

THE UNIVERSITY OF MICHIGAN

SENATE ASSEMBLY

MINUTES OF MAY 18, 1992

ATTENDANCE

Present: Anderson, Billi, Birge, Blair, Bord, A. Brown, M. Brown, Cameron, Cole, D'Alecy, Didier, Douthit, Duell, Eggertsen, Gidley, Goepfinger, Green, Griffin, Gross, Hayashi, E. Jensen, Katehi, Larson, Loveland-Cherry, Marcelo, Montalvo, Mosher, Olson, Penchansky, Schwank, Schwartz, Silverstein, Smith, Thum, Tosney, Vinokur, Voss, Warner, Watkins, Whitehouse; Schessler, Heskett.

Absent: Angus, Borgsdorf, Burdi, Chiego, Cowan, Cox, Crandall, Fellin, Hirshorn, Jenkins, A. Jensen, Kabamba, Kimeldorf, Koopmann, Kramer, Kunkel, Morley, Mosberg, Organski, Papalambros, Porter, Razzoog, Ross, Russell, Senkevitch, Simpson, Stein, Teske, Tinkle, Veroff, Wheeler, Woo, Woods, Yang; Thorson.

OPENING REMARKS

The meeting began with opening remarks by the new Chair, Ejner Jensen, which included a statement of appreciation to the former Chair, James Diana. Assembly members signaled their appreciation of Professor Diana's work by their applause.

MINUTES

The minutes of the meeting of April 20, 1992, were accepted as submitted.

ANNOUNCEMENTS

The Chair noted the need to replace both the Parliamentarian and Senate Secretary; nominations are being solicited.

The Chair introduced a communication from the Committee for a Multicultural University, a letter to Governor Engler to be sent in the name of the Senate Assembly requesting the reestablishment of the King-Chavez-Parks Visiting Professor Program. Jensen read the following letter:

Dear Governor Engler:

We are writing to you in our capacity as the Senate Assembly, representing the Faculty of the University of Michigan, to ask the reinstatement of State support for the Martin Luther King Jr. - Cesar Chavez - Rosa Parks Visiting Scholar Program, known as KCP. It is our firm belief that this program has been instrumental in promoting the goal of cultural diversity on our campus, and its discontinuance will deal a heavy blow to one of our major successful initiatives to increase multi-ethnic tolerance and harmony on our campus through this flexible educational program. Indeed, before making this request, we have carefully analyzed its costs and benefits to the People of Michigan and to our campus community because we wanted to be certain of the legitimacy and appropriateness of our request on the basis of fiscal constraint, educational merit, economic competitiveness, and public responsibility. On the basis of our comprehensive analysis and the criteria enunciated here, we feel totally justified in requesting that the KCP be reinstated on an annual basis, although a one-year interruption may now be

necessary because of the funding cycle. Here are some highlights of our findings. We stand ready to provide detailed information, should this be deemed appropriate.

The KCP Program was started at the University of Michigan in 1986. Its primary purpose was to promote cultural diversity across the various units in this highly decentralized institution by having visiting scholars of various ethnic minority groups interact with students and faculty on an ongoing basis for significant periods of time, sufficient to create an enduring impact.

The Program has already contributed immensely to the achievement of the University's major goal of educational excellence on the basis of pluralism and diversity, the basic characteristics of our national social order and the character of Michigan's population. Its major achievements include the 278 scholars and artists who visited the Ann Arbor campus for visits ranging from 3 days to one academic year. The ethnic backgrounds of these visiting scholars were varied. About one-half were African Americans and the remainder were Hispanic Americans, Asian Americans and American Indians (Native Americans). The individuals were hosted by 45 academic units and departments, and, while on campus, they interacted regularly with university officials, deans, members of the faculty and students. They conducted numerous seminars, public lectures, concerts and exhibitions, and they have attended a large number of informal and social gatherings across the campus. Both formal and informal contacts were designed to maximize the impact of the program on the campus community.

Collectively, these individuals have destroyed the myth that there is an insufficient pool of qualified, high calibre minority scholars for recruitment to enrich our faculty. Indeed, several of these scholars have accepted permanent positions in various academic units at the University of Michigan, in areas such as physics, psychology, art, and public health.

There is intangible evidence that the King-Chavez-Parks visiting professor program has been instrumental in preparing students from the State of Michigan to serve as leaders in the 21st century. Despite the diversity of Michigan's population, many of our students spend their developmental years in relatively homogeneous communities with little or no opportunity to interact with members of other ethnic and/or cultural groups. This limits their understanding of other cultures, their skill in cross-cultural communication, and perhaps their tolerance of diversity. The regular and sustained exposure provided through the KCP program accorded a large number of these students unique opportunities to learn about the richness of other cultures in our midst and gave them first-hand experience in the development of cross-cultural communication skills. In addition, many of the visiting scholars provided appropriate role models for both minority and non-minority students on the basis of their scientific, humanistic or artistic contributions.

The contributions of the KCP program for faculty and staff development have also been substantial in terms of improved strategies for breaking down some traditional ethnic and/or cultural barriers. The tangible results include greater cooperation and collaboration in teaching, research and service to the community. There is widespread feeling that the program has helped in improving communication among peers, gaining respect for one

another's differences, furthering acceptance of our diversity as a people, and, in turn, the transmitting of these attitudes to our students. It has certainly contributed to an environment of tolerance on our campus.

Finally, it is clear that Michigan's population has historically been one of the nation's most ethnically diverse. As President Duderstadt has repeatedly pointed out, the shift in the population of the United States (and that of Michigan) must be reflected in the faculty and student composition of our universities, through not in terms of quotas and ratios but in richness and diversity. In specific reference to the KCP program, we believe that it is necessary for increasing Michigan's competitive position in the world market. Indeed, while Michigan is competing for scarce markets and global issues are having a direct impact on our economic position and our ability to compete, it has become necessary that we increase our understanding of different cultures and our ability to interact successfully in the world community. Cross-cultural communication skills have become one of the essential requirements for successful competition in the world market.

Because of the reasons described, we believe that the KCP program should continue as one of Michigan's primary initiatives for a truly multicultural education. Please reinstate this program as expeditiously as possible.

Carbon copies to be sent to: Michigan Legislators, Arthur Ellis, (Director, Department of Commerce), Cesar Chavez, Coretta King, and Rosa Parks.

Don Bord, representing SACUA, moved that the Senate Assembly send the letter. The motion passed.

COMMITTEE APPOINTMENTS

Professor Bord, representing SACUA, moved approval of the following Senate Assembly committee appointments:

<u>NAME</u>	<u>SCHOOL/UNIT</u>	<u>TERM EXPIRES</u>
Academic Affairs Advisory Committee		
BARALD, KATE	MED (Anatomy)	9-1-95
GARVIN, CHARLES	Social Work	9-1-95
Civil Liberties Board		
GREEN, DANIEL	Med/Engr/LSA	9-1-95
VRETTOS, ATHENA	LSA (EngLang&Lit)	9-1-95
Committee on the Economic Status of the Faculty (CESF)		
JONES, KATHERINE	Nursing	9-1-95
ROOT, TERRY	Natural Resources	9-1-95
Financial Affairs Advisory Committee		
BIRGE, JOHN	Engineering	9-1-94
BAILEY, DICK	LSA (EngLang&Lit)	9-1-95
SIMMONS, MILAGROS	Public Health	9-1-95
STROSS, GEOFFREY	Medicine	9-1-95

Government Relations Advisory Committee

LEHMAN, JEFF	Law	9-1-94
KRAMER, LARRY	Law	9-1-95
KUKOR, JEROME	Medicine	9-1-95
PERAKIS, ANASTASSIOS	Engineering	9-1-95

Medical Affairs Advisory Committee

BENDER, ROBERT	LSA (Biology)	9-1-95
JENKINS, JANICE	Engineering	9-1-95
LANG, PAUL	Dentistry/PubHlth	9-1-95

Multicultural University, Committee for a

BASHSHUR, RASHID (Chair)	Public Health	9-1-93
HAYASHI, ROBERT	Medicine	9-1-94
GURIN, GERALD	Education	9-1-95
MCGOWAN, JOAN	Dentistry	9-1-95
SOME, PATRICE	LSA (RomanceLang&Lit)	9-1-95

Research Policies Committee

BROWN, MORTON	Public Health	9-1-95
ENSMINGER, WILLIAM	Medicine	9-1-95
PENDER, NOLA	Nursing	9-1-95

Rules Committee

BURDI, AL	Medicine	9-1-95
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Student Relations Advisory Committee

BEYER, ROBERT	LSA (Biology)	9-1-94
DECAMP, MARK (Co-Chair)	CASL (Chem, UM-D)	9-1-94
ESTABROOK, GEORGE	LSA (Biology)	9-1-95
HOPF, TED	LSA (Political Science)	9-1-95
MACADAM, BARBARA (Co-Chair)	Libraries	9-1-95

Tenure Committee

DWORKIN, STEVE	LSA (Linguistics)	9-1-93
BOEHM, SUSAN	Nursing	9-1-94
BARNARD, RUTH	Nursing	9-1-95
KATEHI, LINDA	Engineering	9-1-95
SANKEY, STUART	Music	9-1-95

University Relations Advisory Committee

BREWER, GEORGE	Medicine	9-1-95
GROSS, SAMUEL	Law	9-1-95
SEMETKO, HOLLI	LSA (Communication)	9-1-95

NOMINATION FOR OTHER UNIVERSITY COMMITTEE

Michigan Union Board of Representatives

MARICH, MILAN	Education	5-1-94
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The motion passed.

JACK WEIDENBACH, DIRECTOR OF ATHLETICS

Mr. Weidenbach reported a successful year, both competitively and financially, for the athletic program. He also reported on changes in the composition and role of the Board in Control of Intercollegiate Athletics to reduce the number of members and bring it into compliance with Big Ten and NCAA guidelines. He noted the activities to strengthen the women's programs.

PERCY BATES, FACULTY BIG TEN REPRESENTATIVE

Professor Bates reported on the academic performance of the student athletes. Data on grade points were presented and the interpretation was that weak performances were primarily among first-year students. The recent NCAA convention focussed on academic reform. Big Ten efforts to achieve gender equity in athletics were noted; it was suggested that the NCAA would probably follow these efforts.

GILBERT WHITAKER, PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

Provost Whitaker reported to Senate Assembly on three topics: revising the structure of committees dealing with budget priorities and the allocation process, the financial outlook for the University, and proposals relative to faculty ombudspersons.

The Provost reviewed the current structure and roles of the Budget Priorities Committee (BPC) and the Provost's Advisory Committee on Excellence (PACE) and his plan to merge the two into one committee to be known as the Advisory Committee on University Budgets. A number of reasons for the change, including making it possible for the Provost to spend more time with the committee, were noted. The committee will be composed of six faculty, three administrative staff, two deans, one student and one alumnus. The changes have been discussed with and agreed to by SACUA. The faculty members will be nominated by SACUA.

The Provost reviewed the major sources of income for the University. He noted that no increase in State appropriations can be expected; that indirect cost recovery from the federal government on research grants will be down; and that interest income on fund balances is down. In regard to tuition, he noted that the Regents will be presented with a proposal to increase tuition and the financial aid program at their July meeting. In summary, he noted a weak general funds outlook. He also noted a series of areas where the University faces increases in expenditures including building renovation, maintenance of new buildings, and fringe benefits.

The Provost explained his response to the Task Force report on ombudspersons. The key issue is whether there should be a central ombudsperson for those schools and units that do not have such a person; LSA and Medicine are the only schools that currently have ombudspersons. The Task Force noted the value of "local" ombudspersons elected by the faculty but suggested a central person for a period of time to help develop the role in each school. The Provost noted that he would like not to add a person centrally and was discussing this with the deans; he believes that the deans will be responsive to having an ombudsperson and he would like to pursue this before moving to a central office. Professor D'Alecy asked about the mechanisms for appointment of ombudspersons, whether they should be elected by faculty. The Provost responded that the answer depends on local circumstances.

BRUCE FRIER, CHAIR, TASK FORCE ON LEGAL SERVICES

Professor Frier reviewed the task force recommendations and noted the key concerns. The report had been circulated previously to the Assembly. The need to tie the evaluation of our grievance and disciplinary procedures to the existence of effective ombuds-persons was noted. Frier stressed the need for faculty participation in interpretation of legal indemnification and other policies and for SACUA to increase faculty understanding of these issues as well as act as a clearinghouse for relevant information. There were a number of questions about the insurance aspects of faculty indemnification.

Professor Bord, representing SACUA, moved acceptance of the task force report and an expression of thanks to the task force. The motion passed.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Professor Bord, representing SACUA, moved that Senate Assembly authorize SACUA to develop specific proposals relative to nominations for SACUA that would increase the pool of those eligible. Bord summarized the reasons for needing a larger pool; essentially that, given the time commitment and that Senate Assembly members may have already served a number of years, it is difficult to obtain slates that allow a balance in representation of the various faculty groups. The motion passed.

Professor Duell moved the following motion:

WHEREAS the Senate Assembly Legal Services Task Force has concluded that

"...SACUA is well advised to assume a more conscious, coordinated, and public role in assisting and advising faculty members who need help grieving or defending themselves within administrative procedures...and can at least serve as a 'clearing house' that puts faculty members in contact with the AAUP, provides a list of local attorneys, suggests sources of advice within the faculty and the administration, and otherwise helps faculty in the process of mounting their cases...";

AND WHEREAS the Task Force has

"...been assured that SACUA now possesses the administrative capacity to undertake such a role...";

IT IS MOVED THAT:

The Assembly accept the report of the Task Force with gratitude;

AND IT IS FURTHER MOVED THAT:

SACUA implement a part of that report with all deliberate speed by

Establishing a Senate Assembly Legal Advisory Committee of no more than five members, drawn preferably from the ranks of Emeritus former members of the Senate,

Which Committee shall have the functions of

- a) compiling and maintaining a list of sources of legal advice for faculty and other members of the University Senate who need help grieving or defending themselves within administrative procedures;
- b) serving as a referral agency for these sources; and
- c) regularly making their availability as an advisory and referral service known to Senate members with appropriate announcements in such places as the University Record and through periodic reports to the Senate.

Two friendly amendments were accepted; that the report to Senate Assembly referred to be made annually and that the wording be changed to accommodate the acceptance of the report earlier in the meeting. There was discussion about whether the proposed Legal Advisory Committee would have a role in sorting cases; that is, making decisions on whether access to other advice or attorneys would be given or selecting the specific attorneys for individual claimants rather than simply providing a list of available sources. The expectation is that no sorting will be done. The motion passed and reads as follows:

IT IS MOVED THAT:

whereas the Assembly has accepted the report of the Task Force with gratitude;

AND IT IS FURTHER MOVED THAT:

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- b) serving as a referral agency for these sources; and
- c) regularly making their availability as an advisory and referral service known to Senate members with appropriate announcements in such places as the University Record and through annual reports to the Senate.

Professor Whitehouse moved that SACUA consider the need for a Senate Assembly committee on K through 12 education. The Chair assured Professor Whitehouse that SACUA would look into the issue.

The Chair thanked those whose terms on Senate Assembly were ending for their service.

ADJOURNMENT

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Roy Penchansky
Senate Secretary, pro tempore

a/m/may1892