching the seventh year of service must be informed at the start of that year if it is a terminal appointment. Otherwise, he/she is

automatically eligible for a tenure review. Professor Schteingart asked about the relationship of rank to tenure. She replied that the normal policy is to give tenure at the rank of Associate Professor. Some units may be diverging from that practice but she did not believe this would affect the proposed guidelines.

Bailey proposed that by consent the Assembly agree to substitute "chairs" for "chairmen" in the document. Agreed by voice vote. Professor Bissell noted a potential contradiction in procedure between the two parts of the statement. Accordingly, reappointment review of nontenure track faculty would involve a committee while the decision to terminate or to conduct a tenure review of tenure track faculty could rest only with the chair. He inquired about the rationale for not integrating the two parts. Professor Lindberg replied that units followed different procedures and the Committee sought to allow room for the variation. Professors Comminou and Lehmann stated that inclusion of a committee in the decision to terminate or to conduct a tenure review would be a major departure from present practice. Professor Oleinick moved, Professor Nadelman seconded, that Recommendations to Grant or Deny Tenure, item 3, sentence 1, be amended to read, "At any time that a unit's chair or dean or an elected or appointed faculty committee believes..." Discussion then focused on the makeup and process of appointment of such a committee. If the sense of the Assembly were that language broadening the base of the decision to terminate or to review is desirable, Professor Bailey asked that it be expressed through the vote. He then called the question. For clarification, Professor Lusk asked if the intent of the amendment were to let the Tenure Committee work out the wording relating to a committee. The answer was yes. On the amendment, 22 voted yes, 5 voted no. Amendment passed. The vote on the motion to adopt the guidelines showed all in favor, none opposed. Motion passed.

Career Lecturer Proposal

Professor Lindberg explained that the statement distributed last week applied to an earlier draft. A newer version is now under consideration and is reflected in the proposed revision of Regents Bylaws 5.08, distributed at today's meeting. Accordingly, a class of senior lecturers would be created and members appointed for terms of up to five years. Instructors and lecturers would be added to RB 5.08 and they, along with assistant professors, would be eligible for appointments of up to three years. As a result of preliminary discussions on this newer version, the Tenure Committee would like to note,

1. The likelihood that senior lecturer positions would be used elsewhere than LS&A.
2. Concern over the lack of faculty input into the revision.
3. Implications of the proposal are at present unclear.

Professor Stebbins reported that the revision was referred to SACUA only last week and discussed only today.

Professor Moerman expressed concern over the proposal and suggested that other ways were available to solve LSA's problems short of creating a second class of faculty. Professor McCarus noted the dilemma LSA language departments have with elementary language courses. Many people qualify but do not wish to pursue the Ph.D. Appointing them as lecturers for these courses would not threaten the concept of the tenure system. Professor Nadelman recalled that the original proposal brought to the LSA faculty consisted of three levels of lecturers. Its purpose was to bring more security to a large group of people, not to break the tenure system. One way to achieve this was to change the Regents Bylaws regarding the length of appointment, which is the subject of the proposed revision distributed today.

Professor Pierce acknowledged the potential for abuses stemming from the diversion of tenure track faculty appointments to the lecturer category. The Assembly can caution against these but should not overemphasize them relative to the benefits anticipated. Professor Bailey asked for a sense of the meeting in order to guide subsequent SACUA and Tenure Committee action. Professor McClamroch suggested that a vote might be premature. The subsequent vote in support of the Tenure Committee statement showed 12 in favor, 8 disagreeing, and 15 abstentions. Professor Stebbins concluded by saying that it is unclear that the proposed Bylaws revision would go to the Regents in March.

THE USE OF ANIMALS IN RESEARCH

Professor Dan Ringler, Director, Unit for Laboratory Animal Medicine (ULAM), stated that interest in the use of animals in research remains high. During the last year, several state legislatures considered, but did not pass, bills prohibiting the use of dogs and cats in research. There has also been an increase in assertive disruptions of research in many parts of the country and pressure has been applied to Federal funding agencies. The National Institute of Health has issued a new policy effective January 1986 which calls for establishment of an animal care and use committee at each university to review and approve protocols. The U of M has had such a committee since 1965. It currently consists of 16 members drawn from a broad spectrum and, in addition to the above, sees its role as raising faculty consciousness about the use of animals. Researchers must secure the approval of this committee before animals can be procured by purchase, gift, or trapping in the wild.

Half of the grants in biology and medicine, worth \$35 million annually, use 150,000 animals each year. \$1 million has been spent this year to upgrade facilities. ULAM reports to Vice President Wilson and, among other duties, is responsible for overseeing the proper care and use of animals in research. ULAM staff visit the research facilities monthly and sometimes daily, issuing reports on the quality of care as well as any problems identified. Activities are also subject to inspection by the USDA, Michigan Department of Public

Health, and Michigan Department of Agriculture. Inspection, however, is not the key to humane treatment. Rather, this is determined by the dedication and commitment of the staff and the acceptance of responsibility to the animals.

Professor Comninou asked by what right and from what source the animals are procured. Professor Ringler replied that 90% of the animals are rodents, bred and reared by laboratories under special conditions. Dogs and cats constitute 2-3% and larger animals the remainder. Dogs and cats come from Michigan animal shelters via federally licensed dealers and are scheduled to be destroyed at the shelter the day after their release. By policy, the Huron Valley Humane Society does not release animals for research. Professor Comninou asked if the use of animals is correlated with research output. Professor Ringler replied that the scientific merit of the various proposals is reviewed in each department, by the Animal Use Review Committee and by the veterinary staff. He believes all parties examine the ethical questions and weigh them against the scientific gains to be made.

With respect to the printed materials Professor Ringler distributed, Professor Pierce asked if any exceptions had been made per provisions in the "University of Michigan Principles for the Care and Use of Laboratory Animals." Professor Ringler replied that he was not aware of any being made in 20 years.

REPORTS FROM SCHOOLS AND COLLEGES

Professor Stebbins noted that the purpose of this section was to allow members to report on matters which may be of interest to others. Professor Comninou voiced concern over the manner in which elections to the College of Engineering Executive Committee have been conducted. Professor Stebbins asked that she convey particulars to SACUA.

OLD BUSINESS

Professor Durrance, Chair, Ad Hoc Committee on University Influence, reported that the committee will hold open discussions prior to the April 21 Assembly meeting. Members are invited to attend. She also asked that members complete and submit the committee's questionnaire.

Professor Oleinick asked for a status report on the proposal concerning smoking in the workplace. Professor Moerman reported that the Financial Affairs Committee considered the draft and recommended to Vice President Brinkerhoff that the sense of the draft be incorporated into a University policy. The Student Relations Committee is also considering the matter. It is expected that some kind of proposal will be forwarded to the Executive Officers. Professor Stebbins said that the item will be brought back to the Assembly at a later date.

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Professor Han inquired about the status of the search for a Vice President for Academic Affairs. Professor Stebbins replied that he had no further information than what was previously reported.

ADJOURNMENT

The meeting adjourned at 5:01 p.m.

Respectfully submitted,



Patricia B. Yocum
Senate Secretary