

THE UNIVERSITY OF MICHIGAN

SENATE ASSEMBLY

Minutes of Assembly Meeting, May 19, 1975

ATTENDANCE

Present: Professors Baublis, Berki, Bishop, Bornstein, Pooley, Child Christensen, Cohen, B., Cohen, C., Corpron, Crawford, Bull, Dernberger, Deskins, Eisley, Gikas, Goldman, Gray, Guinn, Hildebrandt, Judd, Ilie, Jones, Kachaturoff, Kaplan, Kelsey, Kish, L., Lands, Leary, Lehmann, Lindberg, Livermore, Lytle, Magrill, Millard, Nesbitt, Schmickel, Aupperle, Seger, Seligson, Sherman, Meiland, Matejka, Stross, Terwilliger, Votaw, Weeks, West, Williams, Colburn, Johnson

Absent: Professors Adams, Brown, Cornell, Cosand, Flynn, Harris, Hoffman, Kell, Kessler, Kish, G., Leonard, Lucchesi, Mullen, Murphey, Proctor, Springer, Taren, Van der Voo, Wilson

Guests: President Robben Fleming, Dr. Donald C. Lelong
Professors Robert A. Green, Saul Hymans, Allen Spivey and Frank Whitehouse

CALL TO ORDER

The meeting was called to order by Chairman Johnson at 3:20 p.m.

APPROVAL OF MINUTES

Minutes of the Assembly meeting of April 21, 1975 were approved as distributed.

ANNOUNCEMENTS

a) Professor William Colburn was introduced as the Assembly's Parliamentarian.

b) The Supplement to the Student Governance Report will be distributed to Assembly members.

c) The Livermore resolution on infringements of freedom of speech by disruptions is under consideration by the Civil Liberties Board. The Board will add Senate members, ad hoc, if needed to facilitate its deliberations.

COMMENTS ON AFFIRMATIVE ACTION COMMITTEE REPORT ON LS&A DEANSHIP - DR. ROBERT A. GREEN AND PRESIDENT FLEMING

In introducing President Fleming and Professor Green for comments on the report, Chairman Johnson urged that the committee report be considered as a guide for the future rather than a criticism of past practices.

Professor Green stated that the findings in the report were based upon data, and the recommendations upon the findings. The full data base, however, was broader than presented in the report or appendices as it includes minutes of the Committee meetings and records of interviews with the key individuals. When the data were not adequate to resolve specific issues, the Committee had speculated, but in each instance it had offered more than one speculation.

The Committee was an Affirmative Action Committee, and it should not be surprising that the report was deeply concerned with affirmative action issues.

adaptable but which will be changed only by mutual agreement. The program will begin in the 1975-76 academic year, and the first phase will require about six months of study within each unit.

Copies of the questions developed so far for item 1 are available from the Office of Academic Planning and Analysis. They will be tested this summer in three units, Architecture and Urban Planning, Natural Resources, and Public Health.

There were several questions from the floor relating to the following:

Use of previous experience. In forming the guide for evaluations there was consultation with Illinois, Minnesota, and Michigan State, plus several other schools. Since "no one knows how to evaluate a university" this is a learning process. New questions and local opinions have been incorporated. The committee is also aware of the current LSA self study.

Use of numerical indices. Each unit will develop its own responses, and it is inevitable that there will be some quantitative evaluation for comparative purposes. However, it is anticipated that a balance be maintained between qualitative and quantitative criteria.

Faculty participation. The study will be considered a failure if only the Deans answer. The format contains questions designed to encourage and to prove the extent of faculty participation.

REPORT FROM
THE COMMITTEE
ON THE ECO-
NOMIC STATUS
OF THE FACUL-
TY. PROFES-
SOR SAUL H.
HYMANS

1. Status of Annuitants.

A study by Vice-President Pierpont's office identified some 90 annuitants (or surviving spouses) who retired before 1956, the year in which Social Security coverage became effective at the University. As a result of a further survey showing actual incomes, the administration will present to the Regents at the June meeting a recommendation for supplementary payments to these annuitants. The exact formula has not been determined. It will, probably, be based on factors such as years of service, and final salary and must be fair, legal, and easily and quickly implementable.

2. Prospects for 1975-76 budget.

Professors Hymans and Whitehouse, representing Assembly Committees, attended a meeting with the Higher Education Sub-committee of the Senate Appropriations Committee upon an invitation extended by Senators Huffman and Purcell to faculties of all state-supported schools. Three basic messages were discerned: The Legislature is seriously constrained by the state's financial difficulties, the committee understands the needs of the University, and the Senate Committee would like to hear from faculties during the budget-forming process.

Professor Hymans' personal view is that the salary improvement factor implicit in the appropriation will be somewhere between the 13.23

Professor Green then briefly reviewed the eight recommendations. He noted that the Regents had essentially adopted all, with minor changes. He expressed his preference for support of the Committee's report of its findings as well as adoption of the recommendations. If he could not have both, however, he said he preferred to have the findings criticized but the recommendations accepted, as had occurred, rather than the reverse.

President Fleming summarized the difficulties of administering an affirmative action program and the virtual certainty of displeasing this or that group regardless of the decision or action. He also noted that the Affirmative Action Committee, which has recently completed its report on the LSA deanship, was actually set up prior to the time that the matter of the deanship became an item of concern. The general function was to review progress on affirmative action matters within the University.

As to the LSA deanship report, Mr. Fleming stated that the Regents have largely adopted its recommendations. With respect to the content of the report, it is divided into a chronology, a series of findings, and then some recommendations. Mr. Fleming thought that the chronology was generally accurate, that the findings were unfortunate in that they were based on only fragmentary evidence or speculation, and that the recommendations were constructive. Because various governmental agencies have an interest in affirmative action matters, and would be receiving copies of the LSA deanship report, Mr. Fleming said that it was necessary to prepare a response, particularly to some of the findings. It was for this reason that both he and Mr. Rhodes had broken their silence on the matter and spoken out.

A new Advisory Search Committee will be appointed very shortly from names supplied by the LSA faculty and students. Groups which have indicated a special interest in nominees for the committee will have an opportunity to influence the choice in the course of the faculty meeting which will be held for the purpose of selecting nominees. Once the Search Committee is named there will be further opportunity for minority groups and women's groups, who have shown a special interest, to suggest candidates to the Committee.

Following these brief presentations, questions were invited from the floor and from the gallery. There were none.

REPORT ON
ACTIVITIES
OF THE PRO-
GRAM EVALU-
ATION COM-
MITTEE -
DR. DONALD
C. LELONG
AND PROFES-
SOR W.ALLEN
SPIVEY

This committee is undertaking an evaluation program as part of a planning effort by all major academic units of the University. It is organized in three successive phases.

1. A statement of goals and objectives by each academic unit.
2. Evaluation of current operations by the units themselves.
3. Development of a "Memorandum of Understanding" between each school/college and the Office of Academic Affairs as a consequence of items 1 and 2. These memoranda are to represent desirable, realistic plans which are

per cent requested and the rumored two to three per cent. Owing to the fiscal autonomy of the University, there will be a critical time when the internal budgetary allocations are made. Professor Hymans urged that the administration form and make known its economic goals for the faculty. He emphasized that the long run stature of the University is dependent on the administration taking strong action to reverse the relative deterioration which the faculty has been suffering in its economic status.

CHANGE IN
NOMINATING
PROCEDURES
FOR UNI-
VERSITY
COUNCIL

The Assembly unanimously approved a change in the nominating procedure for University Council, that SACUA present to the Assembly one name for each vacancy, retaining, of course, the opportunity for nominations from the floor.

NOMINATIONS
AND APPOINT-
MENTS

Professor Irene Fast was elected to a three-year term on the Board for Student Publications.

NEW BUSINESS

Chairman Johnson cited the long list of committees to which the Assembly appoints members throughout the year, asking members to continue to seek nominations and volunteers for these assignments.

ADJOURNMENT

The meeting adjourned at 4:50 p.m.

Brymer Williams
Secretary Pro Tem