

THE UNIVERSITY OF MICHIGAN

SENATE ASSEMBLY

MINUTES OF 17 MAY 1993

ATTENDANCE

Present: Aisen, Anderson, Angus, Beam, Billi, Blair, Blinder, Brewer, M. Brown, Cameron, Coward, D'Alecy, DeCamp, Douthit, Eklund, Ensminger, Gazda, Gidley, Griffin, Irani, Kaplan, Katehi, Koopmann, Larson, Lawson, Lomax, Lynch-Sauer, Marich (Alt for Voss), Margolis, Moore, Mosher, Olson, Saunders, Scheppele, Silverstein, C. Smith, Stein, Thum, Watkins, Whitehouse, V. Yang; MacAdam, Thorson, Stillman, Heskett.

Absent: Birge, Brusati, Chiego, Cole, Cowan, Cox, Crandall, Danley, Didier, Fellin, Frey, Greene, Gross, Gull, Hayashi, A. Jensen, Kabamba, Kaviany, Kelley, Kramer, Kunkel, Lopez, Montalvo, Mukasa, Razzoog, Schwank, Semetko, Shirley, R. Smith, Stensones, Sutton, Tinkle, Tremper, Warner, Wheeler, W.J. Yang.

OPENING REMARKS BY HENRY GRIFFIN, CHAIR

Griffin introduced the new members of SACUA who provided brief background information. He outlined his general expectations of the Assembly and noted the importance of communicating with and supporting the work of the committees. Griffin reviewed some procedural matters including the continuance of Olson as parliamentarian.

MINUTES

Approval of the April 19 Assembly minutes was postponed until the next Assembly meeting, since a quorum was not present.

ANNOUNCEMENTS

Griffin announced that the Committee on the Economic Status of the Faculty will report to the Regents on Friday morning, June 11, in the Regents' Room of the Fleming Administration Building. The 1993 recipient of the Distinguished Faculty Governance Award is Donald R. Brown, Professor of Psychology.

COMMITTEE APPOINTMENTS (FOR ACTION)

Griffin asked for consideration of the list of committee appointments. In response to a question by Coward, Griffin summarized the selection process. DeCamp noted the lack of Dearborn or Flint faculty among the new appointees. Griffin apprised Assembly of the proposed increase in membership of the Academic Affairs Committee from six to nine members. Since a quorum was not present no vote took place.

FACULTY DISCRIMINATORY HARASSMENT POLICY PROPOSAL, ELIZABETH ANDERSON, CHAIR

Anderson announced the postponement of the Faculty Discriminatory Harassment Policy Proposal until the September Assembly meeting. She outlined General Counsel Elsa Cole's opinion that two pending Supreme court cases will provide valuable background for drafting our policy.

Aisen expressed dismay that the consideration of the policy had been postponed, citing concern over the interim policy still in effect. He summarized the negative effect of the interim policy, including the potential to expose the University to national ridicule. He

emphasized the court decisions rigorously affirming free speech at public universities, noting recent cases at City University and at George Mason. Due to the lack of a quorum, Aisen urged Senate Assembly to consider a future recommendation to reject the interim policy and to eliminate the aspect of the proposed policy that prohibits harassment of members of "designated groups". Anderson responded with a summary of court decisions that affirmed universities' rights to sanction harassing speech.

Brewer suggested that the issues under discussion were of fundamental importance.

Kaplan reported on a review by the national AAUP of the April 19 version of the draft policy and indicated that he would forward the comments to Anderson.

Griffin thanked Anderson for her summary and indicated that this matter could be placed on the agenda for the June Assembly meeting.

PROPOSAL FOR RESOLUTION OF DISPUTES ABOUT SALARIES AND SPACE ALLOCATIONS

Griffin summarized the question of whether a mechanism was needed for resolving disputes about issues involving "conclusionary judgements about professional competence," such as salaries and space allocations. He noted that these disputes were not currently covered under the existing University faculty grievance procedures.

Kaplan summarized a case dealt with by AAUP involving lab space, noting that the issue was one of improper procedures.

Moore suggested that the Assembly should be open to establishing an adequate review outside of the grievance procedure to address unanticipated events.

Brewer reported that he had observed confusion among faculty on how such matters were handled.

Kaplan questioned and Moore concurred that the issue was one of assuring that proper procedures were followed.

Griffin affirmed that promotion and tenure decisions were not under consideration.

C. Smith reviewed the concerns raised by SACUA, that aspects of the process involving conclusionary judgements about professional competence were excluded from the grievance procedures.

Griffin asked Assembly to direct further comments to SACUA on e-mail.

GILBERT R. WHITAKER, JR., PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

Whitaker described the prevailing tenor on campus as one of calm intensity. He noted changes on campus: diversity, more complex facilities, service imperatives and research initiatives, as well as rising costs in concert with declining state revenues.

Whitaker expressed concern over the perception that Michigan was not meeting its societal obligations. He cited enrollment planning, assessing space costs, and additional staff and resources required to meet various federal requirements, noting the need for adjustments in staff and space. He noted the importance of recognizing distinctions between the business world and the University as well as ways in which the University could learn from the business sector. Whitaker noted the new curricula in the Medical School and the MBA program, and improvements in undergraduate education in Engineering and LSA.

Whitaker also cited campus building projects underway and repairs to infrastructure, including the East Engineering Building, the Integrated Technology Instruction Center (ITIC) on North Campus, the UGLI Science Library Building, and the addition to Randall Lab. Whitaker thanked the faculty for their commitment and efforts in faculty governance.

Kaplan pointed out that the University should address the issue of K-12 education. Whitaker agreed that this is a problem, and has been a problem for years.

Coward noted the 50% increase over the last several years in graduate tuition and suggested that concern should be directed toward graduate programs that might be consequently jeopardized. Whitaker noted that while funds had been directed toward graduate student aid, the needs were enormous.

Margolis expressed concern over the case involving data stealing charges. Whitaker indicated that the University was appealing the case and declined further comment.

Moore asked if a mechanism had been identified to enable faculty to help the University move toward greater excellence. Whitaker stated that this was high on his agenda.

Scheppele suggested the need to involve faculty in greater dialogue before budgetary decisions are made. Whitaker outlined mechanisms for faculty input (ACUB, SACUA, Deans, etc.) and indicated a willingness to entertain other mechanisms. Griffin noted SACUA's budget retreat in March with Robert Holbrook and the Provost and affirmed the importance of better SACUA communication with the faculty.

D'Alecy asked if Whitaker's remarks could fairly be constructed as veering away from the corporate model and expressing a greater willingness for input from faculty. Whitaker suggested that in a shared environment of short resources, faculty partnership and investment in tough decisions was crucial.

Koopmann suggested a newsletter from the Provost to the faculty to communicate the background of the issues.

Blair asked if there were specific proposals or initiatives related to interdisciplinary research that had been generated as a result of the President's address to Assembly in November of 1992. Whitaker responded that while there were not specific initiatives, this was one of the most important challenges facing the University, to reexamine the departmental structure.

Olson noted that units that had explored models other than departmental structure had been disadvantaged severely in the past.

Griffin thanked Provost Whitaker for his visit.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Griffin announced that the next Assembly meeting would be June 21.

ADJOURNMENT

The meeting was adjourned at 5:05 p.m.

Respectfully submitted,

Barbara MacAdam
Senate Secretary