

Minutes of 15 April 2002
Approved 30 September 2002

**THE UNIVERSITY OF MICHIGAN
SENATE ASSEMBLY MEETING**

15 April 2002

ATTENDANCE

Present: Andersen, Askari, Bradley, Brown, Burdi, Combi, Elenbogen, Erickson, Fisher, Gobetti, Green, Gull, Hall, Karr, Kim, Koopmann, Lehman, Lubeck, Marcelo, McDonagh, Moseley, Navvab, Okada, Pedraza, Powell, Remick, Riebesell, Savage, Ward, Yeo; Leu, Mandeville, Schneider

Alternate: Jackson (Music)

Absent: Akerlof, Alcock, Alfred, Andrews, Antonucci, Atreya, Barsky, Bhavnani, Boyd, Brusati, Cho, Clark, Dick, Drach, Faerber, Frier, Guthrie, Hills, Jacobsen, Juster, Karni, Keller-Cohen, Ketefian, Korobkin, Lindner, Lithgow-Bertelloni, Masson, Mateo, Moore, Ni, Norris, Overmyer, Page, Peterson, Raisler, Reisch, Rocchini, Sears, Taghaboni-Dutta, Thornton, Uribe, Vicinus, Watkins, Yakel

MATERIALS DISTRIBUTED

1. Senate Assembly agenda
2. Draft minutes of the Senate Assembly meeting of 18 March 2002
3. Draft report from the Committee on the Economic Status of the Faculty and letter of transmittal to Senate Assembly dated 15 April 2002
4. Spring 2002 Planning Opinion Poll
5. 2001-2002 Senate Assembly Committee Chair Comments taken from SACUA minutes

Chair Navvab convened the meeting at 3:25 P.M. The proposed agenda was adopted.

CONSIDERATION OF THE MINUTES OF 18 MARCH 2002

The minutes of 18 March 2002 were approved as submitted.

ANNOUNCEMENTS/UPDATES

Chair Navvab announced:

1. Two members of SACUA, Professors Riebesell and Yeo, have been nominated for service on a new prescription drug benefits oversight committee that is being developed through the office of the provost.
2. Two entering members of SACUA, Professors Berent and Ensminger, have been elected by SACUA to serve as faculty representatives to the office of the provost regarding revisions to faculty grievance procedures. An important unresolved issue is the identity of the decision maker to ensure that the respondent is not simultaneously the decision maker. Another issue is the size and composition of the grievance review boards.
3. Professor Koopmann has transmitted a letter to the editor of the *Ann Arbor News* pointing out that more than 200 student athletes have maintained academic grade point averages of more than 3.0 during the past year.
4. A planning opinion poll has been distributed to Assembly members (distributed item 4). Chair Navvab reviewed the background of some of the topics and called upon various members of SACUA to review others. Navvab then invited Assembly members to rank and score the list of topics.

VISIT OF THE INTERIM PROVOST

The interim provost arrived at 3:52 P.M. He announced that he was attending on behalf of interim president White and himself, to thank two retiring members of SACUA. First, he said, he wanted to thank the continuing members. Then, interim provost Courant presented framed certificates of appreciation to Professors Ward and Navvab. Assembly members responded with rounds of applause for both retiring SACUA members. The guest left the meeting at 3:55 P.M.

CESF PRELIMINARY REPORT

Chair Navvab turned the floor over to Professor Askari, chair of the Committee on the Economic Status of the Faculty. Professor Askari reviewed the draft material that his committee has assembled about published and unpublished faculty compensation (distributed item 3). He illustrated his overview with a PowerPoint presentation that is attached to these minutes as an appendix. He concluded his presentation at 4:27 P.M. and invited discussion.

Professor Green congratulated the CESF on obtaining and publishing the unpublished compensation amounts by unit. He said that the published salaries are known to be a joke within some units. Professor Askari said that the CESF plans to distribute the

information electronically. But first, he said, CESF is seeking feedback and comments. He said that the committee must report to the Regents in a month.

Professor Marcelo commented that the U-M administration argued about six months previously that the compensation discrepancy between male and female faculty was small, perhaps 2.5%. Professor Askari replied that the actual discrepancy was about 18%, but after factoring in time in rank and other variables, the administration concluded that the differences were severely reduced. Professor Marcelo replied that sometimes the sample sizes are too small to permit comparisons between males and females in the same job, in which case the data were rejected from analysis. Professor Yeo asked if the data could be analyzed further with regard to gender differences. She asked if it would be possible to include some analysis and interpretation in the report. Professor Askari replied that CESF data conform with the numbers reported by the administration because they provided them. Ms. Mandeville added that the CESF had been asking for detail about the unpublished salary data, but so far the administration has resisted releasing it.

Professor Pedraza expressed reservation about the statistical approach taken by the administration to establish its claim of limited gender differences. Professor Marcelo remarked that salary data for non tenure track appointees would likely be revealing. Professor Askari said that CESF has asked for the relevant data from the administration but has not been able to get it.

FAREWELL REMARKS FROM THE CHAIR

Chair Navvab, retiring chair of the Senate Assembly, expressed his thanks to the members of Senate Assembly for participating in faculty governance. He noted that he has served with 3 provosts, 2 presidents, and 2 administrations during his 1.5 year term. He remarked that interim president White has prescribed the Golden Era of faculty governance as ending by the mid 19th Century. Navvab said that CESF has been a key committee for faculty issues historically, and that CESF issues will be front and center as long as faculty care about the institution.

Navvab said that he has used 3 different indicators during his term to see what works and what doesn't for better relationships between faculty and administrators, and that he wished to share his perspective in order to ease a smooth operation. Navvab identified his indices as

- 1) news media
- 2) committees and memo wars
- 3) one on one meetings

Navvab said that many times in his early experience executive officers cancelled meetings with elected representatives on short notice. He said that from this state faculty governance emerged through wars in public media into a present state of dialog. He

extolled the face to face communications that have characterized recent conditions. He said that he wished to stay connected to faculty governance through public e-mail and website postings, and that he hoped it would not be necessary to iclean dirty laundryî again to maintain viable faculty involvement.

Navvab observed that faculty governance has indeed been displaced by administration, as interim president White declared, and that the administrative domination of university interests was there to stayî.

OLD BUSINESS

There was no other old business.

NEW BUSINESS

There was no other new business.

The meeting adjourned at 4:32 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.

APPENDIX

CESF--Faculty Compensation Report

Fred Askari MD, PhD

Chair, CESF 2001-2002

University of Michigan, Ann Arbor, Michigan

Faculty Compensation

- Published Base Pay Available in Yellow Book at Library
- Published Salary Data not Previously Aggregated In Graph Form
- Published Salary Data not Previously Reported By Faculty Gender
- Unpublished Salary Data Previously Opaque

Cooperative Effort with Administration

- Salary Analysis an offshoot of Compensation Guidelines
- Several Years of Requests and Negotiations led to the Compilation of the Present Data Set
- Data Presented in Graphic Form for Base or Published Data, Tabular form for Unpublished Data reported Campus Wide and by University Unit

Historic Background

- CESF developed and Senate Assembly endorsed university wide faculty compensation guidelines
- Team approach with Faculty, former Provost and Deanís Approval of Provostís Study Committee...
- Need for Analysis of Salaries Recognized by The Provostís Study Committee...

Results

- There are some differences between aggregate salaries for different genders particularly at the high end of the pay scale
- The use of unpublished salary supplements is common in most units on campus, with the magnitude of unpublished salary rates greatest in the medical school

Key Issues

- Transparent Pay
- Incentive Pay
- Optimal Pay
- Equitable Pay

-Adoption of Compensation Guidelines

Action Summary & Next Steps

-Obtained, Graphed and Reported Gender Specific Published Salary Data

-Obtained, Tabulated and Reported Unpublished Salary Data by Unit

-Solicit Feedback for Future Objectives

-Request Data for Non-Tenured Faculty

-Request Unpublished Salary Data

-Track Faculty Compensation Over Time