

THE UNIVERSITY OF MICHIGAN

SENATE ASSEMBLY

MINUTES OF MARCH 18, 1991

ATTENDANCE

Present: Anderson, Angus, Billi, Bord, Borgsdorf, A. Brown, M. Brown, Cameron, Chesler, Chiego, Daly, Debler, Diana, Didier, Duell, Eggertsen, Fellin, Foss, Gilgenbach, Goeppinger, Green, Greenwood, Hollingsworth, Houk, Jenkins, E. Jensen, Jones, Kimeldorf, Koopmann, Larson, Loveland-Cherry, MacAlpine, Marcelo, Mosher, Olson, Penchansky, Porter, Potter, Radine, Raper, Razzoog, Rosenthal, Saxonhouse, Schwank, C. Smith, Stein, Teske, Warner, Woods, Yano; Schwartz, Savory, Schessler, Toth-Fejel, Heskett.

Absent: Burdi, Crandall, Croxton, Dirks, Douthit, Drabenstott, Friedman, Gazda, Gross, Gull, Hayashi, A. Jensen, Kabamba, Levy, Lomax, Markus, Mignolo, Morley, Montalvo, Mosberg, Ness, Ocasio-Melendez, Papalambros, Russell, Senkevitch, G. Smith, L. Tentler, Wheeler, Williams, Yang.

Dr. Hollingsworth convened the meeting at 3:15 p.m.

MINUTES

The minutes of February 18 were approved as submitted.

ANNOUNCEMENTS

Please submit the names of nominees for faculty governance committees as soon as possible.

Ilene H. Forsyth, Arthur F. Thurnau Professor of the History of Art and 1991 Warner G. Rice Humanities Award Recipient, will give a lecture on March 26 entitled "From Cloister to Quadrangle" and on April 2, "The Making of the Law Quad at Michigan: The Artist-Patron Dialectic" at 8:00 p.m., Rackham Amphitheatre. All lectures are open to the public.

Six units have not yet approved the "Fundamental Tenets of Membership in the University Community" document.

A letter from Chandler Davis is included with today's packet of materials. Please post the enclosed yellow poster seeking contributions to the Academic Freedom Lecture Fund.

SACUA ELECTION

A motion to open the balloting for SACUA members was approved and ballots were distributed. Three members were elected for three-year terms. They are: Donald J. Bord (U-M Dearborn), George D. Cameron III (Business Administration), and Jean Goeppinger (Nursing).

PRESENTATION BY JACK WEIDENBACH, INTERIM DIRECTOR OF ATHLETICS

"The Changing Environment in Intercollegiate Athletics"

Currently, institutional control of intercollegiate athletics is a major issue. The Board in Control of Intercollegiate Athletics is responsible for the business activities of the department, including management of its real estate. The Office of the Vice President for Financial Affairs manages the department's capital programs. Mr. Weidenbach meets with the President on the average of twice a month and has established a very good relationship with him. The Academic Performance Committee oversees the academic activities of all student athletes.

The financial activities of the department are subject to audit, and presently they have an operating loss of \$320,000. Gifts total \$750,000 while earnings on investments total \$1,300,000. The department has a \$17,000,000 reserve fund, and monies from that fund are being used to cover the costs of the natatorium and replacing the turf in Michigan Stadium. The decision to lower Michigan Stadium was made because of the personal preference of both the players and the coaches. There are no statistics which indicates that this has any positive outcome. A lower stadium floor will enable those individuals seated in the lower level seats to have an improved view of the playing field. Another major project that will start soon is the overall rehabilitation of the stadium. It is expected to last approximately ten years. The cost of the improvements will be paid from departmental reserves. Weidenbach does expect the operating loss of the department to increase.

Football represents 80% of all departmental revenues. It will be necessary to find new ways to finance programs. During the next year, Michigan will spend \$4,500,000 on scholarships, which is more than any other Big Ten institution.

At the NCAA Convention, voting decisions are made by the President, Weidenbach and faculty representatives. Agreements were reached on a 10% across the board cut in student aid, with the exception of three women's sports. While in school, all athletes will have one day, without any contact with coaches. During recruitment, coaches are being limited in the number of phone calls they can make and the number of visits that recruits can make to campus. Coaches

will now have to be certified, and there will be a reduction in the size of the coaching staff. In the next year, the big push will be on academics.

Questions for Mr. Weidenbach:

Professor Koopmann: What is the plan to improve the lower level seats in the Crisler arena? Answer: The seating plan is presently under review. Question: Why are the proceeds from the turf sale being shared with the Library? Answer: Weidenbach believes libraries are important. In addition they have a challenge grant that must be met, and this is one way the Department of Athletics can help. Question: Why were you chosen to be the Director of Athletics? Answer: Because someone with good administrative skills was needed; not someone with a whistle.

Professor Potter: Why are salaries higher here than at MSU? We don't know what costs MSU has to cover to maintain their operation. Answer: Nationally our salaries are in the middle. NCAA is striving to control costs. In addition they are requiring that a minimum number of activities exist in order to maintain Division I status. Universities do have the ability to decide how much money they want to spend on student aid.

Professor Jensen: Do some universities give out-of-state student athletes in-state status? Answer: Yes, Weidenbach is aware of this practice at the University of Wisconsin and at some institutions in Arizona.

SEXUAL HARASSMENT POLICY: REVISED VERSION

The revised draft policy was made available to Senate Assembly members with the request that it be read and distributed to colleagues and that comments be forwarded to Kay Dawson in the Provost's Office by March 29. The revised document will be distributed in advance of the April 15 Senate Assembly meeting.

Kay Dawson provided the Assembly with background information on the revised policy. The first policy on sexual harassment appeared in 1980 during the administration of Harold Shapiro. It remained in effect until 1988 when Swain issued a new interim, combined policy, which is still in effect today. Discussions on this issue have been taking place for the past three years in parallel with the policy for students. The packet that was distributed today contains a memo from the President, the policy statement, and a time table for its implementation. Work on the present version began in January with completion slated for May. SACUA and other faculty and administrative groups have been consulted during this period. One of the issues which needs to be refined is should the University have the affirmative obligation to initiate action when the complainant does not want to make a complaint? The issue of consenting relationships uses the statement from the 1986

SACUA policy on gender and respect. In the section on response and procedures there is an attempt to establish a balance between the needed detail and the general statement of procedures. The philosophy of the policy is a problem solving approach. It supports the belief that victims need a range of options and that it is better for the University to be aware of instances of harassment so that it can take the necessary steps to prevent future occurrences. Advice is being sought on the issue of repeat offenders.

Questions for Ms. Dawson:

Professor Penchansky: Is it possible to place a statement in the University Record indicating that copies of the policy are available from Senate Assembly members? Yes.

Professor Smith: Has the General Counsel reviewed the policy? Answer: Yes. Question: What would occur if the Senate Assembly did not approve the policy? Answer: She did not know.

Professor Saxonhouse: What is legal in terms of record keeping on these matters? Answer: This policy is conservative on that issue.

Professor Jensen: When a complaint is made, but the individual does not want to bring formal charges, can the University intervene? Answer: Some institutions do not maintain records. The University can take generic action, for example, by raising the topic for discussion during unit meetings.

REPORT OF THE FACULTY CO-REPRESENTATIVE TO THE BIG TEN,
PERCY BATES

Professor Bates indicated that he entered the process during an era of reform. The proposals of the Presidents were accepted without difficulty, and most of those proposals dealt with financial matters. The faculty representatives have been disappointed with the lack of academic reforms. However, he expects 1992 to be the year of academics. Some of the issues that will be reviewed include initial eligibility requirements of a combined SAT score of 700 and a grade point average of 2.0. Some believe that the SAT score is too low. Other academic measures will be an indication that satisfactory progress is being made towards completion of the bachelor's degree and limiting the number of awards made in football and basketball, which is intended to prompt coaches to select players who are more likely to succeed. Another issue is financial aid for summer school, which is not available now. This program would allow student athletes to get a head start. At present, only need-based aid is available. He expects many more academic proposals to surface in the next year.

As a faculty representative, he works with the Academic Performance Committee to try to establish the right mix

between the academic progress of athletes and their commitment to their sport. This is a difficult job. There are some very dedicated faculty on the committee who devote time and effort to ensure that the process occurs properly. He believes that the Department of Athletics does a great deal to ensure that athletes get their degrees.

Questions for Professor Bates:

Professor Angus: Does the NCAA have the capability of conducting research? Answer: The NCAA is conducting studies on some of these issues.

Professor Penchansky: The five-year eligibility issue is being tossed about, and scholarships are now available for only four years. Has the department had to find the funds to support students in their fifth year? Yes.

NEW BUSINESS

There was none.

OLD BUSINESS

There was none.

ADJOURNMENT

The meeting adjourned at 4:50 p.m.

Respectfully submitted,

Diane G. Schwartz

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Senate Secretary