

Minutes of 19 February 1996 Senate Assembly Meeting  
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THE UNIVERSITY OF MICHIGAN  
SENATE ASSEMBLY MEETING  
MINUTES OF 19 FEBRUARY 1996

Chair Brewer convened the meeting at 3:20 P.M.

MATERIALS DISTRIBUTED

1. Agenda
2. Draft minutes of the Senate Assembly meeting of 22 January 1996

The minutes of 22 January 1996 were approved as submitted.

ANNOUNCEMENTS

Chair Brewer announced the results of elections for Chair and Vice-Chair of SACUA during 1996-1997. Professor Thomas Dunn was elected Chair, and Professor Louis D'Alecy was elected Vice-Chair.

Chair Brewer reminded Senate Assembly members that during the next meeting of the Senate Assembly, scheduled for 18 March 1996, the members of the Assembly would elect four new members to serve on SACUA. Brewer said that the 12 March 1996 issue of the University Record would carry an article about the candidates.

Brewer next announced that the University faculty could be pleased with the model for the presidential search that was adopted by the Regents. He noted that SACUA had provided a letter of advice to the Regents about a proposed procedure, which would include a majority of faculty on the search advisory committee, and that it appeared the proposal would be followed. Brewer noted that the Regents have listed some of the qualities and credentials desired in the candidates, and that these include a scholarly background, the skills of a good communicator, as well as the stipulation that the Regents must be in the communications loop of all significant decisions.

REPORT FROM THE SUBCOMMITTEE ON REVISIONS TO THE GRIEVANCE POLICY

Professor Moore reported that the subcommittee had held three meetings, and that those members who could attend the meetings were satisfied with the present recommendations. Moore said that one member of the subcommittee was quite ill, however, at the time of the last meeting, and that the subcommittee had elected to defer their written report until the March meeting of Senate Assembly in order to permit the member to recover and participate fully in the final revised statement.

Chair Brewer observed that no debates were scheduled for either of the remaining Senate Assembly meetings in March and April, which should permit adequate time for Assembly action on the report.

POINT-COUNTERPOINT DEBATE ON THE PROFESSORiate- MINORITIES

Professor Montalvo announced that point and counterpoint positions on the question of affirmative action based on minority status would be presented by Professor Cohen and by Professor Bryant. Montalvo first introduced Professor Cohen, who spoke from his prepared text (Appendix A). Cohen expressed his endorsement of affirmative action intended to eliminate all preferential treatment and to broaden access to opportunity, but he said that preferential treatment based on color, gender, or group membership tended to corrupt the institution that promotes the preference, that it corrupts society at large, and that such treatment injures the people who the action is claimed to help. Professor Bryant spoke about personal experiences with institutional racism (Appendix B). He noted that institutional privileges were routinely awarded to children of alumni, to donors, and to others in a manner that promoted special privilege by race, both at the University of Michigan, and elsewhere. Bryant ended his remarks with a request that the Senate Assembly consider adopting the Michigan Mandate and the Michigan Agenda for Women.

At the conclusion of both sets of introductory remarks, Professor Montalvo invited comments from the floor. Assembly members engaged in open discussion, which caused Professor Deskins to remark that such healthy conversation among the faculty about race had not previously occurred in his experience.

Professor Montalvo invited the original speakers, Bryant and Cohen, to offer concluding remarks. Professor Bryant proposed that the Senate Assembly open up further discussion on the subjects of race and racism. Professor Cohen offered three concluding points: (1) that incidious racism exists in society, and that we must extirpate it, (2) that affirmative action in its honorable sense is desirable, but that deliberative preferential treatment is wrong, and (3) that hypocrisy is practiced by the University of Michigan in that the institution gives preferences, but calls the action equal treatment.

Professor Montalvo thanked the speakers for their eloquence and thought-provoking comments.

#### OLD BUSINESS

No old business was introduced.

#### NEW BUSINESS

Professor Wahl stated that many of the Medical Center faculty were concerned about plans for the future of the Center, and in particular any changes that might affect the academic performance of the faculty. He said that it would be helpful if the Senate Assembly were informed about any discussions or planning underway that would affect the future of the Medical Center.

Professor Bryant reiterated his request that the Senate Assembly take up the issues he had promoted in his remarks. Chair Brewer replied that he will put the matters on the agenda for a future meeting.

The meeting was adjourned at 4:30 P.M. The Senate Assembly meeting was followed immediately by an address titled "Higher Education at a Time of Change" delivered by the Honorable Paul C. Hillemonds, Speaker of the House of Representatives of the State of Michigan.

Respectfully submitted,

John T. Lehman  
Senate Secretary